

Youth Employment and Industrial Training: A Study from Jammu and Kashmir, India[#]

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Introduction

Globally, more than 1 billion people today are between 15 and 24 years of age. Eighty-five per cent of these young people live in developing countries where many are especially vulnerable to extreme poverty. The International Labour Organization (ILO) estimates that approximately 74 million young women and men are unemployed throughout the world, accounting for 41 per cent of the 180 million unemployed globally, and many more young people are working long hours for low pay, struggling to survive in the informal economy (ILO, 2003). Decent and productive work is an unfulfilled aspiration of many young people (World Bank, 2003). Unemployment at the onset of one's working life can lead to serious problems. Lack of employment lowers household income and blocks the crucial development of skills, which come from work experience and on-the-job training. Early workplace skill development is crucial to future earnings growth and unemployment early in working life increases the probability of future joblessness (ILO, 1998). Evidence has shown that early unemployment can permanently affect future employability (ILO, 2004). Policies that lead to youth unemployment result in more difficult challenges for youth that are most vulnerable. Those experiencing unemployment at an early age have lower earnings and an increased likelihood of unemployment ahead of them (Mroz, 2001). Global youth unemployment rates are increasing for both women and men. In the ten-year period from 1993 to 2003 there was an increase of approximately 19 million unemployed youth in the world (ILO, 2003). As a result, there has been a rise in the world youth unemployment rate (ILO, 2004).

Unemployment of young people is a serious problem in most of Africa (Kanyenze, et al., 2000). It is a major challenge in Latin America and the Caribbean (ILO, 2003; Fawcett, 2002). High youth unemployment rates in East Asia illustrate the difficulties new entrants to the labour market have finding jobs (ILO, 2002). Youth unemployment in the Middle East and North Africa is high for both women and men, ranging from 13 per cent in Bahrain to 39 per cent in Algeria (ILO, 2003). More women than men are unemployed in almost all regions of the world. Only in East Asia and sub-Saharan Africa, the regional male unemployment rate exceed that of the female (the rates are equal in the transition economies). The difficulty of finding work is even more drastic for young females (aged 15 to 24 years). In Latin America and the Caribbean as well as the Middle East and North Africa, the unemployment rate for young women is over 7 per cent higher than that of young men (ILO, 2004). On average, youth unemployment in India is twice the overall unemployment rate. Indeed, the share of youth among the unemployed is disproportionately high at approximately 59 per cent (Pant, 2003). The number of youth in the labour force is estimated to grow from 85 million in 1991 to 93 million in 1997, 105 million in 2002 and 117 million in 2007. The labour force participation rate for the youth is projected to decline to 50.5 percent by 2007, but the proportion of the youth in the population is expected to rise to 20.8 percent. The expansion of employment opportunities has been an important objective of development planning in India. There has been a significant growth in employment over the years. However, a relatively higher growth of population and labour force has led to an increase in the volume of unemployment from one plan period to another.

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In the recent past, India has achieved the gross domestic product (GDP) growth of more than 6.5 per cent with just one per cent growth in employment. Most of the large industries have been shedding labour and the labour absorption capacity of the agriculture is low. The unorganized sector is growing at much higher rate than any other sector. However, the workers in unorganized sector seem to be the least educated and trained. The contribution of technically trained manpower to the economic growth and development is a well-accepted factor. The shortage of personnel with an education in industrial training will have an adverse impact on the state's economy, especially in the industrial sector. A vast body of literature exists to evince that technological change and dynamism in industry is positively related with the nature and extent of technically trained workforce engaged in a country's industrial sector. In order to attain industrial and technological self-reliance, the Indian planners envisaged the development and building up of indigenous expertise and stock of technically trained manpower as an inalienable part of the state's development strategy. As a sequel to this policy, a tremendous effort was made by the Government to create a massive infrastructure to train and built up locally groomed expertise and skilled manpower. The Industrial Training Institutes (ITIs) are one of the major institutions that provide technically trained manpower in state of Jammu and Kashmir. As a result, state has turned into the one of the largest reservoir of technically skilled manpower in the country. However, the over production of technically trained manpower, with less regard to the absorption capacity of the labour market will result in unemployment among these skilled labour force. "Labour market of ITIs" has become a topic of vital interest in our society today as a result of burning issue of unemployment among the technically trained manpower. In view of rapidly changing social, economical, political and technological climates, the technically trained manpower requirements also change which demands for constant monitoring of manpower requirements.

Objectives

The main objectives of the paper are: (i) To assess the impact of industrial training on youth employment, income and job satisfaction; (ii) To evaluate the track record of placement of trainees in small and micro enterprises; (iii) To analyze the obstacles faced by technically trained industrial manpower in securing jobs in labour market; and (iv) To suggest policy recommendations to overcome the problem of unemployment among technically trained industrial manpower.

Data Source

This study has been confined to technically trained manpower passed out from industrial training institutes (ITIs) in all districts of Jammu and Kashmir, India during 2001 to 2005. The sample size has been restricted to 20% of technically trained manpower passed out from ITIs. For assessment of demand of industries of the courses run by ITIs, a sample of 193 industrial units has been selected.

Methodology

The structured questionnaire based field survey method has been used to collect primary data and information. The collected data has been classified as demographic characteristics, present employment status, employment status according to gender, sector, and management level, waiting time and reasons for not finding a job, income status, employment rates/unemployment rates, obstacles faced in finding suitable employment, level of work satisfaction, and demand assessment of industries. The data analysis has been done using simple descriptive statistics.

Industrial Training Facilities in J&K

In 1956, the Craftsman Training Scheme (CTS) was introduced in India. Under the scheme, training is being imparted through ITIs for meeting the requirements of skilled labour for the industrial/engineering sector. It also provides opportunities for large-scale self-employment of the youth. In the state of Jammu and Kashmir, the scheme was introduced in 1958 and two ITIs were established in the capital cities of Srinagar and Jammu. Since then, more and more ITIs were added to provide the vocational training facilities in remote areas with a view to provide industrial and technical skills to youth to be better qualified for employment/self-employment within and outside the state. The Directorate of Technical Education (DTE) was established in the state of Jammu and Kashmir in 1981 by the creation of a unified institute for administration and control of the ITIs and vocational training institute. This was done to coordinate the various training programmes and efficient utilization of the available resources and integrated development of the technical and vocational training in the state. At the time of the establishment of DTE, there were 21 ITIs and 2 polytechnics. Over the period, the DTE diversified its activities and the number of ITIs and polytechnics has increased to 37 and 12 respectively. By the year 1994, all the major towns of the state has one ITI meant for providing fundamental type of industrial training. ITIs are providing Craftsman Training leading to the award of Diploma/Certificate in Craftsmanship, and Apprenticeship training in the field, leading to the award of Diploma/Certificate in Apprenticeship. Craftsman Training courses are job-oriented, with the purpose of providing skilled workers and are conducted under the technical leadership of the National Council for Vocational Training (NCVT) through a network of the ITIs in the state. Apprenticeship training is for actual industrial workers, who are trained on the job as fully skilled workers. The scheme is conducted through National Apprenticeship Council (NAC) at the national level. Both NCVT and NAC are under the Ministry of Labour, Government of India.

Out of 67 trades designated by the NCVT under the CTS, training facilities are available in 21 trades in ITIs in the state of Jammu and Kashmir, which are further divided as: engineering trades (18) and non-engineering trades (3). The engineering trades are: welder, mechanic (diesel, plumber), mason (building constructor), mechanic (tractor), carpenter, computer operator and programme assistant, information technology and electronics systems maintenance, painter (general), mechanic (motor vehicle), fitter, turner, machinist, electrician, instrument mechanic, mechanic radio and television, mechanic Ac/refrigeration, and electronic mechanic. The non-engineering trades are cutting and tailoring, stenography (English), and calico printing. A total of 267 trade units (a unit is generally of 19 trainees including the supernumeraries) are available in all the ITIs of the state. Of these, 221 trade units are affiliated with the NCVT, while the remaining 46 units have not been affiliated due to lack of infrastructure such as space, machinery/equipment or staff. There are significant deficiencies in the availability of infrastructure in both the affiliated and un-affiliated trades, which is affecting the quality the training being imparted in these ITIs. Some of the ITIs in both the Kashmir and Jammu division are without their own buildings. Besides above, the equipment maintenance workshops at Jammu and Budgam established under the World Bank Programme in 1999 do not have the required staff. The second instructor with Diploma level qualification to be provided to the trades as per the revised norms of the NCVT needs to be provided in each of the trades in the ITIs. A centrally sponsored scheme, amounting Rs. 30.60 crores in the first phase has been submitted to the Ministry of Labour, Government of India to modernize the training facilities, which will boost self-employment and curb youth unemployment in the state. In sum, there is need to give vocational trainings the status of the priority sector so that the youth can take up the self-employment in a big way and can be able to find suitable employment as skilled workers, which calls for heavy investment in this sector so as to raise the standards and quality of training to be provided to the youth, which in turn would have greater acceptability in the employment markets.

Findings of the Study

I. Demographic Characteristics

A sample of 796 ITI pass outs during the five years period from 2001 to 2005 have been selected across the districts of the state of Jammu and Kashmir and of them, 15 percent, 53.1 percent, 25.4 percent and 6.4 percent were found respectively in the age group of below 20 years, between 20-25 years, between 25-30 years and above 30 years. Thus, the majority of the sample ITI pass outs were found in the youthful age groups. In district Kupwara, all the sample respondents were concentrated in the age groups of 20-25 years (85.7 percent) and 25-30 years (14.3 percent). In other districts, the sample respondents were distributed across the age groups, except the districts of Pulwama, Leh, Kargil, Doda and Poonch where none of the sample ITI pass outs were found in the relatively older age group of above 30 years, which clearly reflects that a higher proportion of them are very young and energetic, and highly productive if they could be provided with suitable job opportunities. 60.3 percent and 39.7 percent of the ITI pass outs were males and females respectively, which clearly reflect the gender imbalance in their enrolments in industrial training courses. However, the districts of Leh, Kargil and Udhampur are exceptions in this regard, where the proportion of female ITI pass outs was significantly high (70.4 percent in Leh, 64.1 percent in Kargil and 62.5 percent in Udhampur). In the districts of Badgam and Anantnag, the proportion of female ITI pass outs was 44.5 and 45.0 respectively. Two-third of the sample respondents was unmarried. More than half of the sample ITI pass outs were married in district of Leh, whereas the proportion of married sample respondents was much lower in districts of Doda (4.7 percent), Kupwara (14.3 percent), Badgam (22.2 percent), Poonch (27.3 percent) and Kathua (29.13 percent). This clearly reveals that the social understanding of the ITI pass outs is comparatively high in most of the districts due to which they enter the nuptial ties at later ages. However, this may also be due to higher prevalence of unemployment among the ITI pass outs in these districts, which may be delaying their entry into the marriage.

II. Employment Status

a. Present Employment Status of ITI Pass Outs: Out of sampled 796 ITI pass outs, 389 (48.8 percent) were reportedly unemployed and 407 (51.2 percent) were employed. Of 389 unemployed ITI pass outs, 89.2 percent were never employed before and 10.8 percent have resigned/laid off/separated from the previous employment. Those of the respondents who were gainfully employed, 48.3 percent, 22.4 percent and 22.4 percent respectively were employed locally, within the respective districts, and outside their respective districts and 22.6 percent were self-employed. The district-wise analysis of the data presented in table 1 reveals that 62.5 percent and 37.5 percent were locally employed and self-employed respectively in district Kupwara. About half of the ITI pass outs were gainfully employed in all the districts of the state of Jammu and Kashmir except the districts of Pulwama and Leh, where the proportion of gainfully employed ITI pass outs stood at 43.6 percent and 42.6 percent respectively. About one-fourth of the employed ITI pass outs were self-employed in districts of Srinagar, Badgam, Leh, Kargil, Doda, Poonch and Rajouri, whereas in other districts the proportion of self-employed were about one-fifth except Kupwara, where self-employed were reportedly 37.5 percent. Thus, self-employment is one of the lucrative options for ITI pass outs to eke out a livelihood and there is need to promote awareness regarding self-employment programmes and schemes among the prospective trainees during the tenure of their stay at ITIs.

Table 1: Present Employment Status of ITI Pass Outs

Employment Status	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	Total
1. Unemployed	6 (42.8)	17 (45.9)	54 (51.4)	16 (44.4)	22 (56.4)	42 (52.5)	31 (57.4)	19 (48.7)	19 (45.2)	27 (48.2)	11 (50.0)	26 (41.9)	47 (43.9)	52 (50.5)	389 (48.8)
1.a. Never been employed before	6 (100)	17 (100)	46 (85.2)	16 (100.0)	19 (86.4)	37 (88.1)	28 (90.3)	19 (100.0)	17 (89.5)	23 (85.2)	11 (100.0)	24 (92.3)	39 (82.9)	45 (86.5)	347 (89.2)
1.b. Resigned / Laid off / Separated from previous employment	-	-	8 (14.8)	-	3 (13.6)	5 (11.9)	3 (9.7)	-	2 (10.5)	4 (14.8)	-	2 (7.7)	8 (17.1)	7 (13.5)	42 (10.8)
2. Gainfully employed	8 (57.1)	20 (54.1)	51 (48.6)	20 (55.5)	17 (43.6)	38 (47.5)	23 (42.6)	20 (51.3)	23 (54.8)	29 (51.8)	11 (50.0)	36 (58.1)	60 (56.1)	51 (49.5)	407 (51.2)
2.a. Employed locally	5 (62.5)	10 (50.0)	22 (43.1)	8 (40.0)	9 (52.9)	17 (44.7)	11 (47.8)	11 (55.0)	14 (60.9)	17 (58.6)	8 (72.7)	16 (44.4)	27 (45.0)	21 (41.2)	196 (48.2)
2.b. Employed within district	-	6 (30.0)	9 (17.6)	4 (20.0)	4 (23.5)	10 (26.3)	6 (26.1)	4 (20.0)	3 (13.1)	4 (13.8)	-	7 (19.4)	20 (33.3)	14 (27.4)	91 (22.4)
2.c. Employed outside district	-	-	7 (13.7)	3 (15.0)	-	3 (7.9)	-	-	-	2 (6.9)	-	4 (11.1)	-	9 (17.6)	28 (6.9)
2.d. Self-employed	3 (37.5)	4 (20.0)	13 (25.5)	5 (25.0)	4 (23.5)	8 (21.1)	6 (26.1)	5 (25.0)	6 (26.1)	6 (20.7)	3 (27.3)	9 (25.0)	13 (21.7)	7 (13.8)	92 (22.6)
Total	14 (100)	37 (100)	105 (100)	36 (100)	39 (100)	80 (100)	54 (100)	39 (100)	42 (100)	56 (100)	22 (100)	62 (100)	107 (100)	103 (100)	796 (100)

Note: I: Kupwara; II: Baramulla; III: Srinagar; IV: Badgam; V: Pulwama; VI: Anantnag; VII: Leh; VIII: Kargil; IX: Doda; X: Udhampur; XI: Poonch; XII: Rajouri; XIII: Jammu; and XIV: Kathua

b. Employment Status of ITI Pass Outs by Gender: Out of 407 employed ITI pass outs, 78.4 percent and 21.6 percent were males and females respectively. In district Kupwara, all the employed ITI pass outs were males. In all other districts, the proportion of male employed ITI pass outs was higher than females except the district Kargil, where they were reportedly in equal proportion. In districts of Leh and Udhampur, the gender imbalance in employment was not as sharp as in other districts and 43.5 percent and 41.1 percent of the employed ITI pass outs were females (see table 2). The main reason for lower proportion of the employed female ITI pass outs is their enrollment pattern, as a higher proportion of them were enrolled in the course/trade of cutting and tailoring, which provides them meager job opportunities in organized as well unorganized sectors. However, they could be motivated to take up self-employment as the market for their services is very large and returns are also very lucrative, for which there is need to make them aware regarding various schemes being run by governmental and non-governmental agencies for assisting them to start their own small enterprises on individual as well as group basis.

Table 2: Employment Status of ITI Pass Outs by Gender

Employment Status	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	Total
Male	8 (100)	16 (80.0)	43 (84.3)	16 (80.0)	14 (82.3)	31 (81.6)	13 (56.5)	10 (50.0)	19 (82.6)	17 (58.6)	9 (81.8)	29 (80.5)	51 (85.0)	43 (84.3)	319 (78.4)
Female	-	4 (20.0)	8 (15.7)	4 (20.0)	3 (17.7)	7 (18.4)	10 (43.5)	10 (50.0)	5 (17.4)	12 (41.4)	2 (18.2)	6 (19.5)	9 (15.0)	8 (15.7)	88 (21.6)
Total	8 (100)	20 (100)	51 (100)	20 (100)	17 (100)	38 (100)	23 (100)	20 (100)	23 (100)	29 (100)	11 (100)	36 (100)	60 (100)	51 (100)	407 (100)

Note: Same as table 1

c. Sector of Current Employer of Employed ITI Pass Outs: The data regarding sector employer of employed ITI pass outs is given in table 3, which makes it evident that private sector is the dominant employment-providing sector to the ITI pass outs, where about half of them were employed and 22.6 percent each were employed in government and self-employed sector. Non-governmental organizations (NGOs) are providing employment opportunities to a very small proportion (5.4 percent) of the ITI pass outs. The district-wise analysis of the data reveals that NGO sector jobs for ITI pass outs are virtually non-existing in most of the districts. Thus, as discussed earlier the programmes and schemes of self-employment needs to be propagated among the ITI pass outs so that they could productively engaged in building and advancing the economy of the state of Jammu and Kashmir.

Table 3: Sector of Current Employer of Employed ITI Pass Outs

Sector	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	Total
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Government	2 (25.0)	6 (30.0)	14 (27.4)	4 (20.0)	5 (29.4)	7 (18.4)	4 (17.4)	5 (25.0)	6 (26.1)	5 (17.24)	3 (27.3)	7 (19.4)	13 (21.7)	11 (21.6)	92 (22.6)
Private	3 (37.5)	10 (50.0)	20 (39.2)	11 (55.0)	8 (47.1)	17 (44.7)	13 (56.5)	10 (50.0)	11 (47.8)	18 (62.1)	5 (45.4)	16 (44.4)	30 (50.0)	29 (56.9)	201 (49.4)
NGO	-	-	4 (7.8)	-	-	6 (15.8)	-	-	-	-	-	4 (11.1)	4 (6.7)	4 (7.8)	22 (5.4)
Self-employed	3 (37.5)	4 (20.0)	13 (25.5)	5 (25.0)	4 (23.5)	8 (21.1)	6 (26.1)	5 (25.0)	6 (26.1)	6 (20.7)	3 (27.3)	9 (25.0)	13 (21.7)	7 (13.8)	92 (22.6)
Total	8 (100)	20 (100)	51 (100)	20 (100)	17 (100)	38 (100)	23 (100)	20 (100)	23 (100)	29 (100)	11 (100)	36 (100)	60 (100)	51 (100)	407 (100)

Note: Same as table 1

d. Employment Status of Employed ITI Pass Outs by Management/Cadre: The data on employment status of employed ITI pass outs by management/cadre is given in table 4, which makes it clear that one-fourth of them were engaged as technician followed by supervisory position (15.5 percent), sales and service personnel, and operator (11.1 percent), and skilled workers (10.2 percent). About 6.7 percent of the ITI pass outs were engaged in managerial position and 8.3 percent of them were working as clerks. A smaller proportion of them were also engaged as craft workers (6.3 percent) and elementary workers (5.1 percent). The district-wise analysis of the data makes it evident that all of the employed ITI pass outs in district Kupwara were engaged as technician (60 percent) and operators (40 percent). Similarly, technician is dominant cadre in district Baramulla also. The districts of Anantnag, Jammu and Kathua represent all the positions occupied by ITI pass outs. Similar is the situation in district Srinagar except the elementary occupation. The districts of Leh and Udhampur are dominant in terms of managerial position occupied by employed ITI pass outs. This is mainly due to the fact that these respondents have also educated up to graduation and post-graduation level, which have paved their ways up to managerial position. Thus, it is not wrong to infer that technical training supplemented by higher education has helped the employed ITI pass outs to attain better employment.

Table 4: Employment Status of Employed ITI Pass Outs by Management/Cadre

Position	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	Total
Technician	3 (60.0)	9 (56.25)	13 (34.2)	6 (40.0)	4 (30.7)	6 (20.0)	5 (29.4)	4 (26.7)	3 (17.6)	7 (30.4)	3 (37.5)	5 (18.5)	8 (17.0)	5 (11.4)	81 (25.7)
Supervisory	-	3 (18.75)	4 (10.5)	3 (20.0)	2 (15.4)	5 (16.7)	6 (35.3)	5 (33.3)	3 (17.6)	5 (21.7)	-	3 (11.1)	6 (12.7)	4 (9.1)	49 (15.5)
Managerial	-	-	2 (5.3)	-	-	2 (6.7)	3 (17.6)	-	2 (11.7)	4 (17.4)	-	-	5 (10.6)	3 (6.8)	21 (6.7)
Clerk	-	-	2 (5.3)	-	2 (15.4)	3 (10.0)	-	-	3 (17.6)	3 (13.0)	-	3 (11.1)	6 (12.7)	4 (9.1)	26 (8.3)
Sales & service	-	2 (12.5)	3 (7.9)	-	-	3 (10.0)	-	3 (20.0)	4 (23.5)	4 (17.4)	2 (25.0)	5 (18.5)	4 (8.5)	5 (11.4)	35 (11.1)
Craft worker	-	-	4 (10.5)	-	2 (15.4)	4 (13.3)	-	-	-	-	-	4 (14.8)	3 (6.4)	3 (6.8)	20 (6.3)
Operator	2 (40.0)	-	6 (15.8)	-	3 (23.1)	3 (10.0)	-	3 (20.0)	2 (11.7)	-	-	4 (14.8)	7 (14.9)	5 (11.4)	35 (11.1)
Skilled worker	-	2 (12.5)	4 (10.5)	3 (20.0)	-	2 (6.7)	3 (17.6)	-	-	-	3 (37.5)	3 (11.1)	5 (10.6)	7 (15.9)	32 (10.2)
Elementary	-	-	-	3 (20.0)	-	2 (6.7)	-	-	-	-	-	-	3 (6.4)	8 (18.2)	16 (5.1)
Total	5 (100)	16 (100)	38 (100)	15 (100)	13 (100)	30 (100)	17 (100)	15 (100)	17 (100)	23 (100)	8 (100)	27 (100)	47 (100)	44 (100)	315 (100)

Note: Same as table 1

III. Waiting Time and Reasons for Not Finding a Job

a. Duration of Job Search and Reasons for Not Finding a Job by ITI Pass Outs: Out of 389 unemployed ITI pass outs, 319 (82.0 percent) are currently looking for a job. The duration of job search by the unemployed ITI pass outs varies from less than 6 months in case of 12.6 percent to less than 2 years in case of 22.9 percent (See table 5). The main reasons reported by unemployed ITI pass outs for not finding a job were economic recession/no jobs available (46.27 percent), very few job opening and there is strong competition (58.3 percent), lack of work experience (more than three-fourth), poor preparation/training (about one-half), lack of professional

requirements (more than one-half), and no personal connections/no strong referrals (more than two-third) (See table 6).

Table 5: Duration of Job Search by Unemployed ITI Pass Outs

Currently Looking for Job	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	Total
a. Yes	6 (100.0)	13 (76.5)	47 (87.0)	11 (68.7)	18 (81.2)	33 (78.6)	27 (87.1)	17 (89.5)	16 (84.2)	22 (81.5)	8 (72.7)	21 (80.7)	38 (80.8)	42 (80.7)	319 (82.0)
b. No	-	4 (23.5)	7 (13.0)	5 (31.3)	4 (18.2)	9 (21.4)	4 (12.9)	2 (10.5)	3 (15.8)	5 (18.5)	3 (27.3)	5 (19.3)	9 (19.2)	10 (19.3)	70 (18.0)
Total	6 (100)	17 (100)	54 (100)	16 (100)	22 (100)	42 (100)	31 (100)	19 (100)	19 (100)	27 (100)	11 (100)	26 (100)	47 (100)	52 (100)	389 (100)
Duration of job search															
< 6 months	-	3 (23.1)	8 (17.0)	-	-	6 (18.2)	3 (11.1)	-	-	-	-	6 (28.6)	7 (18.4)	7 (16.7)	40 (12.6)
6 months – 1 year	3 (50.0)	6 (46.2)	12 (25.5)	6 (54.5)	8 (44.4)	9 (27.3)	11 (40.7)	7 (41.2)	6 (37.5)	9 (40.9)	4 (50.0)	9 (42.8)	9 (23.7)	13 (30.9)	112 (35.1)
1- 2 years	3 (50.0)	4 (30.7)	17 (36.2)	5 (45.5)	4 (22.2)	7 (21.2)	7 (25.9)	5 (29.4)	7 (43.7)	6 (27.3)	4 (0.0)	6 (28.6)	7 (18.42)	12 (28.6)	94 (29.5)
> 2 years	-	-	10 (21.3)	-	6 (33.3)	11 (33.3)	6 (22.3)	5 (29.4)	3 (18.8)	7 (31.8)	-	-	15 (39.5)	10 (23.8)	73 (22.9)
Total	6 (100)	13 (100)	47 (100)	11 (100)	18 (100)	33 (100)	27 (100)	17 (100)	16 (100)	22 (100)	8 (100)	21 (100)	38 (100)	42 (100)	319 (100)

Note: Same as table 1

Table 6: Main Reasons for Not Finding a Job

Reasons	Very important	Important	Somewhat important	Least important	Not important	Total
Economic recession/No jobs available	87 (27.27)	67 (21.00)	79 (24.76)	66 (20.69)	20 (6.27)	319 (100)
Very few job openings and there is strong competition	113 (35.42)	73 (22.88)	43 (13.48)	51 (15.99)	39 (12.23)	319 (100)
Lack of work experience	162 (50.79)	88 (27.59)	34 (10.66)	20 (6.27)	15 (4.70)	319 (100)
Poor preparation / training in my field	64 (20.06)	93 (29.15)	76 (23.82)	56 (17.55)	30 (9.40)	319 (100)
Lack of professional requirements	91 (28.53)	84 (26.33)	73 (22.88)	44 (13.80)	27 (8.46)	319 (100)
No personal connections / No strong referrals	142 (44.51)	94 (29.46)	44 (13.79)	25 (7.83)	14 (4.39)	319 (100)
Choosy about the jobs to take	43 (13.48)	66 (29.69)	71 (22.26)	89 (27.90)	50 (15.68)	319 (100)

b. Reasons for Failure to Obtain a Permanent Employment: Due to liberalization measures, the employers in government sector as well as private sector prefer to employ the labour on non-permanent basis, so that they could be retrenched as and when required, which is causing a lot of hardships to the ITI pass outs. This needs careful examination by the manpower planners and decision-makers. Out of 267 non-permanent employed ITI pass outs, one-third of them cited low standard of English as the main reason for the failure to get a permanent employment. The poor performance at tests and interviews conducted by recruiting agencies were cited by more than one-fifth as a reason followed by discrimination by race, caste, religion and politics, and poor performance at ITI (more than one-tenth) of the ITI pass outs for their failure to obtain a permanent job (See table 7).

Table 7: Major Reasons for Failure to Obtain a Permanent Employment

Main Reasons	No.	Percentage
Discrimination by race, caste, religion & politics	33	12.36
Poor performance at the ITI	59	12.09
Low standard of English	89	33.33
Poor performance at tests and interviews	64	23.97
Sex discrimination	7	2.62
Status of school attended during secondary education	6	2.25
Other	9	3.37

IV. Income Status

a. Gross Monthly Income of Employed and Self-employed ITI Pass Outs: The gross monthly income of the employed and self-employed ITI pass outs is given in table 8 and 9 respectively. A perusal of the data in table 8 reveals that majority of the employed ITI pass outs (69.8 percent) were getting gross monthly income of less than Rs. 5000, 17.8 percent, 5.4 percent and 6.9 percent of them were getting gross monthly income between Rs. 5000-7500, Rs. 7500-10000 and above Rs. 10000 respectively. In districts of Badgam, Pulwama, and Poonch, all of the employed ITI pass outs were getting lower gross monthly income, whereas in the districts of Kupwara, Kargil, Leh, and Doda, all of them belong to the income group of below Rs. 7500 per month. In the districts of Rajouri, Jammu and Srinagar, 14.8 percent, 12.7 percent and 10.5 percent of them were found in monthly income group of above Rs. 10000.

Table 8: Gross Monthly Income of Employed ITI Pass Outs (Rs.)

Monthly salary	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	Total
< 5000	3 (60.0)	9 (56.3)	26 (68.4)	15 (100)	13 (100)	25 (83.3)	13 (76.5)	12 (80.0)	15 (88.2)	14 (60.8)	8 (100)	17 (62.9)	23 (48.9)	27 (54.5)	220 (69.8)
5000-7500	2 (40.0)	4 (25.0)	8 (21.1)	-	-	2 (6.7)	4 (23.5)	3 (20.0)	2 (11.8)	5 (21.7)	-	4 (14.8)	12 (25.3)	10 (22.7)	56 (17.8)
7500-10000	-	3 (18.7)	-	-	-	-	-	-	-	2 (8.7)	-	2 (7.4)	6 (12.7)	4 (9.1)	17 (5.4)
> 10000	-	-	4 (10.5)	-	-	3 (10.0)	-	-	-	2 (8.7)	-	4 (14.8)	6 (12.7)	3 (6.8)	22 (6.9)
Total	5 (100)	16 (100)	38 (100)	15 (100)	13 (100)	30 (100)	17 (100)	15 (100)	17 (100)	23 (100)	8 (100)	27 (100)	47 (100)	44 (100)	315 (100)

Note: Same as table 1

A cursory glance at data in table 9 makes it clear that out of 92 self-employed ITI pass outs, majority of them (41.3 percent) were earning between Rs. 5000-7500 monthly and less than one-third and one-fifth were earning below Rs. 5000 and between Rs. 7500-10000 on monthly basis. About a tenth of them were found in higher income group and they were concentrated in districts of Srinagar and Jammu. From the above, it is not wrong to infer that the gross monthly income of the self-employed ITI pass outs is comparatively more than those of employed ITI pass outs. Thus, self-employment is comparatively more lucrative avenues for the prospective trainees and needs to be strongly propagated during the training periods at respective ITIs so that a greater proportion of them should venture into self-employment as their career.

Table 9: Gross Monthly Income of Self- Employed ITI Pass Outs (Rs.)

Monthly Income	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	Total
< 5000	2 (66.7)	2 (50.0)	-	-	2 (50.0)	-	-	-	3 (50.0)	-	3 (100)	4 (44.4)	5 (38.4)	6 (85.7)	27 (29.3)
5000- 7500	1 (33.3)	2 (50.0)	4 (30.7)	3 (60.0)	2 (50.0)	3 (37.5)	4 (66.7)	5 (100)	3 (50.0)	3 (50.0)	-	5 (55.6)	3 (23.1)	-	38 (41.3)
7500-10000	-	-	4 (30.7)	2 (40.0)	-	5 (62.5)	2 (33.3)	-	-	3 (50.0)	-	-	1 (7.7)	1 (14.3)	18 (19.6)
> 10000	-	-	5 (38.6)	-	-	-	-	-	-	-	-	-	4 (30.7)	-	9 (9.8)
Total	3 (100)	4 (100)	13 (100)	5 (100)	4 (100)	8 (100)	6 (100)	5 (100)	6 (100)	6 (100)	3 (100)	9 (100)	13 (100)	7 (100)	92 (100)

Note: Same as table 1

V. Employment and Unemployment Rates

a. Employment and Unemployment Rates among ITI Pass Outs by Type of Course: The data related to employment and unemployment rates among ITI pass outs by type of course is given in table 10. It is significant to note that full employment was reported in trades like tractor mechanic and information technology, which may be due to the fact that their proportion was very low in the selected sample and these courses are offered to very small number of trainees in few ITIs. Besides above, the highest employment rate was recorded in the trades of plumber (82.5 percent), motor mechanic, welder and carpenter (80.0 percent each), followed by trades of fitter and machinist (75.0 percent each), and electrician (62.04 percent), computer operator (60.93 percent), and radio and T.V mechanic (60.71 percent). The highest unemployment rate was reported in the trade of cutting and tailoring, which is female dominated followed by stenography (61.8 percent), electronic mechanic (45.84 percent), electrician (37.95 percent) and computer operator (39.07 percent). The high unemployment rates among the ITI pass outs in trades such as stenography, electronic mechanic, electrician, and computer operator is due to the fact that a comparatively large sample of these trades was included in the study and besides, there is intense competition for the jobs in these trades in the labour market.

Table 10: Employment and Unemployment Rates of ITI Pass Outs by Type of Course

Type of Trade	Sector of Employment				Total
	Employed	Employment Rate	Unemployed	Unemployment rate	
Electrician	103 (25.30)	62.04	63 (16.19)	37.95	166 (20.85)
Cutting and Tailoring	36 (8.84)	18.27	161 (41.39)	81.73	197 (24.75)
Electronic Mechanic	26 (6.38)	54.16	22 (5.65)	45.84	48 (6.03)
Fitter	18 (4.42)	75.00	6 (1.54)	25.00	24 (3.01)
Turner	10 (2.46)	100	0	0	10 (1.26)
Machinist	9 (2.21)	75.00	3 (0.77)	25.00	12 (1.51)
Motor Mechanic	21 (5.16)	80.76	5 (1.28)	19.23	26 (3.27)
Tractor Mechanic	5 (1.23)	100	0	0	5 (0.63)
Welder	24 (5.89)	80.00	6 (1.54)	20.00	30 (3.77)
Carpenter	16 (3.93)	80.00	4 (1.03)	20.00	20 (2.51)
Plumber	33 (8.11)	82.5	7 (1.80)	17.5	40 (5.02)
Stenography	47 (11.55)	38.21	76 (19.53)	61.8	123 (15.45)
Computer Operator	39 (9.58)	60.93	25 (6.42)	39.07	64 (8.04)
Radio and TV Mechanic	17 (4.18)	60.71	11 (2.83)	39.28	28 (3.52)
Information Technology	3 (0.74)	100	0	0	3 (0.37)
Total	407 (100)	51.13	389 (100)	48.87	796 (100)

VI. Obstacles Faced in Finding Suitable Employment

a. Obstacles Faced by ITI Pass Outs in Finding Suitable Employment: Table 11 provides data on obstacles faced by ITI pass outs that were looking for a job and/or intending to change the current job. Out of 363 sample ITI pass outs, 28.37 percent, 21.46 percent, 17.35 percent and 10.74 percent have reported absence of required work experience, absence of opportunities in the field of specialization and lack of knowledge in information technology respectively as the main obstacles in finding suitable employment. Other important obstacles reported by them include lack of knowledge of English (9.9 percent) and lack of knowledge of management (8.81 percent). Thus, there is need to diversify the course structures to make them more competitive and employment oriented and emphasis should be paid on equipping them with knowledge of English language and information technology by arranging special classes during the training programmes.

Table 11: Obstacles Faced by ITI Pass Outs in Finding Suitable Employment

Obstacles Faced	No.	Percentage
Absence of required work experience	103	28.37
Absence of opportunities in the field of specialization	78	21.48
Absence of opportunities in the area of interest	63	17.35
Lack of knowledge in English	36	9.9
Lack of knowledge in Information Technology	39	10.74
Lack of knowledge in Management	32	8.81
Other	12	3.30
Currently looking for a job/intending to change job	363	100

VII. Level of Work Satisfaction

a. Levels of Satisfaction with Aspects of Work Situation: The data on levels of satisfaction with aspects of work situation by the currently employed ITI pass outs is given in table 12, which reveals that 30.04 percent, 37.14 percent, 23.81 percent of them respectively perceived the content of work, the working conditions and opportunity to learn while working as very useful. About 30.0 percent of them have used the knowledge and skill acquired very significantly and 20.31 percent, 18.14 percent, 15.24 percent and 13.96 percent of them were very satisfied with job security, income, promotion opportunities and other fringe benefits respectively. At the same time, 30.47 percent, 35.23 percent and 41.58 percent of them have reported that the content of the work, working conditions and opportunities to learn while working was of little/not at all useful respectively. More than half of them have reported lack of job security, promotion opportunities and fringe benefits in current employment.

Table 12: Levels of Satisfaction with Aspects of Work Situation

Levels of satisfaction	Very Useful	Somewhat Useful	Little/not at all Useful	Total
Content of work	123 (39.04)	96 (30.47)	96 (30.47)	315 (100)
Working conditions	117 (37.14)	87 (27.62)	111 (35.23)	315 (100)
Opportunity to learn while working	75 (23.81)	109 (34.60)	131 (41.58)	315 (100)
Use knowledge and skills acquired	95 (30.16)	98 (31.11)	122 (38.73)	315 (100)
Job security	64 (20.31)	92 (29.21)	159 (50.48)	315 (100)
Income	58 (18.41)	113 (35.87)	143 (45.39)	315 (100)
Promotion opportunities	48 (15.24)	105 (33.33)	162 (51.43)	315 (100)
Benefits (medical aid, housing allowance, pension, and so on)	44 (13.96)	89 (28.25)	182 (57.78)	315 (100)

More than one-fifth of them realized the career expected and used the knowledge acquired during training highly and one-third of them reported their current employment position appropriate with their level of education. About one-fourth of them were modestly satisfied with career expectation, use of acquired knowledge and appropriateness of position with the level of education. At the same time, it is significant to note that more than 39.0 percent of them were marginally satisfied with these key aspects of job characteristics (See table 13).

Table 13: Overall Assessment of Relationships between Key Aspects of Job Characteristics

Assessment of Relationships	Highly Satisfied	Modestly Satisfied	Marginally Satisfied	Total
To what extent have you realized career expected during training	73 (23.17)	85 (26.98)	157 (49.84)	315 (100)
To what extent do you use knowledge acquired during study	89 (28.25)	76 (24.12)	150 (47.62)	315 (100)
To what extent is your position appropriate to your education	106 (33.66)	84 (26.67)	125 (39.68)	315 (100)

VIII. Opinion to Improve Competitive Edge

a. Opinion Regarding Changes Needed to Improve Competitive Edge of IIT Pass Outs: The opinion regarding the changes needed to improve the competitive edge of ITI pass outs were also ascertained from the respondents. They have advocated the need to review and update the curriculum and syllabi, add more major subjects, upgrade facilities, limit the class size, impart the theory of technology, propagate the use of computers, tools, machines, drawings and written instruction to improve their competitive edge. They have also advocated the need to impart the theory and practice of equipment maintenance, skills in communication and teamwork, knowledge of labour laws and industrial relations, safer working practices, discipline and accuracy, employ competent faculty, provide faculty development programmes, and provide job placement. The responses were so varied that the data analysis poses a big challenge. However, the use of computers and engagement of competent faculty and faculty development programmes were emphasized across the districts significantly. More than three-fourth of the respondents across the districts have advocated the job placement to be provided by the respective ITIs, for which the faculty members should be trained to take the challenge effectively. There is need to forge suitable linkages with different line departments in the government sector and business firms/organizations in private sector, which should provide placements to the ITI pass outs in their respective firms/organizations.

At present, the ITIs are not following the practice of job placement and the faculty and staff members are not trained in performing the task of job placement. Therefore, there is need to forge suitable linkages with local institutions of higher learning for providing job placement training to the faculty and staff. One of the options could be that the Management Faculty in the local Universities may be contacted to impart a short-term course to the selected staff of the ITIs in job placement. In all the ITIs, there is need to create a job placement cell, which should devise the mechanism of job placement. In order to evaluate the performance of respective ITIs, there is need to add one more criterion of the number of placement made by them. The better performing ITIs should be given additional infrastructure development grants, which could act as a bait to perform well in job placement.

IX. Placement of Trainees in Small and Micro Enterprises

The training institutions provide skills that improve productivity at work. It is important to remember that training is not an instrument to create jobs or reduce unemployment. A supply of skilled labour does not automatically create its own demand. Skills' training is unlikely to lead to employment and productivity growth if job opportunities are not expanding. When macroeconomic policies allow the labour market to expand, then the returns on training will be high, whereas in the context of low demand by industrial units and enterprises, training and active labour market policies will have little effect on reducing unemployment. Training programmes should therefore be guided by the needs and demand of industrial units and enterprises and the labour market. Macroeconomic policies that ensure economic and job growth provide the best environment for relevant and effective training programmes. However, in Jammu and Kashmir, training programmes are still often determined by supply considerations, i.e. the existing, often inadequate, qualifications profile of trainers, out-of-date training equipment and materials and erroneous assumptions about where trainees will manage to find jobs upon completing their training. This often means irrelevant and ineffective training.

Making industrial training a demand driven exercise is a challenging task, as it requires a fundamental reorientation of training policies, i.e. changes in the objectives and governance structures of industrial training, putting up mechanisms of identifying industrial training needs and priorities, and creating a new ethos and introducing new management practises in individual industrial training institutions. It will also call for a sharing of the costs of industrial training based on the principle that those who benefit from industrial training should also contribute to covering its costs. A quick examination of the employment structure in industrial units in Jammu and Kashmir suggests that the public sector is at best a small and possibly declining source of jobs for labour force. The industrial and service sectors of the economy and in particular activities in the urban and rural informal sectors are absorbing more and more workers. The single most important challenge for the industrial training system and institutions is therefore to equip students with the skills and motivation to engage in industrial work and self-employment and viable informal types of economic activity.

a. Ownership, Activity and Category of Small and Micro Enterprises: Out of 193 sample small and micro enterprises (SMEs), 83.93 percent and 16.07 percent respectively were proprietary and partnership firms and they were cent percent in districts of Doda, Leh, Poonch, Rajouri, Kupwara and Kargil. Thus, partnership firms were non-existing in the sample SMEs. The sample SMEs were engaged in various activities such as manufacturing (21.24 percent), assembling (9.84 percent), processing (19.17), job working (27.46 percent), repairing (17.09 percent) and services (5.18 percent). Thus, higher proportions of SMEs were engaged in activities like job working followed by manufacturing, processing and repairing. Out of the sample SMEs, 68.91 percent, 20.21 percent, and 10.88 percent were found in the category of small scale industry (SSI), ancillary and tiny units. Thus, SSI units were dominant. None of the tiny units were reported in Doda, Leh, Poonch, Udhampur, Kupwara, Kargil and Badgam, and the ancillary units were found in all the districts except Leh, Kupwara and Kargil.

b. Employment, Product and Technology of SMEs: The sample 193 SMEs employs 1461 workers, out of which 35.18 percent, 37.57 percent, 17.45 percent and 9.79 percent were technical, skilled, unskilled and other category workers respectively. In the districts of Jammu and Kashmir too, more or less the same pattern is noticed. For example, in district Anantnag, out of 168 workers, majority of them were skilled workers (40.47 percent) followed by technical workers (32.14 percent), whereas in district Baramulla, majority of them were technical workers (48.97 percent) followed by skilled workers (32.65 percent). Thus, the employability of the

technically trained and skilled personnel is very high in the SMEs as compared to unskilled and other workers, and the potential for further absorption of such workers is high, if there is improvement in political scenario and consequent investment in the SMEs infrastructure by the government and private sector. The manufacturing is dominant activities followed by food products, hosiery and garments, beverages, plastic products and wool and silk products in the proprietary firms and manufacturing of plastic products and hosiery and garments products are dominant activities in partnership firms. The technology level of the SMEs was reportedly mix one and there was use of simple hand tools, machine-driven tools, powered hand tools, besides the use of automatic machineries. The machine-driven tools were used by all the SMEs engaged in manufacturing food products, beverages, paper products and printing, plastic products and machinery parts. All SMEs engaged in beverages, plastic products, chemical products, and machinery parts were using automatic machinery. Besides, they also used simple hand tools and powered hand tools.

c. Rating of Technical Qualifications in Recruiting New Employees: The course/trade of electrician was rated very high and high by one-third and one-fifth of the SMEs respectively in recruiting new employees and 40.0 percent and 6.67 percent of the SMEs respectively in recruiting new employees. One-fourth and one-fifth of them rated the course/trade of instrument mechanic as very high, high and low in recruiting new employees (See table 14). The course/trade of electronic mechanic was rated high and middle by one-fourth of them and 31.25 percent and 18.75 percent of them rated it middle high and low respectively in recruiting new employees. Besides, the courses/trades like machinist and motor mechanic were also rated very high in recruiting new employees and computer operator and information technology were also rated high and middle high by 33.33 percent and 44.44 percent, and 36.36 percent and 54.54 percent respectively in recruiting new employees. It is significant to note that none of them rated the courses/trades of electrician, fitter, welder, machinist, motor mechanic, computer operator and information technology as low, which implies that these courses/trades needs to be propagated more and their course curriculum and programmes should be restructured to cater to the demand of the SMEs and make them more competitive.

Table 14: Rating of Type of Technical Qualifications in Recruiting New Employees

Technical Qualification	Very high	High	Middle high	Middle	Low	Total
Electrician	5 (33.33)	3 (20.00)	6 (40.00)	1 (6.67)	-	15 (100)
Instrument Mechanic	7 (25.92)	6 (22.22)	5 (18.51)	3 (11.11)	6 (22.22)	27 (100)
Electronic Mechanic	-	4 (25.00)	5 (31.25)	4 (25.00)	3 (18.75)	16 (100)
Fitter	-	6 (35.29)	7 (41.17)	4 (23.53)	-	17 (100)
Turner	-	5 (31.25)	3 (18.75)	4 (25.00)	4 (25.00)	16 (100)
Welder	-	-	4 (44.44)	5 (55.56)	-	9 (100)
Machinist	6 (26.08)	5 (21.74)	7 (30.43)	5 (21.74)	-	23 (100)
Motor Mechanic	3 (20.00)	-	8 (53.33)	4 (26.67)	-	15 (100)
Stenography	-	-	4 (40.00)	3 (30.00)	3 (30.00)	10 (100)
Diesel Mechanic	-	-	-	9 (56.25)	7 (43.75)	16 (100)
Computer Operator	-	6 (33.33)	8 (44.44)	4 (22.22)	-	18 (100)
Information Technology	-	4 (36.36)	6 (54.54)	1 (9.10)	-	11 (100)
Total Units in Operation	21 (10.88)	39 (20.21)	63 (32.64)	47 (24.35)	23 (11.91)	193 (100)

d. Main Consideration of Qualifications in Recruiting New Employees: From the 193 sample SMEs, the main considerations of qualifications in recruiting new employees such as professionals/managers, technicians, clerks and related workers, sales & service workers, craft & related workers, machine operators and low skilled workers were ascertained and they had reported educational certificates, vocational training certificates, experience, recommendations

from employees/employers, and recommendations from referees as the basis for new recruitment with varying degree of importance. 43.0 percent of the industrial units have reported that educational certificates as the main considerations and 29.01 percent of them reported experience as the main consideration in recruiting in professionals/managers, while recruiting new technicians, 39.38 percent and 36.27 percent of them gave main importance to vocational training certificates and experience respectively. Similarly, 49.22 percent and 27.97 percent of them respectively gave main importance to educational certificates and experience and 41.45 percent and 24.87 percent, 22.79 percent and 51.81 percent, and 53.88 percent and 20.20 percent of the industrial units respectively gave main importance to vocational training certificates and experience in recruiting new sales & service workers, craft & related workers, and machine operators, whereas in recruiting new low skilled workers the main consideration was experience, recommendations from the employees/employers and referees (See table 15). Thus, one can infer that technical qualifications and experience was the main considerations in recruiting new technicians and technically trained workers, whereas in recruiting the low skilled workers, the main consideration was experience and recommendations from employers/employees and referees.

Table 15: Main Consideration of Qualifications in Recruiting New Employees

Type of Jobs	Qualifications				
	A	B	C	D	E
Professionals/Managers	83 (43.00)	22 (11.40)	56 (29.01)	14 (7.25)	18 (9.32)
Technicians	25 (12.95)	76 (39.38)	70 (36.27)	10 (5.18)	12 (6.22)
Clerks and related workers	95 (49.22)	16 (8.29)	54 (27.97)	18 (9.32)	10 (5.18)
Sales & Service Workers	29 (15.02)	80 (41.45)	48 (24.87)	24 (12.43)	12 (6.21)
Craft & Related Workers	13 (6.73)	44 (22.79)	100 (51.81)	16 (8.29)	20 (10.36)
Machine Operators	24 (12.43)	104 (53.88)	39 (20.20)	10 (5.18)	16 (6.29)
Low Skilled Workers	12 (6.21)	17 (8.80)	113 (58.54)	26 (13.47)	25 (12.95)

Note: A - Educational certificates, B - Vocational training certificates, C - Experience, D - Recommendations from employees/employers, E - Recommendations from referees
The responses given are out of the total sample units in operation i.e 193.

e. Recruitment of Technically Trained Workers in Past: About 75 SMEs have recruited technically trained workers in recent past, out of which majority of them were recruited by SSI units (42.10 percent), followed by ancillary units (33.33 percent) and tiny units (28.57 percent). Thus, SSI units have recruited significantly the technically trained workers in the past. Out of 56 SSI units, which have recruited technically trained workers, 76.36 percent of them were ITI pass outs, whereas the pass outs of the vocational training institutes have also been recruited by SSI units (57.14 percent), ancillary units (28.57 percent) and tiny units (14.28 percent). Out of the 75 SMEs, which have recruited new technically trained workers, 72.0 percent have reported their performance as satisfactory and the highest level of satisfaction has been reported for technical level and craft and related workers. 34 industrial units have the provision of additional training after new worker's recruitment to expose them to the work atmosphere. About half of the tiny and ancillary units and 42.86 percent of the SSI units gave gone for additional training to newly recruit technical workers. They have given varied reasons for additional training after worker's recruitment, which includes lack of relevant theoretical knowledge, lack of adequate practical/application skills, lack of proper attitudes, values, work ethics, and to provide firm-specific training. A majority of them reported lack of adequate practical/application skills followed by lack of proper attitudes, values and work ethics on the part of newly recruits, which needs to be taken care of at the ITIs itself during their trainings by making appropriate provision for practical training and application skills and imbibing in them the proper attitudes, values and work ethics, so that their employability and competitiveness can be enhanced in labour market.

f. Rating and Perceptions of Skill Levels of Workers Recruited from ITIs: Out of 55 SMEs, who have recently employed ITI pass outs, 61.82 percent rated the ITI pass outs better than those school leavers who have acquired skills on-the-job in the firm, 23.64 percent and 14.55 percent respectively rated ITI pass outs as good as good as those school leavers who have acquired skills on-the-job in the firm, and not as good as the school leavers who have acquired skills on-the-job in the firm. At the same time, majority of the SSI units have also rated the recently ITI pass outs as better than those school leavers who have acquired skills on-the-job in the firm. More than one-third of the SSI units perceived lack of knowledge and skill in the use of computers and drawings, communication and teamwork practices and knowledge of labour laws and industrial relations, more than one-fifth perceived lack of knowledge and skill in discipline and accuracy, theory and practice of equipment maintenance and safer working practices and less than one-fifth perceived lack of knowledge and skill in theory of technology and use of tools, machines and written instructions. Thus, there is need to put more attention on the perceived lack of knowledge and skill in aforementioned areas to improve their competitive edge and performance in job market.

Lastly, the perceptions of the management of SMEs were ascertained to know the types of technically trained workers with better job prospects. The technically trained workers who have followed apprenticeship training followed by sound secondary educational qualifications and institutional/vocational training, and incomplete secondary education but with vocational training have better income prospects than the workers with incomplete secondary education but with long years of experience, and the workers with sound secondary educational qualifications and on-the-job training in the firm. Similarly, the technically trained workers with sound and incomplete secondary but with vocational and technical training have better promotion prospects than other types of workers. However, the workers with apprenticeship training and sound secondary qualifications respectively have better prospects for long-term permanent employment and smooth career progression. One thing which is quite clear that secondary qualifications may or may not be significant in industrial jobs and not a potent qualification in better job prospects than better technical and apprenticeship training and this should be taken due weight-age, while admitting the prospective trainees in ITIs.

Conclusion and Recommendations

Self-employment is one of the lucrative options for ITI pass outs to eke out a livelihood and there is need to promote awareness regarding self-employment programmes and schemes among the prospective trainees during the tenure of their stay at ITIs. The main reason for lower proportion of the employed female ITI pass outs is their enrollment pattern, as a higher proportion of them were enrolled in the course/trade of cutting and tailoring, which provides them meager job opportunities in organized as well as unorganized sectors. However, they could be motivated to take up self-employment as the market for their services is very large and returns are also very lucrative, for which there is need to make them aware regarding various schemes being run by governmental and non-governmental agencies for assisting them to start their own small enterprises on individual as well as group basis. The job search interval is not very long in majority of the currently employed ITI pass outs, which also includes those who are currently engaged in self-employment. The lack of initial capital to start own business, lack of confidence to venture into self-employment, and generally parents' expectation to be supported after they have done their part in educating their children may be compelling reasons for the ITI pass outs to seek employment as opposed to self-employment, which may have increased the duration of job search. Over the period, more than half of the employed ITI pass outs have changed their jobs. Thus, there is low level of job satisfaction among the currently employed.

The ITIs have played a considerable role in producing a skilled workforce for the organized economy. Our surveys of sample SMEs revealed that a significant proportion of all

employees and skilled workers have been trained in the ITIs. The economic situation has been changing rapidly in the state of Jammu and Kashmir and the state is recovering from the insurgency and political turmoil. It is expected that both government sector and private sector SMEs will have better employment opportunities with improved investment climate. At the same time, the self-employed and unorganized sector has more employment potential, which needs to be propagated by the relevant agencies. The potential of unorganized sector needs to be tapped in a significant manner by introducing new guidelines and policies. The SSI units and proprietary firms therein have recruited more workers in recent past than the ancillary and tiny units and the partnership firms. The employment scenario of ITI pass outs raises the issue of relevance of training courses to the current situation in the local labour markets. Most of the ITIs continue to focus on producing basic industrial skills, such as fitters, welders, etc., that are long-term and orientated towards formal employment. Given the current employment environment, the course structures and programmes should be reviewed to improve the job success of the ITI pass outs. The current courses/trades offered by ITIs provided very little job opportunity, if any. The new courses/trades that could be relevant to the local labour markets needs to be introduced, which may include auto mechanic, AC and refrigerator mechanic, handicraft and handloom weaving, multi-skilled fabricator, etc. Besides, courses/trades in travel, tourism and hospitality, sales and service, hotel and catering, etc. needs to be introduced. At the same time, the duration of the training programmes remains a major problem as a majority of young people look for shorter courses that more flexibly reflect job possibilities, which needs to be given due consideration of the relevant authorities. The obstacles faced by the ITI pass outs in getting an employment such as lack of knowledge of English language, information technology and management needs to be removed by inculcating these skills through suitable training.

The SMEs do not consider the ITI pass outs as suitable for immediate employment. They gave more preference to the ITI pass out with apprenticeship training or prefer to apprentices and train them for few months after which they may be considered fit for regular employment. Therefore the total period of skills training involving the ITI-based as well as on-the-job may amount to three-four years, which is quite long period of time, ending up with small salaries. Therefore, self-employment could be a much shorter way to enter the labour market. The combined duration of ITI-based training and of apprenticeship also suggests that the courses/trades offered by the ITIs are extremely long and generate very few incentives for young people to invest in training. Thus, there is need to rationalize the duration of training and apprenticeship and their content enabling integration of ITI courses/trades with apprenticeships and the total duration of ITI-based training plus apprenticeship should be within two to three years, which should lead to the skilled worker qualification. Further, it seems that the programming of ITI courses is done at the state level, which is not based on the assessed potential demand for skills and results in mismatch between local demand and supply of the skills. The concerned authorities have not conducted assessment of the labour market to monitor training demand and ITI pass outs potentiality and employability in labour market success has not been made due to which the ITI courses continue to have only far-fetched links with local labour markets. For example, the courses such as electronic mechanics suitable for advanced industries located in urban areas are conducted in ITIs located in semi-rural areas.

On the whole, the mismatch between demand and supply of ITI pass outs may only be corrected through conduct of regular surveys and studies of both organized and unorganized sectors as well as of the ITI pass outs' labour market destinations and making judgments on the best mix of training courses/trades. The more accurate planning of training would require knowledge of the occupational structures of the unorganized economy and of the role of training institutes in supplying the workforce to it. The observed mismatch is aggravated by factors such as shortage of funds for replacing/introducing training programmes and low staffing flexibility because ITI teaching staffs are civil servants who cannot be easily moved or replaced by other instructors needed for implementing new training courses. Besides above, the major role in

identifying demand for skills and implementing planning of training should be assigned to the ITIs themselves and they should be given greater autonomy and offered considerable incentives for achieving better results. Good training practices for the youth are innovative approaches to skills acquisition employment and income generation. They include procedures for systematically identifying employment- and income-generating opportunities at the local level, designing and delivering appropriate training programmes, and providing necessary post-training support services, including credit, technical assistance and market information. They include such things as needs-based assessment; coordination, cooperation and commitment; labour market and social support services; financial support mechanisms; information sharing and awareness-raising; and physical infrastructure.

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