

SKILL GAP IN KOLHAN DIVISION OF JHARKHAND: A STUDY

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ABSTRACT

Requisite skilled manpower in the various sector would be a key factor to achieve a target for India to be \$ 5 trillion economy by 2024. Today India is facing a big challenge of formal skill training and employability. It is estimated that only 4.69% of the total workforce in India has undergone formal skill training as compared to 68% in UK, 75% in Germany, 52% in USA, 80% in Japan and 96% in South Korea. The National Policy on Skill Development has set a target in the beginning of 11th Plan 500 million to be skilled at the end of 13th plan (2017 -22) i.e. by 2022. Under the Ministry of Skill Development and Entrepreneurship, the National Skill Development Corporation was conducted a survey of all states of India and presented a report on Human Resource and Skill Requirement of Skill gap between 2012-17 and 2017-22. On the basis of the study of above said report an attempt has been made to study on Skill Gap in Kolhan Division of Jharkhand. IN Kolhan division there are three districts.

Keywords: Skill Development, Kolhan Division, Demand, Supply, Skill Gap.

Introduction

More than 40 Skill Development Programmes (SDPs) are functioning under above 20 Ministries/Departments of the Government of India but there are gaps in the capacity and quality of training infrastructure as well as outputs, insufficient focus on workforce aspirations, lack of certification and common standards and a pointed lack of focus on the unorganized sector. Up to now Skill development and entrepreneurship efforts across the country have been highly fragment. According to 2011-12 NSSO report on status of Education and Vocational Training, it was found that age group of 15-59 years only 2.2% received formal vocational training and 8.6% received no formal vocational training. Therefore, today the need and importance of prompt coordinating the efforts of all concerned stakeholders in the field of Skill Development and Entrepreneurship and form the eco system of skill development and entrepreneurship promotion in the country to suit the needs of the industry and enable decent quality of life to its population.

To understand the sectoral and geographical spread of incremental skill requirements across 24 high priority sectors between 2012-17 and 2017-22. The National Skill Development Corporation (NSDC) under the Ministry of Skill Development and Entrepreneurship was conducted a research base study of the sector from a skills perspectives, assesses the demand for skills, highlights, key job roles maps the availability supply side infrastructure through extensive primary interaction with key stakeholders including industry, training providers, trainees, sector skill councils and government. On the basis of these studies, it is estimated that an incremental 109.7 million skilled people will be required by 2022 across these 24 sectors.

This paper is highlight to estimate Skill gap in Kolhan division by 2022. In Kolhan division there are three districts namely Eat Singhbhu, West Singhbhum, and Ssraikela -kharsawan.

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West Singhbhum is one of the oldest formed districts of Jharkhand. In 1837, when British conquered Kolhan, the district was named as Singhbhum with Chaibasa town as its headquarters. And subsequent to that, Singhbhum was trifurcated into three districts in 1990, namely East Singhbhum, West Singhbhum and Saraikela- Kharsawan with Chaibasa as their headquarters. The district is full of hills alternating with valleys, steep mountains, and deep forests on the mountain slopes. The district contains one of the best Sal forests and the SARANDA (seven hundred hills) forest area is known world over. Scenically, it is renowned for water falls and varied wildlife. West Singhbhum is the largest district in the State. West Singhbhum is a tribal dominated district, with 67.3% of its population being Scheduled Tribes. It is also predominantly rural, with 85% rural population.

In April 2018, East Singhbhum was ranked first across the nation in skill development sector in inspirational district ranking East Singhbhum district is a leading industrial district created on 16th Jan, 1990 and endowed with rich mineral resources and therefore, is characterized by high industrial activities in steel, automobiles and ancillaries. It has the well-known oldest private steel industry. Jamshedpur, a leading industrial city, is the districts headquarter and is dwelling to Tata Steel, Tata Motors, TRF, JUSCO, Tata Tinsplate etc. The district has also got rich forest vegetation under Dalma and Dhalbhum forest ranges and is part of Chhotanagpur plateau. Around 23% of total geographical area is covered with forest and trees. The district's population stands at 8.83% of the total population of the state. As per Census 2011 total literacy rate of East Singhbhum stands at 75.49% which is higher than the State's literacy rate of around 66.4%. The female literacy rate of East Singhbhum is 66.81% which is substantially lower than the male literacy rate of 83.75% in 2011.

Saraikela Kharsawan district was carved out of West Singhbhum district in 2001. Saraikela Kharsawan district is located in the southern part of the state and is surrounded by state of West Bengal & Ranchi district in north, East Singhbhum district in the east, state of Odisha and West Singhbhum district in the south and West Singhbhum district and Khunti in the west. The district is spread over 237.23 thousand hectares which constitutes about 2.97% of total geographical area of Jharkhand. Administratively, the district is divided into 9 blocks. The district headquarter is located in Saraikela town. Saraikela Kharsawan has a population of 10.63 lakhs as of 2011 of which about 24.29% reside in urban areas 373 which is slightly higher in comparison to the state average. Saraikela- Kharsawan is a mineral-rich district, with around one-third of its population being Scheduled Tribes. It is also predominantly rural, with 75% rural population. Town is situated on the bank of Kharkai River. The district has not only a rich cultural heritage but also has large deposits of minerals like Kyanite, Asbestos, quartz etc. and other valuable minerals. The district is also a hub for ancillary industries, housing the units of major players like TATA Motors, Usha Martin, Caparo Engineering, and Kohinoor Steel. The district has a major industrial base in Gamhariya block, although almost 76% population is residing in the rural areas. The literacy rate for the district is higher and the female literacy rate is at par 55.9%.

Objectives of the Study

To identify the present and prospect (2012 to 2022) skills and manpower age group between 15-59 requirements by industry and estimate the gap that exists in the study area

Research Methodology

Research is based on secondary data. Secondary data is collected from National Skill Development Cooperation, District Skill Development Plan, Census 2011, Plan Jharkhand Skill Development Mission Society. Besides, literature is collected from various books and journals. Incremental demand is divided into the following three skill levels based on primary, secondary sector and tertiary sector

- **Skilled:** Skilled means Graduates and above in any discipline
- **Semi Skilled:** Semi skilled means ITI/ ITCs/ Trained
- **Minimally Skilled:** Minimally skilled means Metric and below

National Skill Development Cooperation (NSDC) has adopted the following key steps in the methodology to find out the incremental demand incremental supply.

Incremental Demand

- **Anticipate growth rate (CAGR) of the sector):** Sector level growth rate has been anticipated taking into account past growth trend of the sector.
- **Project Gross District Domestic Product (GDDP) till 2022:** Sector level GDDP till 2022 has been projected based on the anticipated growth rate (CAGR) of the sector.

- **Estimate sector level employment in 2001:** To estimate sector level employment in 2001 in the district state level contribution per person employed in the sector has been calculated
- **Estimate sector level employment in 2011:** Sector level employment in 2011 has been estimated based on employment elasticity and CAGR of the sector in the period 2001-11.
- **Project sector level employment till 2022:** Sector level employment till 2011 has been projected based on employment elasticity and anticipated growth rate.
- **Estimate sector level incremental manpower demand:** Sector level incremental manpower demand is estimated as a difference of sector level employment in 2022 and 2011.

Incremental Supply

- **Project district population till 2022:** The population of the district has been projected till 2022 based on annual growth rate of population (2001-2011).
- **Estimate population in the age group of 15-59, working age population:** The projected population is distributed into various age groups (0-14, 15-59, 60 and above) as per "Projection of population composition" – Population projection report, NRHM.
- **Estimate Labour Force participation Rate in the district:** Available labour force is estimated based on Labour Force participation Rate in the district.
- **Incremental manpower supply: Incremental manpower supply is estimated as a difference of available labour force in 2022 and 2011.**

Estimated Workforce

Table 1 shows the highest population of East Singhbhum district and the lowest population of Saraikela kharsawn district. The estimated incremental supply will be 2.32 lakh in East Singhbhum district and the lowest 1.86 lakh in Saraikela kharsawn district. The work age population percentage is highest in East Singhbhum and lowest in West Singhbhum but the highest percentage of available labour force in West Singhbhum district

Table 1: Estimated Work Force

Parameter	2011			2017			2022		
	East Singhbhum	West Singhbhum	Saraikela Kharsawan	East Singhbhum	West Singhbhum	Saraikela Kharsawan	East Singhbhum	West Singhbhum	Saraikela Kharsawan
Population	2291032	1501619	1063458	2498320	1689323	1217444	2685316	1863546	1362667
Work age population	1533336	956314	679241	1696934	1091790	786820	1850674	1245038	910400
Available Labour Force	948542	709391	502396	1094746	825943	595232	1144852	941875	688720
Incremental Manpower Supply(2012-22)							232484	196310	186324

(Source: Compile Secondary data of NSDC)

Estimated Workforce as per Skill Levels

Table 2 shows estimated work force according to skill. Skill and semi skilled estimated workforce is highest in East Singhbhum district and lowest in Saraikela kharsawan district whereas highest minimally skilled estimated workforce in West Singhbhum district and lowest in East singhbum district.

Table 2: Estimated Workforce as per Skill Levels

Categories	2017			2022			Total		
	East Singhbhum	West Singhbhum	Saraikela Kharsawan	East Singhbhum	West Singhbhum	Saraikela Kharsawan	East Singhbhum	West Singhbhum	Saraikela Kharsawan
Skill	16440	3815	710	15836	4077	835	32276	7892	1545
Semi-Skilled	33597	7943	5524	27528	6311	4385	61124	14254	9909
Minimally skilled	51167	104794	86002	51743	105544	88268	102910	210338	174870

(Source: Compile Secondary data of NSDC)

Incremental Manpower Demand

Table 3 shows incremental manpower demand in organized three sector i.e. Primary sector, secondary sector and Tertiary sector. East Singhbhum district has highest incremental demand and got 1st rank whereas lowest incremental demand in West Singhbhum district and got 3rd rank

Table 3: Incremental Manpower Demand

Organised Sector	2012-17									2018-22								
	East Singhbhum			West Singhbhum			Saraikela Kharsawan			East Singhbhum			West Singhbhum			Saraikela Kharsawan		
	Skilled	Semi Skilled	Minimally Skilled	Skilled	Semi Skilled	Minimally Skilled	Skilled	Semi Skilled	Minimally Skilled	Skilled	Semi Skilled	Minimally Skilled	Skilled	Semi Skilled	Minimally Skilled	Skilled	Semi Skilled	Minimally Skilled
Primary Sector	11	46	294	72	164	821	51	116	581	Nil	23	213	55	123	617	31	87	437
Secondary Sector	11319	24945	50121	3928	10257	16870	2774	7263	11948	9630	21219	42600	3312	8651	14129	2339	6126	10007
Tertiary Sector	36233	29863	25615	8034	7747	7780	5691	5486	5510	34974	25751	26902	7166	5716	6846	5075	4047	4841
Total	47563	54854	76030	12034	18195	25471	8539	12886	18057	44604	47003	69720	10533	14490	21592	7472	10276	15305
Total Incremental Demand	District East Singhbhum 3,39,774 West Singhbhum 102,315 Saraikela Kharsawan 120420									Rank i iii ii								

(Source: Compile Secondary data of NSDC)

Estimated Demand Supply Skill Gap

Table 4 shows the incremental demand supply gap in the districts during the period 2012-22. Skilled, Semi skilled and Minimally skilled demand supply is expected to highest in East Singhbhum and Skilled, Semi skilled is expected to lowest in Saraikela kharsawan while Minimally skilled demand and supply gap is expected to negative in West Singhbhum and Saraikela Kharsawan districts.

Table 4: Estimated Demand Supply Skill Gap

Categories	Demand for Human Resources 2012-22			Supply for Human Resources 2012-22			Deficit for Human Resources		
	East Singhbhum	West Singhbhum	Saraikela Kharsawan	East Singhbhum	West Singhbhum	Saraikela Kharsawan	East Singhbhum	West Singhbhum	Saraikela Kharsawan
Skilled	92167	22,567	16011	32276	7892	1545	59,891	14,675	14466
Semi-Skilled	101,857	32,685	23162	61124	14254	9909	40733	18431	13253
Minimally skilled	145,723	47063	105682	102910	210338	174870	42,813	(163275)	(69188)

(Source: Compile Secondary data of NSDC)

Conclusion

Based on the above study we found that in Kolhan division there was gap of skill in all categories of skill. In three districts of Kolhan division skilled gap in East Singhbhum is the highest i.e. 59891 while minor skilled gap difference between West Singhbhum district and Saraikel Kharsawn district. Semi Skilled gap in East Singhbhum is 40733 where as in West Singhbhum district and Saraikela district semi skill gap is 4.24% and 32.53% of East Singhbhum district. In West Singhbhum and Saraikela Kharsawan district expected supply of Minimally Skilled is more than expected demand but in East Singhbhum district Minimally Skill gap is 42813. Thus it is cleared that Skilled and Semi skilled both types of manpower are more required in all district of Kolhan. In reverse Minimally Skilled man power supply is more than demand in West Singhbhum district and Saraikela Kharsawan district. Therefore need of creation of demand and opportunity in west Singhbhu district and Saraikela Kharsawan for Minimally Skilled manpower.

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