

Mapping of entrepreneurial opportunities

A Rapid study of 11 states

June 2021



Foreword

Enhanced competitiveness, progressive strengthening and rapid transformation of the ecosystem is expected to help multiply the contribution of the MSME sector. For India, to emerge as a global value chain leader, strengthening of the enterprise value chain is essential.

MSMEs are the backbone of the Indian economy. The Government of India's vision of a 'Self-Reliant India' and 'Vocal for Local' initiatives are oriented towards achieving USD 5-trillion Indian economy by 2025. This brings forth opportunities to leverage the demographic dividend for which the youth needs guidance to walk the entrepreneurial journey and become job creators as against being job seekers.

Enhanced competitiveness, progressive strengthening and rapid transformation of the ecosystem is expected to help multiply the contribution of the MSME sector. For India, to emerge as a global value chain leader, strengthening of the enterprise value chain is essential. Such transformation also needs an impetus from the dedicated Regional and State level entities for addressing issues related to formalisation of many micro-units in the sector, enhancing access to necessary institutional credit, filling the information and knowledge gaps, addressing critical technical and physical infrastructure constraints for industry, providing access to a range of DigiTech services, twinning with a range of essential Business Service providers, capacity building in facilitator institutions and establishing strong regional governance platforms through the development of vibrant Industry Associations.

The UK Sinha Committee on MSMEs has recommended a more focused engagement of SIDBI with State Governments for which SIDBI has engaged GT Bharat LLP as Project Management Unit (PMU). The PMU through its range of support and facilitation services is working with the respective States to strengthen their enterprise eco system.



SIDBI, through its PMU has specifically carried out a rapid profiling of States in order to assess the reverse migration related challenges being faced in partner States. The PMU after undertaking this exercise has identified trades / services / livelihood options which are in demand in a State and which can be considered by potential reverse migrants as a means of their livelihood.

I am confident that these rapid profile(s) will be quite useful to all stakeholders while devising plans to address the issues of reverse migration. These are also expected to provide useful inputs for decisions on skilling of youth in order for policy formulation in respect of entrepreneurial and livelihood options at a regional level. SIDBI shall onboard these potential areas on its digital platform, Udyamimitra, for facilitating the aspirants in getting the information on nano/micro potentials in the State where they intend to setup their dreams and become job creators.

I believe, the PMUs have become cross-pollination platforms for ideas, inclusive engagements and for replicating learnings faster. When we all shall Standup together and walk alongside, MSEs shall Standout as differentiators. New aspirational seeds shall germinate and blossom. Many GEMS shall flourish. Existing enterprises shall soon evolve into inspirational ones.

Sivasubramanian Ramann
Chairman & Managing Director

Project Management Unit – Change Agent in Strengthening the regional ecosystem

The strength of Indian MSMEs is its number, which is nearly 2.5 times of Australia's population, 3 times of Srilanka's, 13 times of New Zealand's, one-fifth of USA's. Indian MSMEs have business and trade relations with all the mentioned countries.

There are 63 million registered MSMEs operational in India. 11.7 million enterprises have regularly filed GST. 4.8 million MSMEs have Udyog Aadhar Registration. It is estimated that Indian MSMEs deals in 70,000 products and 6,000 services. This sector contributes 45% share in exports and 92% share in employment. 8% contribution in GDP comes from MSME sector. Manufacturing sector receives 40% share from MSME enterprises.

Targeting: -



Factor constraints

Ensuring competitive access of MSMEs to raw material, skilled manpower, credit, technical and physical infrastructure, utilities and related supporting enterprises, institutions, and related Business Development Services (BDS).



Demand constraints

Ensuring competitive and conformant access to regional, national, and global market.



Enabling environment related issues

Apt policy and schemes at the state level

A mix of policy and field level interventions, as well as monitoring/evaluation initiatives are being undertaken by the

PMU Grant Thornton Bharat LLP under this project. The PMUs have been established in 11 states, namely, Uttarakhand, Delhi, Haryana, Rajasthan, Uttar Pradesh, Assam, Gujarat, Maharashtra, Karnataka, Andhra Pradesh, and Tamil Nadu to engage the aforementioned states in a focussed manner on various aspects related to, strengthening the regional MSME ecosystem.

These may be broadly viewed in terms of:



Consulting

- Design schemes / products for MSMEs in various areas and other need-based interventions based on evaluation of the existing status of MSMEs / related interventions in the state.
- Study existing schemes / interventions / initiatives / projects, etc. available for benefit of / targeted towards MSMEs in a state and suggest modifications in design and implementation with the objective of enhancing efficacy.
- Providing support to the state government for various initiatives for benefit of MSMEs.



Implementation, Monitoring and Coordination for SIDBI initiatives

- Maintain regular interface with relevant stakeholders in the State.
- Support to organize/supervise programmes/events planned by SIDBI in the region.



Others

- Assist SIDBI / State Governments in conducting training sessions on implementation of interventions.
- Assist in conducting workshops on schemes, processes, and options for strengthening the MSME Ecosystem.

PMU Approach

Several constraints and gaps were evident at the state level, and in this regard some of the notable initiatives of the PMU may be viewed in terms of the following:

- Evolving appropriate MSME policy and schemes at the state level upon benchmarking at the national and global level

- Review of existing schemes for potential as well as existing MSMEs and facilitating their reorientation for greater efficacy.
- Capacity Building and training of line departments of State Govt.s as well as MSME Industry Associations in the areas of Cluster Development, twinning with Gov schemes, conduct of diagnostic studies, preparation of Cluster Development plans and appraisal of Cluster Development projects
- Diagnosing industrial infrastructure gaps at the state level and twinning them with appropriate Govt. of India programmes and schemes
- Undertaking pilot demonstration initiatives for establishment of industrial infrastructure on PPP mode converging with initiatives of Gov
- Studying achievement of govt. recommendations on credit to the MSME sector and undertaking pilot demonstration initiatives and evolving cluster-based financing instruments
- Capacity Building of the MSME sector and their Industry Associations in terms of exploiting DigiTech options related to access to credit, marketing etc.
- Developing a repository and compendium of support institutions and instruments for the MSME sector for convenient access.
- Leading MSME formalisation initiatives in terms of Udyam Registration
- Developing learning modules for enhanced credit access to micro enterprises
- Undertaking pilot demonstration initiatives to strengthen regional Industry Associations into strong governance and BDS providing and facilitating platforms; and as Local Enterprise Development Organisations/Centres
- Guiding procurement of various services by MSME line departments.

Basically, the focus of the PMUs have been on appropriate orientation of policy and schemes, capacity building of line departments and MSMEs and their associations, diagnosing infrastructure and credit gaps and initiating pilot demonstration projects on PPP mode, developing learning and training modules for micro enterprise development, developing a repository/ compendium of knowledge relevant to MSMEs, and guiding the state govt. on related procurement of technical assistance and related services (TA).

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Need of the study

In developing countries, it has for long been the trend that only single migrants participate in the extensive rural-urban migration. This exact phenomenon will be elaborated and enlightened in this report. In India, as well as in other countries, migrants play an integral role in the urban workforce. This report tells us the pattern of migration in various states and what are the best government initiatives and entrepreneurship opportunities available for the migrant laborers. It also put emphasis on how low-skilled laborers cope with life in an urban setting. Furthermore, this report throws light on the cognitive pressures and reasons that force people to move, leaving their families behind. It has been observed and found that states are facing challenges with respect to migrant labors and finding it difficult to promote entrepreneurship activities at ground level.

Additionally, during the COVID19 pandemic, India has been in lockdown since March 25, 2020. We have around 40 crore people migrating within the country (from one state to another).

The aftermath of the COVID19 pandemic has demonstrated that migrant workers are arguably the most vulnerable section in the Indian electorate. They are away from their homes and are made to work in unsafe and unhealthy conditions with low or irregular payment. The contractors through whom they are hired and the establishments that employ them are least responsible for supporting them in times of crisis. The

lockdown has severely affected migrants, who have lost their jobs due to shutting of industries and were job less; enormous small businesses were shut due to unavailability of buyers in the market.

SIDBI to address the challenges being faced by these labourers (reverse migrants) and the respective State governments, through Grant Thornton Bharat LLP, placed as PMU agency(ies) in 11 states, carried out rapid profiling of the states to assess the reverse migration related challenges faced in partner states. The PMU has undertaken a rapid profiling exercise and identified trades/services/ livelihood options which are in demand in the state and can be considered by potential reverse migrants as a means of livelihood. It will also be discussed how low-skilled migrants contribute to the economic development witnessed in India.

The paper covers up overall aspects of migrant labors in 11 states of the country – state wise numbers, reason of migration, employment & entrepreneurship options available, key steps taken by the state, vocational training & livelihood schemes available for migrants, departments & stake holders partnering, etc.



Methodology and strategy adopted to carry out this study

The methodology used for collection of information on rapid profiling of states and viable entrepreneurial options was divided into two parts – primary information collection by undertaking meeting and group discussions with the industry associations, MSME units, self-help groups, local NGOs, State and Central govt. officials related to various departments and agencies such as Industries Department, Labour Directorate, Tribal Welfare Department, Cottage Industry department, Skill Development Corporation, Enterprise Development Institutes, Urban Development Department, Handloom & Handicrafts department, Directorate of Training and Employment, Skill Development Mission, State Livelihood Missions, technical institutes, MSME-DI and service providers. These stakeholders gave an overall picture of the challenges faced by the State Government due to sudden increase in number of unemployed workforces owing to lockdown. They also informed the strategy adopted by the State governments by aligning various departments in mitigating the challenges. The officials also told activities already undertaken by the govt. to address it. First and foremost, agenda for almost all the State Government was to provide shelter

and foods. Then data collection and registration of migrant people. Skill assessment and channelizing them as per existing skill to various jobs were next priority. The State and Central govt. officials informed about the existing schemes and procedure to access the scheme benefits. Few financial institutions were also approached informally to get data on status of financial transactions of the MSME sector units which had faced negative consequences of lockdown and reverse migration. Financial institutes also provide information on overall status of financial benefits of various schemes implemented by different State Governments. Service providers informed the services hired by the State Governments for successful implementation of skill training, employment creation etc. Responses obtained from primary survey were compiled, processed and analyzed to arrive at the suggestions on viable entrepreneurial options. In addition to the primary data the secondary data were consulted from various reports published in national newspapers, magazines, websites, explored State Government policies and Schemes, report published by NITI AAYOG etc.



Andhra Pradesh State

Report Summary

This section of the report considers the pattern of Migration in Andhra Pradesh, State Government initiatives & Entrepreneurship opportunities in the state.

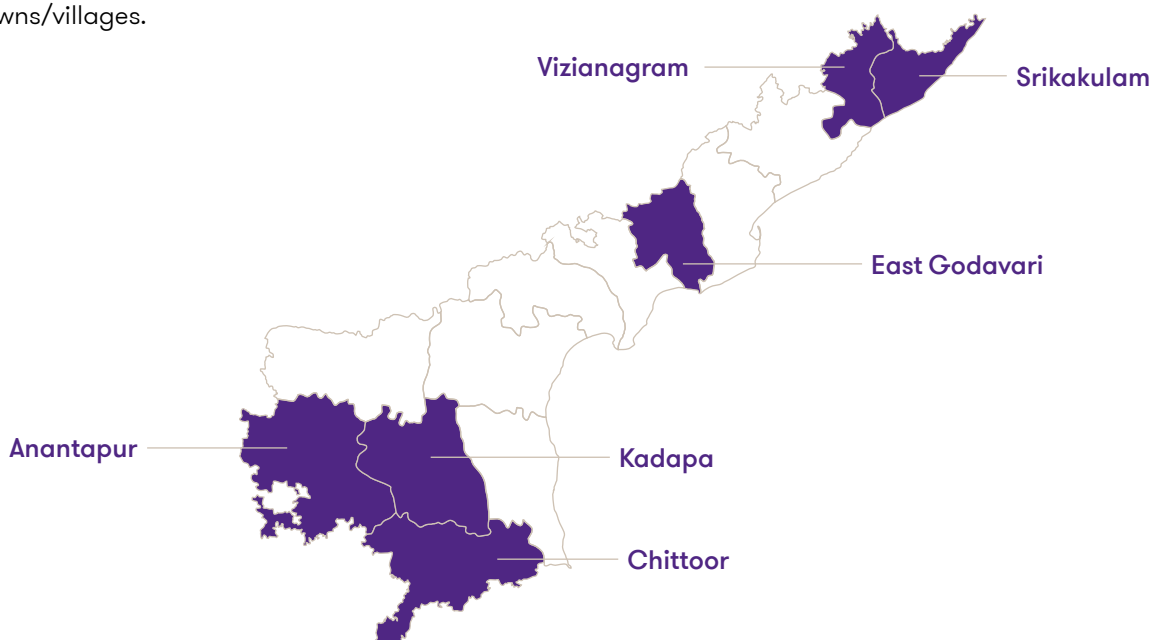


Introduction

The COVID19 pandemic had a debilitating impact on the nation, both in terms of loss of life as well as livelihood. It is estimated that over 10 million people became unemployed and majority of them were migrant workers and labourers. The lockdown imposed due to the pandemic created a situation wherein the migrant workers/labourers sought to go back to their native place to find shelter and safety.

The migration of labour in AP was both inbound as well as outbound. Industries and other sectors, including agriculture employs a lot of migrant workers/labourers from neighbouring and other states including Telangana, Odisha, West Bengal, Karnataka, and Rajasthan. They are primarily employed in works like Chilli processing, Rice mills, General Engineering workshops, Automotive and ancillary industries etc. They faced severe hardship due to the lockdown restriction, though the government of AP had taken initiatives to set up relief camps, run special trains and buses to take these migrant labour to their respective towns/villages.

Migrant labour/workers who were native to Andhra Pradesh came back to their respective native places to find shelter and employment, as there was mass layoffs and discontinuation of activities where they were employed earlier. Majority of these migrant labour were from the districts of Srikakulam, Vizianagram, East Godavari, Anantapur, Chittoor and Kadapa. They were employed in states like Gujarat, Karnataka, Tamil Nadu, Maharashtra, and Telangana in activities such as Construction and Textiles. Even within the state, inter-district reverse migration happened.



Migration, its pattern, and reasons

Migration is the movement of people away from their usual place of residence, across either internal (within country) or international (across countries) borders.

Pattern of Migration

Distance	Duration	Other Categories
<ul style="list-style-type: none"> • Rural to Rural • Rural to Urban • Urban to Rural • Urban to Urban. 	<ul style="list-style-type: none"> • Casual-temporary • Periodic-seasonal • Permanent. 	<ul style="list-style-type: none"> • Intra-district • Inter-district • Intra- state, Inter state • National and International

The latest government data on migration comes from the 2011 Census. As per the Census, India had 45.6 crore migrants in 2011



38%
of the population

Of which, 99% of total migration was internal and immigrants (international migrants) comprised 1%.

There is variation across states in terms of inter-state migration flows. Andhra has highest no of migrants in south India, reveals Census migration data. Migration inside Andhra Pradesh for work was largely intra-state, with

8, 29,361

people from rural Andhra

5,34,938

from urban Andhra migrating for work within the state. Migrants from outside the state stood at 73,430 for rural Andhra and 73,307 for urban Andhra¹.

1. Andhra has highest no of migrants in south India, reveals Census migration data, The News Minute Website, July 31, 2019 (<https://www.thenewsminute.com/article/andhra-has-highest-no-migrants-south-india-reveals-census-migration-data-106449>)
2. <https://apbocwwb.ap.nic.in/>

As per Census 2011, majority (70%) of intra-state migration was due to reasons of marriage and family with variation between male and female migrants.



**Out of a total
309,641,654 women
migrants,**

a whopping

205,839,698 women

migrated because of marriage i.e., close to two-thirds.

Over 6 million women

moved for employment, and

2 million

for education.



Out of the total number of people who migrated for marriage,

97%

were women.

The major areas of work where migrated labourers are engaged in construction sites, industrial non-skilled workers, small and tiny roadside businesses (tea shop, dhabas, small eateries, hotels, restaurants etc.). As per labour department of Andhra Pradesh about 19.66 lakh workers are registered are getting benefits of state schemes (Like BOCW)².

Thrust sectors and cluster approach

1. Thrust Sectors

The state has been a trendsetter in promoting Industrial growth and ease of doing business by being the first state in the country to have enacted the Industrial Single Window Clearance. The Act made it compulsory for new industries to register with a single window to obtain clearances quickly. It also simplified procedures for getting industrial clearances. The state also has separate acts for development in sectors such as solar power, electronic hardware, and food processing.

Based upon an in-depth analysis of state's position in the value chain, available and potential skill sets, locational advantages and strategic importance in socio-economic context, the State has identified the following Ten thrust sectors:



The thrust sectors are supported through enhanced fiscal support, conducive infrastructure, and other strategic interventions for their growth. AP has highly evolved infrastructure to provide skilled manpower to the industries and undertake new skilling and reskilling programs for the workforce in the state.

2. Cluster Development

Andhra Pradesh has been one of the foremost states to have developed sector-specific policies. Forming industrial clusters and developing infrastructure, such as biotech parks, textile parks and hardware parks, has been the state's key strategy to attract investments in various industries. As of February 2020, the state had 20 operational SEZs (Special Economic Zone), 32 SEZs with formal approvals, four SEZs with in-principal approval, and 27 notified SEZs. These SEZs were spread across diversified sectors which include textiles & apparel, food processing, footwear & leather products, multi-product, pharma, IT SEZs, etc.

For MSME, 100+ clusters have been identified in the state so far primarily under Engineering, Handicraft, Textile & Handloom and Artisan category. The state has focused approach to develop these clusters by twinning them with GoI schemes like MSE CDP and SFURTI and develop common facility centres, Infrastructure development, technology upgradation, soft and thematic intervention in form of training facility development, market linkage etc.

Govt. initiatives to boost the entrepreneurship

The State has taken a series of initiatives to promote entrepreneurship & to attract industries through.

Industrial Development Policy 2020-2023	Textile, Apparel and Garments Policy 2018-23	Andhra Pradesh M-Parks policy 2018-23
Automobile and Auto-Components Policy 2015-20	Food Processing Policy 2015-2020	Andhra Pradesh Single Desk Policy 2015-20
Innovation & Start-up Policy 2014-2020	Andhra Pradesh Electronics Policy 2014-2020	Andhra Pradesh State Mega Seed Park Policy, 2018



Education and Skill Development

The State has also evolved over the years as a nesting destination for education and skilling. With over 53 Universities, 1225+ Colleges, 447 Engineering Colleges and 148+ Polytechnics. The state is also home to premier 12 national institutes such as AIIMS, IIT, IIM, IIIT, NIT, NID. The Skill Development and Industrial Training Department provided training for certificate courses for 9,83,819 trainees.

AP State Skill Development Corporation (APSSDC) is a unique organisation formed as a PPP corporation to promote skill development and entrepreneurship in the state.

Andhra Pradesh State Institute of Panchayat Raj & Rural Development (APSIRD) has been working in building capacities for sustainable development of the rural poor.

Skilled Labour requirement – The district wise identified cluster and sectors are mentioned below in which the semi-skilled & skilled labour is required.

District	Industrial Cluster/Sector
Srikakulam	Agri. and Food Processing, Minerals
Vizianagaram	Agri. and Food Processing, Lifesciences (Biotechnology, Pharma),
Visakhapatnam	Agri. and Food Processing, Petroleum and Petro Chemicals, Light & Heavy Engineering, Lifesciences (Biotechnology, Pharma), Textile and Apparel, Electronics & IT, Paper & Printing, Leather, and its products
East Godavari	Agri. and Food Processing, Petroleum and Petro Chemicals, Electronics & IT, Furniture, Coir and its products, Paper & Printing
West Godavari	Agri. and Food Processing, Coir, and its products
Krishna	Agri. and Food Processing, Petroleum and Petro Chemicals, Lifesciences (Biotechnology, Pharma), Automobile and Auto Components,
Guntur	Agri. and Food Processing, Textile and Apparel, Minerals, Furniture, Pottery and Clay
Parkas	Light & Heavy Engineering, Minerals, Pottery and Clay
Nellore	Electronics & IT, Leather and its products, Food Processing, Automobile and Auto Components, Textile and Apparel, Minerals
Chittoor	Agri. and Food Processing, Textile and Apparel, Automobile and Auto Components, Jewellery
Ananthapur	Minerals, Automobile and Auto Components,
Kadapa	Agri. and Food Processing, Textile and Apparel, Minerals, Jewellery, Furniture

Source: EODB

Entrepreneurship and Livelihood

Skill Development and Entrepreneurship Efforts by the Andhra Pradesh Govt.

There are various Schemes and initiatives taken by the state department for Skill development training and to support entrepreneurship.

The Training have been provided under various sectors like Apparel, Textile, Electronics, Healthcare, Logistics etc.

S No	Name of Scheme	Details	Implementing Department/ Body
1.	Pradhan Mantri Kaushal Vikas Yojana (PMKVY)	The objective of this Scheme is to enable youth to take up industry-relevant skill training that will help them in securing a better livelihood.	AP State Skill Development Corporation
2.	Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY)	DDU-GKY is uniquely focused on rural youth between the ages of 15 and 35 years from poor families.	Employment Generation and Marketing Mission (EGMM)
3	Rural Self Employment Training Institutes	An initiative of Ministry of Rural Development (MoRD) to have dedicated infrastructure in each district of the country to impart training and skill upgradation of rural youth geared towards entrepreneurship development. RSETIs are managed by banks with active co-operation from the Government of India and State Governments.	APSSDC

³Some of the key Skill courses offered by AP State Skill Development Corporation relevant to migrant labour are:

1. Agriculture
2. Apparel, Made ups and Home Furnishing.
3. APSSDC ESC Unemployed Youth Online Courses
4. Automotive
5. Beauty & Wellness
6. Capital Goods
7. Chemicals & Petrochemical
8. Construction
9. Domestic Workers
10. Electrician
11. Electronics & Hardware
12. Food Industry Capacity and Skill Initiative (Ficsi)
13. Food Processing

14. Furniture & Fittings
15. Gem & Jewellery
16. Green Jobs
17. Handicrafts & Carpet
18. Hydrocarbons
19. Infrastructure Equipment
20. Instrumentation Automation Surveillance & Com
21. Iron & Steel
22. Plumbing
23. Paints & Coatings
24. Logistics
25. Retail
26. Security
27. Textiles and Handlooms
28. Tourism and Hospitality

³ Website of AP State Skill Development Corporation

Potential Areas for Livelihood Opportunities

Following are the few entrepreneurship opportunities/employment opportunities in the state for which training, and support can be availed from schemes mentioned above:



Cloud Kitchen/Eatery

Food and Beverage Industry is an emerging sector. One can start with only a few key dishes such as a wholesome traditional breakfast with optional snacks as an add-on. With advent of food aggregation apps like SWIGGY and ZOMATO, they can be supported to set up cloud kitchens with minimum investment and maximum impact.



Transportation Business (Autorickshaw, Cab, Private Buses for School/ Colleges)

The state has built a vast integrated road network of 1,23,334 Km, including state and national highway to support the state's manufacturing and industrial sector. Industrial production has grown rapidly over the last decade and industrial production index is improved over the past years. These statistics clearly describe the immense potential of transportation business in Andhra Pradesh.



Convergence with Gig Economy

The migrant labour/workers can be converged with the gig-economy. Gig economy is a labour market characterized by the prevalence of short-term contracts or freelance work as opposed to permanent jobs. Food delivery partners, courier delivery and hyper micro delivery services like Dunzo etc. are always on a lookout to expand their fleet and hire manpower with some training.



Tailoring/Embroidery

As a start-up business, tailoring and embroidery have been around for decades, and most are usually home-based businesses that receive and complete orders on behalf of small boutiques. But being a tried and tested idea does improve its chances of emerging as a successful future business especially in larger cities where tailoring services are in high demand. Obviously, one needs to undergo the requisite training and ideally should have sufficient experience in order to improve the chances of succeeding in this small-scale business venture.



Handicrafts Marketing

Setting up of small shops in urban market wherein handicrafts such as metal ware, paintings, shawls, carpets, wood ware, earthenware, embroidered goods, and bronze and marble sculptures, etc. can be sold at premium price.



Setting up Organic fields for Organic Fruits and Vegetables/ Trading of Organic agricultural products

Low-cost business ideas for a start-up are an agriculture start-up especially the setting up organic fields for growing of organic fruits and vegetables/trading the same.



Artificial Jewellery /Fashion accessories

Low-cost business ideas for start-ups are fashion accessory and Artificial Jewellery business that has a great potential for earning high volumes of income due to high level of accessibility.

Possible Interventions in Skill Development



Cluster mapping and major cluster-based skill development approach in each district

Cluster mapping has already been done DOI and MSME DI. Based on the major clusters present in each district or mandal/block, skill development programs can be taken up for the respective migrant labour to enable them to start the enterprise or enhance their employability as skilled labour for the existing units.



Institutionalisation of Traditional Art/Skill

Standardisation and formalisation of existing job roles, recognition of prior learning to certify experienced artisans (as master trainers, assessors, and professionals), training of master trainers, and training support persons and developing formal training programs for next generation members through community skilling hubs will allow traditional sectors to have a systematic skilling ecosystem. Established artisans and organizations can be consulted for the same.



Industry specific skill development hubs

Andhra Pradesh has 10 focus sectors which requires skilled and semi-skilled manpower to operate on the shop floor/do the job work for the large industries. Creation of Industry specific skill development hub can ensure constant supply of such manpower and also improve the ecosystem of the region. For example, at Mallavali Industrial Park, Krishna district, Ashok Leyland has set up a bus body manufacturing plant wherein a training centre has been set up for local youths to be trained in the manufacturing process as well as impart quality standards for setting up of ancillary units for automotive industry. This could be aligned to priority and focus sectors identified by Andhra Pradesh.



Assam State

Report Summary

This section of the report considers the pattern of Migration in Assam, State Government initiatives & Entrepreneurship opportunities in the state.

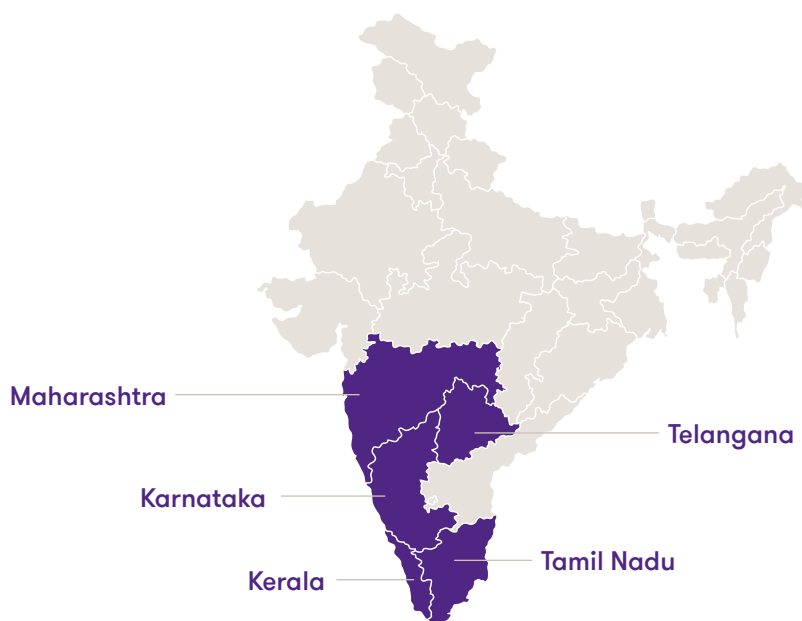


Introduction

The COVID19 pandemic had a debilitating impact on the nation, both in terms of loss of life as well as livelihood. It is estimated that over 10 million people became unemployed and majority of them were migrant workers and labourers. The lockdown imposed due to the pandemic created a situation wherein the migrant workers/labourers were looking to go back to their native place to find shelter and safety.

The migration of labour in Assam was mainly inbound as around 3.41 Lakh people had returned to the state during the lockdown. Migrant labour/workers who were native to Assam came back to their respective native places to find shelter and employment, as there was mass layoffs and discontinuation of activities where they were employed earlier. Majority of these migrant labour were from the states like Tamil Nadu, Kerala, Karnataka, Maharashtra, and Telangana and were involved in activities such as Construction, Security, Hospitality and Textiles. Even within the state, inter-district reverse migration happened.

As per the information received from the various departments of government of Assam such as P&RD, Commissioner of Labour, Govt. of Assam, Assam Skill Development Mission and Industries & Commerce Department about 95% of the migrant workers went back to their respective places and joined with the previous employment. Out of the remaining those who stayed back due to various reasons about 10000 persons were given an opportunity to work under MGNREGA. It was also observed that the data collected by the various departments do not have any specific trade request for the further training.



Migration, its pattern, and reasons

Migration is the movement of people away from their usual place of residence, across either internal (within country) or international (across countries) borders.

Pattern of Migration

Distance	Duration	Other Categories
<ul style="list-style-type: none"> • Rural to Rural • Rural to Urban • Urban to Rural • Urban to Urban. 	<ul style="list-style-type: none"> • Casual-temporary • Periodic- seasonal • Permanent. 	<ul style="list-style-type: none"> • Intra-district • Inter-district • Intra state, inter state • National and International

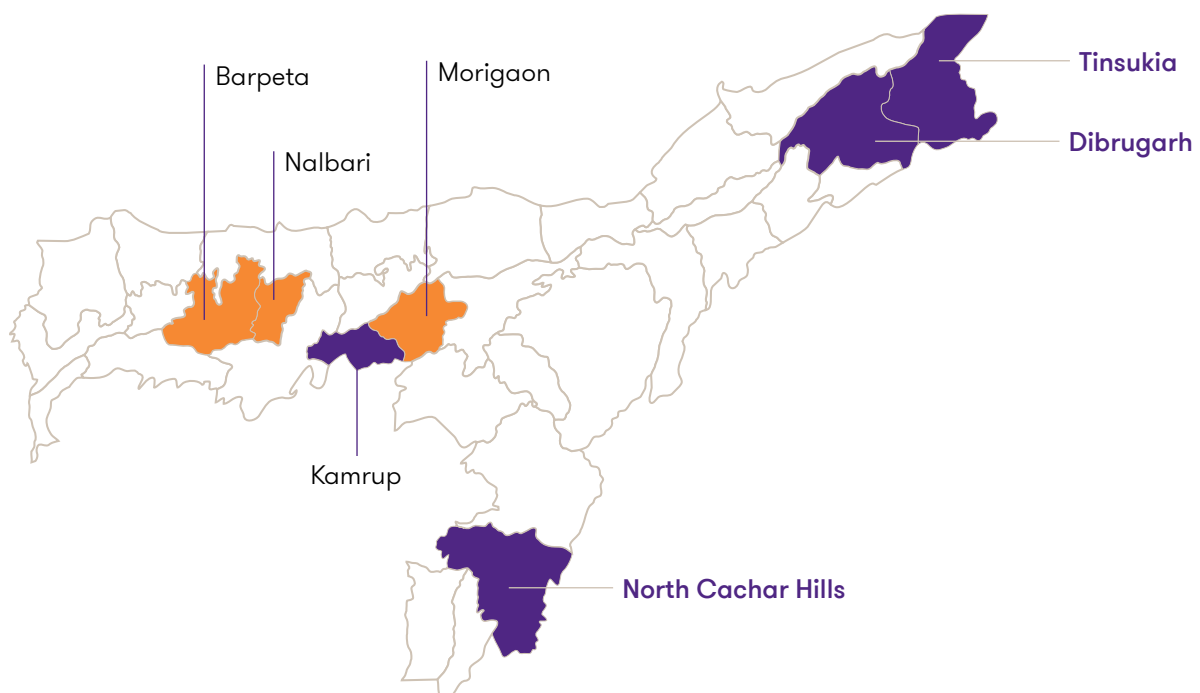
As per Census 2011, out of the total population in Assam,



1.98%

population are migrants from other states of India.

The district which has the highest share of migrants is Tinsukia (4.43%) following by Kamrup (4.30%), Dibrugarh (2.89%), North Cachar Hills (2.89%), etc. District which has the lowest share of in – migrants is Barpeta (0.40%) followed by Nalbari (0.56%), Morigaon (0.56%) etc.

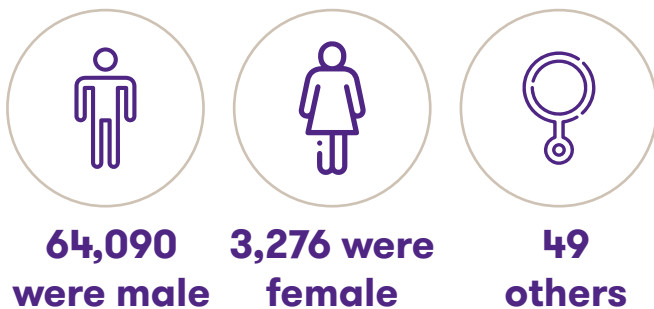


Migration in Assam due to the COVID19

The State Govt. had started an initiative to maintain records of migrant workers returning to the state based on their skills, age and other parameters so that they can get employment.

The Panchayat & Rural Development Department (P&RD) had launched an online portal SAMPARKA (Software Application for Migrated Person to Assam for Rejuvenating Karma Abhiyan) to track the migrant workers with the necessary skills and provide employment to the same by providing Job Cards under the MGNREGA scheme (<http://pnrdassam.org/samparka/>).

They collected data on 67,415 workers all over Assam, out of which



A total of 61,842 workers

migrated from outside Assam,

5,186 workers

migrated within the state of Assam and

387 workers

had migrated from outside India.

A total of 26,319 migrant workers

expressed interest in further skill enhancement training.



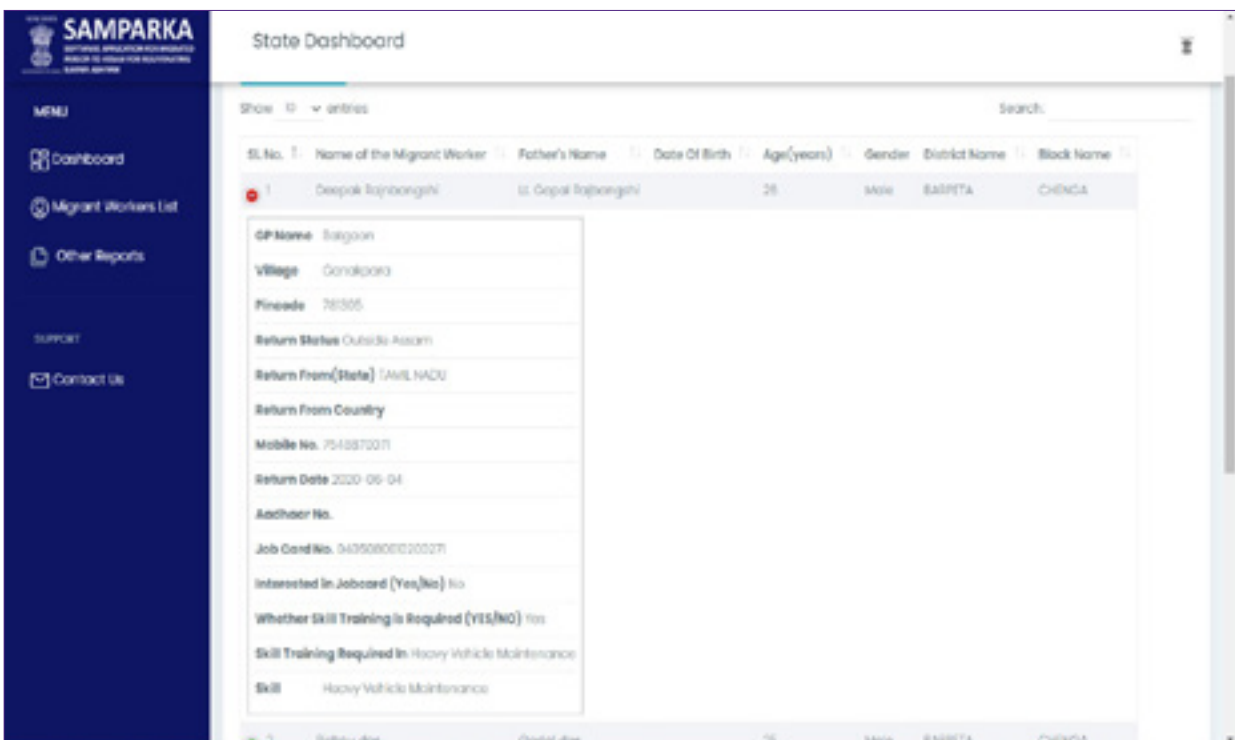
A screenshot of the SAMPARKA dashboard is given below:



The migrants were asked to fill up an online form on the SAMPARKA portal along with all their details. The district administration was responsible to making sure that all

migrant workers filled up the data correctly in the portal so that they can receive support for future employment opportunities.

A screenshot of the data entry portal is given below:

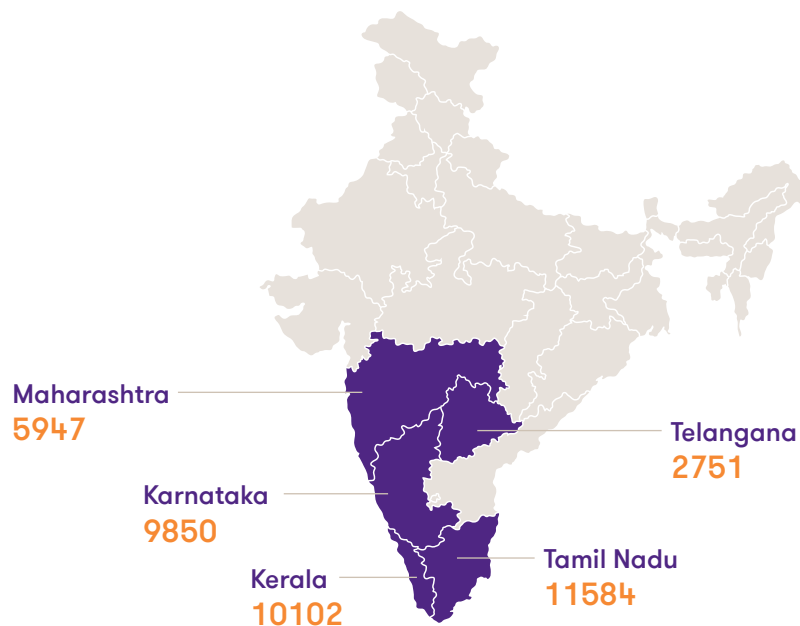


Interstate migration and Assam

Most of the migrants in Assam are from the states of Tamil Nadu, Kerala, Karnataka, Maharashtra, and

Telangana. Most of these migrant workers were involved in Daily Labour, Cooking, Concrete Construction Work, Security Work and Reception Work. Around ~7.75% of the migrant workers were unskilled as well.

Migrants from other states in Assam (Top 5 states), SAMPARKA portal:

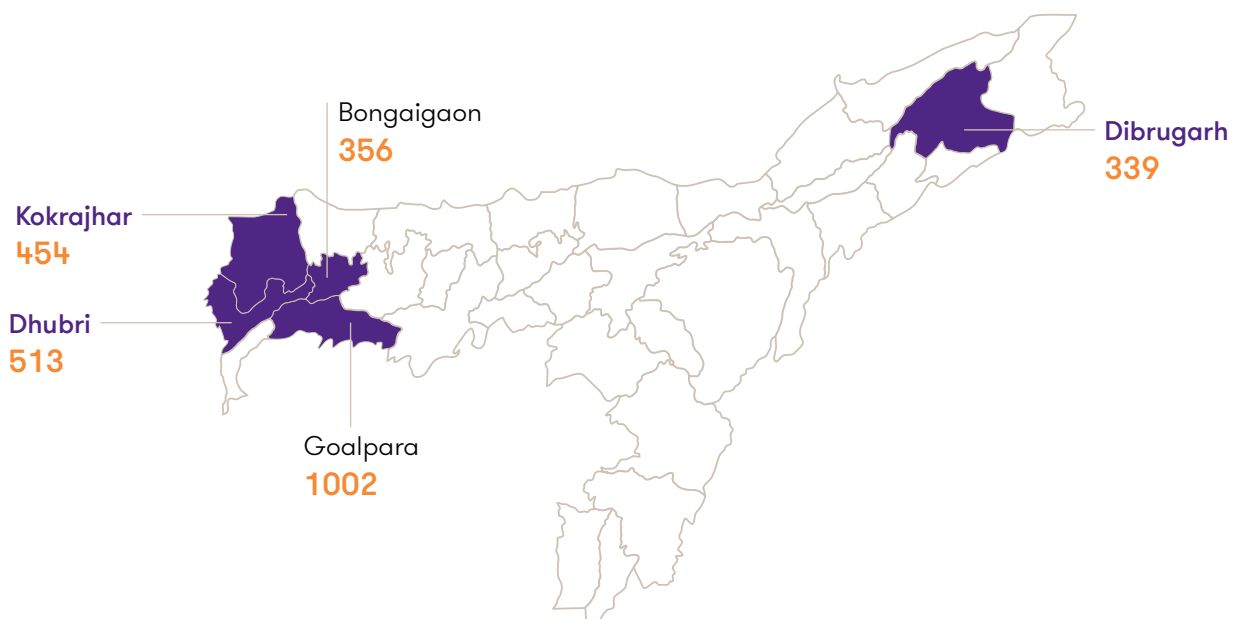


Intrastate migration in Assam

As per data from the Commissionerate of P&RD, Assam there were a total of 5,186 workers who had migrated within the state. The highest migration volume within the state of Assam has been from the districts of Goalpara,

Dhubri, Kokrajhar, Bongaigaon and Dibrugarh. Many of these migrant workers have been employed by the Deptt. Of PNRD as masons and carpenters for construction of houses under the Prime Minister's Awas Yojana scheme.

Migrants within the state of Assam (Top 5 districts), SAMPARKA portal:



List of Organizations involved in the rehabilitation of migrant workers in Assam during the COVID19 1st Lockdown

Office of the Commissioner of Panchayat and Rural Development Ph: 094350 88752	Office of the Deputy Labour Commissioner Ph: 0361 254 7406	Assam Skill Development Mission Ph: 1800 212 8660
Office of the Commissioner of Industries & Commerce Ph: 0361 255 0264	Assam State Rural Livelihood Mission Ph: 0361 233 0542	

The office of the Deputy Labour Commissioner had created a format to collect data from the migrant workers in various districts. The format contained parameters like Name, DOB, Gender, Contact No., Aadhar No., Permanent Residential Address, Occupation/Trade, Nature of Employment, Bank Account details, Skill Profile and whether the worker wants to return to their earlier place of employment. The district officers of the office were in charge of collecting the data at their respective districts. But due to some issues, they were unable to collect the data pertaining to their skill profile and whether they wanted to return to their earlier place of employment. As a result, the department is unable to provide any relevant data for the study on entrepreneurship options for the migrant workers.

As per the data from the Govt. agencies mentioned above, it was seen that more than 90% of the migrant workers have already returned to their previous place of employment. The workers had started moving back by the start of September 2020 and the workers who stayed behind are already employed under the MGNREGA and the PMAY schemes via the office of the Commissioner of P&RD.



Skill Development Opportunities in Assam

Schemes available for skill training under various departments in Assam:

Govt. of Assam is operating many schemes in the state of Assam which are available for the migrant workers if they are interested in learning a new craft or upgrading their existing skillset. The schemes and the respective departments who are responsible for them are mentioned below:

1. Directorate of Employment & Craftsmen Training

- Craftsmen Training Scheme - The Craftsmen Training Scheme (CTS) scheme caters to the need of school dropouts and forms the backbone of the National Vocational Training System of the country. State government departments deliver vocational training to school-dropouts /10th pass through ITIs.
- Apprenticeship Training Scheme - Apprentices Act, 1961 was enacted with the following objectives:
 - To regulate the programme of training of apprentices in the industry to conform to the syllabi, period of training etc. as laid down by the Central Apprenticeship Council; and
 - To utilise fully the facilities available in industry for imparting practical training with a view to meeting the requirements of skilled manpower for industry.

2. Assam Skill Development Mission (ASDM)

- ASDM Placement Linked Skill Development Training Program - ASDM has initiated a State Sponsored Skill Development Training Program primarily aiming at training the youth of the state and offering them placements. The program is run on a Public Private Partnership (PPP) Model. Training Partners are empanelled by ASDM after evaluation of their credentials and proposal. Sanction order is issued to the training partners with target of candidates to be trained against the respective trades.
- Pradhan Mantri Kaushal Vikas Yojana 2.0 CSSM - Pradhan Mantri Kaushal Vikas Yojana 2.0 is one of the flagship programs run by the Ministry of Skill Development & Entrepreneurship which was launched under the scheme of 'Skill India'. In the state of Assam, the program is implemented by Assam Skill Development Mission. The objective of this program is to enable the youths to take up various industry relevant skill training which will help them secure a sustainable livelihood.



- Recognition of Prior Learning – RPL mainly focuses on the individuals engaged in unregulated sectors. The objectives of RPL are primarily threefold.
 - To align the competencies of the un-regulated workforce of the country to the standardized National Skills Qualification Framework (NSQF)
 - To enhance the career/employability opportunities of an individual as well as provide alternative routes to higher education.
 - To provide opportunities for reducing inequalities based on privileging certain forms of knowledge over other Individuals are assessed and certified under the Recognition of Prior Learning (RPL) component of the PMKVY Scheme.
- Recruit Train & Deploy - Recruit-Train-Deploy is an opportunity where the industry can engage in developing the skills of the youth as per their requirements. It is an industry demand driven program which will cater to the manpower requirements of the industries across sectors. The industry will forecast their future manpower needs and the youth will be mobilized as per the requisite qualification / eligibility criteria. The youth will be given LOIs/provisional offer letters up front i.e., prior to start of training, will be trained as per the specifications of the particular industry, and thereafter will be absorbed by the industry.
- Northeast Skill Centre - ASDM signed a MoU with ITEES, Singapore as the Global Knowledge Partner for establishing Northeast Skill Centre (NESC) at Guwahati. The objective of establishing a NESC is to offer high quality skills training for the masses, especially the rural youth. In the first phase, NESC will provide training under the following sectors: Retail, Beauty & Wellness, Hospitality- Housekeeping and Hospitality – F&B Services.
- Skill City - Skill City is envisaged as multi skill training Centre with a mandate for imparting Technical and vocational Education & Training on sectors like Agriculture & Allied, Automotive Engineering, Beauty & Wellness, Construction, Electronics, Healthcare, Hospitality & Tourism, Petrochemicals, Power, Retail, Textile & Apparel, Transport & Logistic, Graphic Design & Technology and International Language & Culture.
- National Apprenticeship Promotion Scheme - National Apprenticeship Promotion Scheme (NAPS) is a part of Apprenticeship Act 1961 which is envisaged for training of both designated and optional trades. The key features of NAPS are:
 - NAPS has got dual model of training where initially basic course (theory) is provided by Basic Training Provider (BTP) and OJT on work floor within establishment premises.
 - Sharing of stipend with employers to a maximum limit of Rs. 1500 per month per apprentice
 - Sharing of Basic Training Cost with Basic Training Providers (BTP) to a maximum limit of Rs. 7500 for 500 hours/ 3 months per apprentice.
- Advance Skill Training Institutes - Advance Skill Training Institutes (ASTI) are envisaged as sector specific Centres of skill training, set up in collaboration with industry partners or associations, to drive skill development, apprenticeship, incubation centres, Recognition of Prior Learning (RPL), setting up of Skill Training Institutes & entrepreneurship enablement. The industries may invest and set up state of the art centres to provide the candidates, with hands-on training, that are as per the industry standards. The Centres would target skill upgradation of the workforce which will make them ready for absorption in the industry. The ASTIs will be instrumental in implementing the Recruit- Train-Deploy Policy.

<https://skillmissionassam.org/>



3. Assam State Rural Livelihoods Mission

- DEEN DAYAL ANTYODAYA YOJANA - This is a highly process oriented programme and Government of Assam is committed to extend the outreach of poverty alleviation programs to the poorest of the poor. In its pursuit to pass benefits of the program, by enhancing the quality of implementation a definite intervention in the shape of organizing the institutions of poor, capacity building, creating livelihood opportunities for the poor and monitoring & evaluation of poverty alleviation schemes is envisaged.
- DEEN DAYAL UPADHYAYA GRAMEEN KAUSHALYA YOJANA - Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY) is the skill and placement initiative of the Ministry of Rural Development, Government of India (MoRD). It evolved out of the need to diversify incomes of the rural poor and to cater to the occupational aspirations of their youth. DDU-GKY aims to skill rural youth who are poor and provide them with jobs having regular monthly wages at or above the minimum wages.

<https://asrlms.assam.gov.in/>

4. MSME-Technology Centre

The MSME-Technology Centre, Ministry of MSME, Govt. of India provides a wide array of short-term, mid-term and long-term courses.

- Short-term courses – AutoCAD, 3D printing, JAVA, CNC programming, Staad Pro, C programming etc.
- Mid-term courses – Computer hardware and network management, electrical equipment repairing and maintenance, certification courses in Fitter & Rigger, graphics and web designing etc.
- Long-term courses – Courses to become machinist, turner, welder, electrical appliances technician, condensed course in Tool and Die-making, certificate course in Machine Operation etc.

<http://trtcguwahati.org/>

5. MSME – Development Institute

- ENTREPRENEURSHIP DEVELOPMENT PROGRAMMES [EDPs] - Entrepreneurship Development Programmes are being organized by the Institute as a regular training activity to cultivate the latent qualities of educated unemployed youth (both men and women) by enlightening them on various aspects that are necessary to be considered while setting up small scale industries and other service or business enterprises. Over the years, these programmes have created confidence in youth, which has led to self-employment and creation of further wage-employment.
- Management Development Programmes [MDPs] - With a view to enhance managerial competence of the Managers and Supervisors working in small scale industries as well as educated unemployed youth aspiring to become managers of small-scale business enterprises, the Institute is conducting part time MDPs in various fields such as Marketing Management, Production Management, Export Management, Sales Tax and Business Law, Office Automation etc. These courses generally have a duration of one week.
- Information Technology Training [I.T. TRAINING] - The Institute has set up a well-equipped and fully air-conditioned computer room. The courses such as computer assembly and maintenance, web page designing, MS office & Internet, E-business, etc. are being regularly organized and have become very popular among educated youth.

<http://www.msmedi-guwahati.gov.in/>



6. Assam Bamboo Development Agency

- Craftsmen Training Scheme (CTS) - The Assam Bamboo Development Agency in cooperation with National Skill Training Institute, Agartala is conducting Craftsman Training Scheme (CTS) / ITI courses under the aegis of NCVT in manufacturing bamboo bottles.

7. Central Institute of Petrochemicals Engineering & Technology

- CIPET: Centre for Skilling & Technical Support (CSTS) - The main objectives of the centre are to develop skilled manpower for the plastics and allied industries through various Long Term Training Programs. From time to time the centre conducts several Short-Term Courses / EDP / Tailor made programs / In-plant training programs etc. to create self-employment opportunities for the unemployed youths of the North-eastern Region.

<https://www.cipet.gov.in/>

8. Central Leather Research Institute

- Online Cad Training for Designing Footwear
- Online Cad Training for Designing Garments
- Online Cad Training for Designing Goods

<https://www.clri.org/>

9. Department of Industries & Commerce

Training On Skill Development Under MMTUBA Scheme - Training is provided on skill development through National Institute of Design (NID), IIT (Guwahati) and Indian Institute of Packaging, Kolkata

Following are the few entrepreneurship opportunities/ employment opportunities in the state for which training, and support can be availed from schemes mentioned above:

- Tea shops
- Traditional food vans
- Maintenance business/ mechanic
- Cloud kitchen
- Handloom and readymade garments
 - Eri silk and Muga silk
- Cane and bamboo handicrafts
- Bamboo jewellery/ traditional Assamese jewellery

<https://industriescom.assam.gov.in/>



Potential Areas for Livelihood Opportunities



Bamboo-based Construction

The mobile food truck business opportunity is different from a natural restaurant operation. The food truck is an emerging business in India for metropolitan cities. A person having minimum experience in the food service industry can initiate this venture on a small-scale basis. From food trucks, you can sell frozen and packaged items like ice cream, soft drinks, sweets, and snacks.



Bamboo Furniture

Assam is famous for bamboo-based furniture. Migrant work force having basic carpentry skill would be trained further for employment in furniture making units. The State Rural Livelihood mission and other skill training agency would provide training and financial support could be taken under Swami Vivekananda Assam Youth Empowerment Yojana (SVAYEM) to establish units.



Handloom

Every house in rural Assam having loom. Villagers weave their traditional clothes using the loom. Handloom activity is inherited from their ancestors. Migrant workforce from villages would have an opportunity to take this activity for earning income. The State Government could sponsor weaving training and handloom.



Handicrafts

Craftmanship for hand crafted products using bamboo, wood, brass metal is inherited generation after generation in Assam. State Rural Livelihood Mission and other agencies already provide regular training on handicrafts product making. Migrant workforce could be facilitated to have the training and market linkage support.



Tea Bag manufacturing

With increasing demand of various types of tea (green tea, organic tea, black tea) in national as well as international markets, tea processors are value adding to their products using attractive cotton packaging which retains the freshness and aroma of tea leaves. Assam mainly produces orthodox and CTC tea. Orthodox tea further could be divided into various categories depending on the size and colour of the tea leaves. Tea bag package manufacturing now provides additional income to packaging product manufacturers. The migrant workforce could be trained in stitching, cutting, package manufacturing. Skilled labour would be absorbed by the tea packaging industry.



Rural Call center

Indian services companies are opening business process outsourcing (BPO) operations in rural villages known as Rural Call Centre as a way of keeping down costs for customers while bridging the digital divide in the country. With the growth of the IT industry some Indian cities like Assam has seen greater prosperity but so far this has passed the rural areas by. As part of an attempt there has been multiple set up in villages which help migrant labor to accommodate it at a faster pace.



Auto Body Store

The industry sector in Assam is developing. The transportation facility is also growing. Many migrant labors can eventually start a small-scale auto-body store business in Assam with allied services. The auto-body store business is providing services of auto-body repairing and new bodybuilding as well as selling spare parts and accessories related to the vehicle body As the numbers of the vehicle are growing, the business opportunity of auto-body store is also increasing pan India.

Delhi State

Report Summary

This section of the report considers the pattern of Reverse Migration in Delhi, State Government initiatives & Entrepreneurship opportunities in the state.

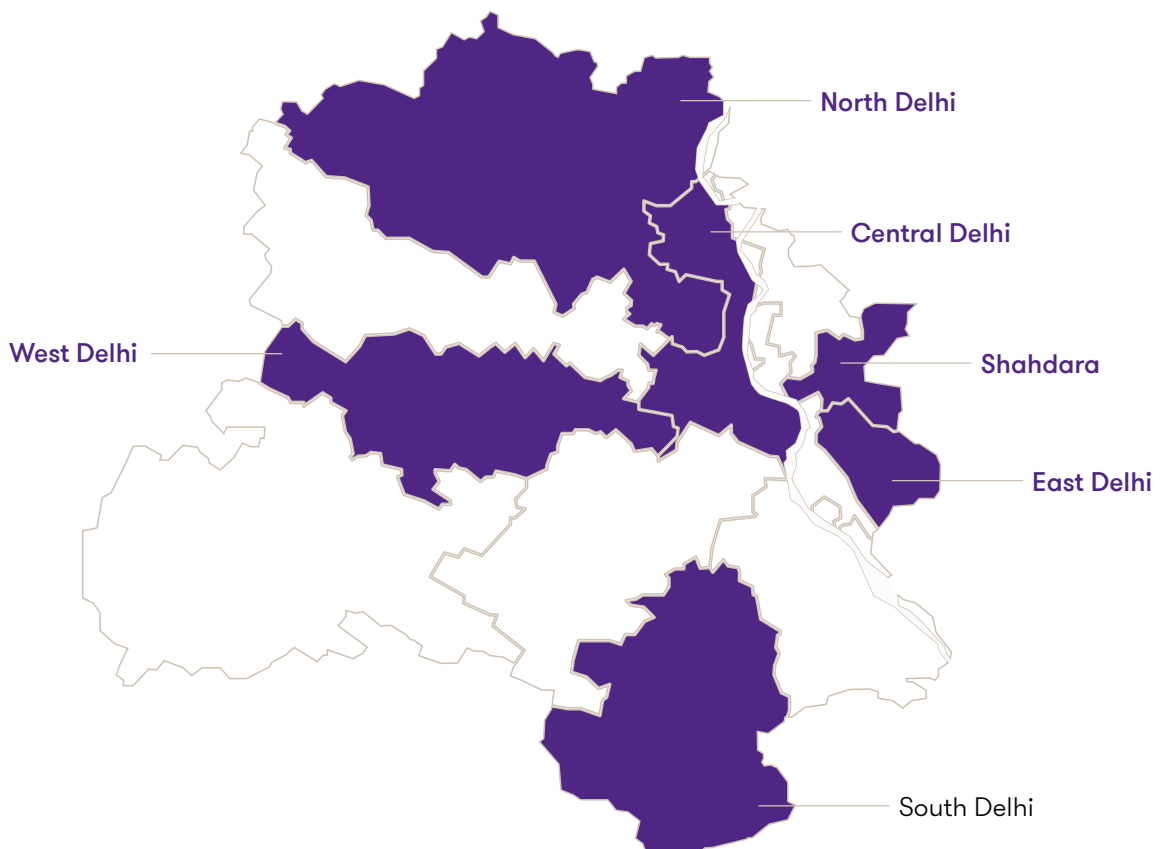


Introduction

The wide spread of the COVID19 pandemic has created a situation where the inbound and outbound migration has seriously affected the lives and livelihoods of the common citizen in the State and Nation. Millions of migrant workers were anticipated to be left unemployed in India due to the lockdown and subsequent fear of recession many of the migrant workers have returned to their villages/hometowns.

Several migrant labourers who had left Delhi, came back to their native place due to increase in number of the COVID19 cases. Most of these migrants were from Uttar Pradesh and Bihar. Most of these migrant workers,

have been working in state's leading industrial districts like Shahdara, North Delhi, Central Delhi, East Delhi, West Delhi, South Delhi.



Migration, its pattern, and reasons

Migration is the movement of people away from their usual place of residence, across either internal (within country) or international (across countries) borders.

Pattern of Migration

Distance	Duration	Other Categories
<ul style="list-style-type: none">• Rural to Rural• Rural to Urban• Urban to Rural• Urban to Urban.	<ul style="list-style-type: none">• Casual-temporary• Periodic- seasonal• Periodic, Casual-temporary• Permanent.	<ul style="list-style-type: none">• Intra-district, Inter-district• Intra-district, Inter-district• Intra-state, Inter-state• National and International



Delhi State and Reverse Migration Status

The COVID19 pandemic has triggered reverse migration from the destination to source in NCT Delhi. Delhiites witnessed thousands of labourers marching back to their villages in order to secure their shelters, foods. It was very hard times for migrant labourers due to unprecedented lockdown, decision of governments on extending of lockdown period due to severity of pandemic spreading, uncertainty of income, unavailability of necessities, and no money in hands.

As per census 2011, Delhi has in-migrants highest from

Uttar Pradesh (29.05 Lakh), followed by Bihar (11.48 Lakh), Rajasthan, Haryana, West Bengal.

Migrant workers from Gorahkpur, Benaras, Lucknow, Sitapur, Agra, and nearby adjoin areas mostly seen working in various industrial areas in Delhi.

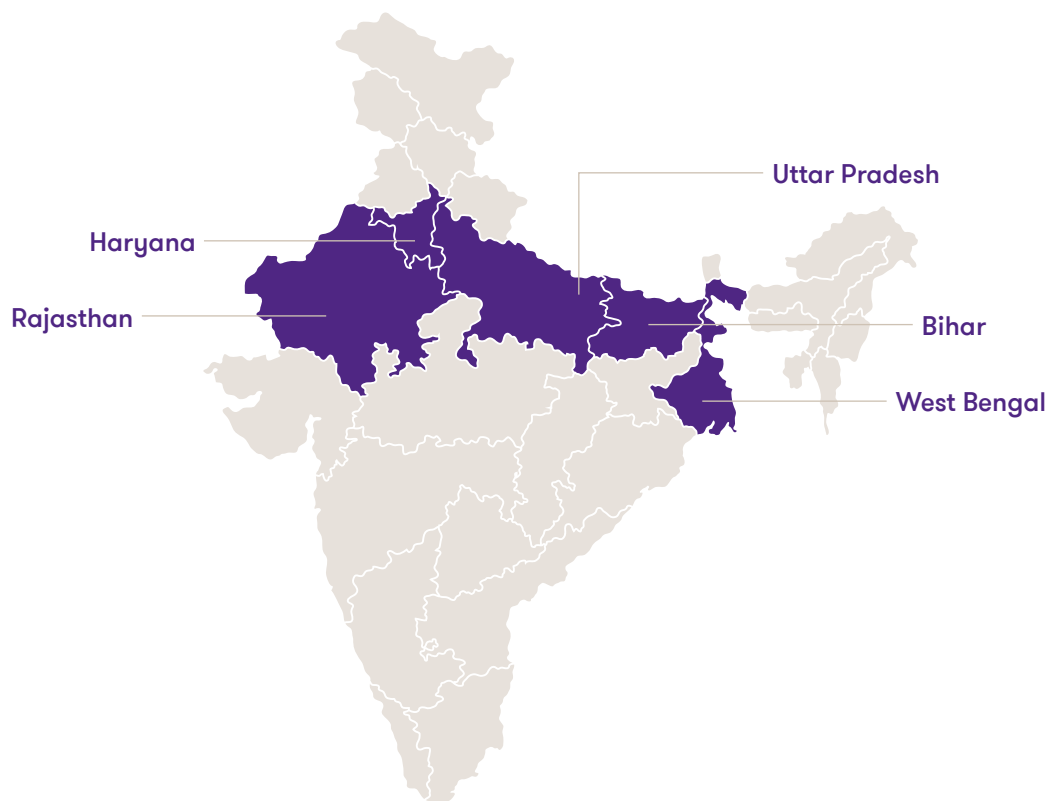
As per census 2001, 22.22 lakh in-migrants to Delhi include

21.73 lakh migrants from rest of the country

and

0.49 lakh migrants from outside India.

Similarly, 4.58 lakh out-migrants from Delhi include 2.36 lakh migrants to rest of the country and 2.22 lakh migrants to rest of the world outside India.



The major area of work where in-migrated labourers engaged are brick kilns, construction sites, low-income services (maids, watchmen, drivers), industrial skill & non-skilled workers, small and tiny roadside businesses (tea shop, dhabas, small eateries, hotels, restaurants etc.). This entire workforce falls under the informal sector. Majority of industries, real estate business (i.e. construction sites) in Delhi are having significant numbers of skilled and non-skilled workers which attracts more unemployed villagers to become migrant workers to Delhi.

Rapid growth and infrastructure development of Delhi results in creating opportunities of livelihood support i.e., work for poor, unskilled/ semiskilled rural population in the secondary and tertiary sector of economy within NCT of Delhi. Other contributory factors are negligible demand of such workers including traditional artisan groups in the rural areas, low wage, etc. – all these people are pulled in the city. A large portion of these populations are forced to settle in extreme unhygienic

temporary shelters called Jhuggi Jhopri. There are good numbers of poor migrants who have made their places of livelihood (work) like Railway Stations, Bus Terminus and Wholesale Market and construction sites etc. as their temporary home/shelter.

During lockdown 65-70% in-migrated people (as per estimation of Industry Associations/ Traders body) went back to their hometown and villages due to uncertainty of livelihood options. As a result, Delhi have faced reverse migration during nationwide lockdown in 2020 and 2021. A report from the Delhi Transport Department suggested that over eight lakh migrant workers left the national capital in the first four weeks of the lockdown imposed in the 2nd wave of the COVID19 pandemic.⁴ Around 30-40% workforce stayed in different shelters provided by the Government and other agencies. In some cases, unit owners also arranged shelter for their labourer and provided food, basic items and 50% monthly wages for the lockdown period.

In-migration is an issue for the last 50years in NCT Delhi. Delhi being the capital of India always undertaking changes in infrastructure, construction of housing societies, establishment of industries etc. attracts working force. For an example -



the population of Delhi has increased from
40.66 lakh in 1971 to 138.5 lakh in 2001.



The immigration during same period has increased from
8.76 lakh in 1971 to 22.22 lakh in 2001.



The share of out-migration from Delhi has slightly increased from
2.42 lakh in 1961-71 to 2.82 lakh during 1981-1991 to 4.58 lakh in 1991-2001.



The net migrants (In-migrants – Outmigrants) to NCT of Delhi have steadily increased from
6.34 lakh during 1961-71 to 17.64 lakh during 1991-2001.

⁴. <https://www.india.com/news/delhi/delhi-lockdown-latest-news-today-22-may-2021-nearly-8-lakh-migrants-left-delhi-in-first-4-weeks-of-shutdown-delhi-transport-department-kejriwal-to-announce-decision-on-lockdown-extension-4683045/>; <https://www.hindustantimes.com/cities/delhi-news/over-800k-migrants-left-delhi-after-lockdown-announced-govt-101621636995573.html>

Delhi State – Existing Clusters of Micro & Small Enterprises

There are 32 industrial areas in Delhi. Industrial areas have various types of manufacturing or services units located in one place. To develop the existing manufacturing units cluster formation would be a viable proposal. A cluster of manufacturing units will be formed by taking similar kind of manufacturing units together. These cluster units will form a Special Purpose Vehicle (SPV) with an objective to undertake joint activities for similar kind of manufacturing units in the area. The SPV will have the opportunity to access MSME schemes from MoMSME, Govt. The SPV could conceptualize various joint activities viz. awareness program, skill upgradation training program, entrepreneurship development training program, lean management activities, consultancy support for zero defect zero effect program, exposure visit to successful

clusters, participation in exhibition etc by consulting its members and undertake scheme implementation. SPV can also educate the financial institutes about its sector performances and facilitate financial linkages to its members.

At present NCT Delhi has only one successful cluster in operation. Okhla Garment and Textile Cluster is in Phase-II, Okhla Industrial Area. It was established having support from the Ministry of Micro, Small & Medium Enterprises and Ministry of Textiles. Long back UNIDO has identified 19 clusters in Delhi based on the functionality of similar kind of units. These clusters are not implemented under Central government cluster development scheme. The state government needs to develop these clusters.



S.no.	District	Location	Product
1	Northwest Delhi	Wazirpur, Badli	Stainless Steel utensils
2	South & West Delhi	Okhla, Mayapuri	Chemicals
3	West & South	Naraina, Okhla	Electrical Engineering Equipment
4	West & South	Naraina, Okhla	Electronic Goods
5	North Delhi	Lawrence Road	Food Products
6	South Delhi	Okhla, Wazirpur Flatted Factory Complex	Leather Goods
7	South, West Delhi	Okhla, Mayapuri, Anand Parbat	Mechanical Engineering Equipment
8	West, South, East Delhi	Naraina, Okhla, Patparganj	Packaging Material
9	West & South	Naraina & Okhla	Paper Products
10	West & South	Naraina Udyog Nagar, Okhla	Plastic Products
11	West, South, Northwest	Naraina, Okhla, Shivaji Marg, Najafgarh Road	Rubber Products
12	Northeast Delhi	Shahdara & Vishwasnagar	Wire Drawing
13	West & Northwest	Mayapuri & Wazirpur	Metal Fabrication
14	West & Northeast	Kiritnagar & Tilak Nagar	Furniture
15	Northwest Delhi	Wazirpur	Electro Plating
16	South, West, Northwest	Okhla, Mayapuri, Badli, Naryana, GT Karnal Road, Wazirpur	Auto Components
17	Northeast Delhi, East Delhi, South	Shahdara, Gandhinagar, Okhla, Maidangari	Hosiery
18	South & Northeast	Okhla & Shahadara	Readymade Garments
19	South Delhi	Okhla	Sanitary Fittings



Skill Development, Training & Entrepreneurship initiatives of the state

There are various initiatives taken by the State Government for Skill development training and to support entrepreneurship. The training have been

provided under various sectors like Apparel, Textile, Electronics, Healthcare, Logistics etc.

S.no.	Name of the Scheme	Details	Implementing Department/ Body
1.	Pradhan Mantri Kaushal Vikas Yojana (PMKVY)	The objective of this Scheme is to enable a youth to take up industry-relevant skill training that will help them in securing a better livelihood.	Delhi Skill Development Mission
2.	Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY)	DDU-GKY is uniquely focused on rural youth between the ages of 15 and 35 years from poor families. It aims to skill rural youth who are poor and provide them with jobs having regular monthly wages or above the minimum wages	Delhi Skill Development Mission



Potential Areas for Livelihood Opportunities

Following are the few entrepreneurship opportunities in the state for which training, and support can be availed from schemes mentioned above: -



Coffee /Tea Shop

Being one of the wealthier states of India initiating a coffee/tea shop in one of the most profitable business ideas in Delhi. An entrepreneur passionate and talented about coffee/tea can initiate this business without substantial capital investment.



Mobile Food Van

The mobile food truck business opportunity is different from a natural restaurant operation. The food truck is an emerging business in India for metropolitan cities. A person having minimum experience in the food service industry can initiate this venture on a small-scale basis. From food trucks, you can sell frozen and packaged items like ice cream, soft drinks, sweets, and snacks.



Handyman Business

A metropolitan and industrialized city area is considered as most perfect for the handyman business initiative. The working area of the handyman service business is wide. Generally, this type of works includes maintenance, repair, remodelling, plumbing, refurbishing, and electrical jobs. Apart from the full-time operation, you can initiate this business part-time also.



Tailoring/Embroidery

As a start-up business, tailoring and embroidery have been around for decades, and most are usually home-based businesses that receive and complete orders on behalf of small boutiques. But being a tried and tested idea does improve its chances of emerging as a successful future business especially in larger cities where tailoring services are in high demand. Obviously, one needs to undergo the requisite training and ideally should have sufficient experience in order to improve the chances of succeeding in this small-scale business venture.



Handicrafts Seller

Some of these products include metal ware, paintings, shawls, carpets, wood ware, earthenware, embroidered goods, and bronze and marble sculptures, etc. Resident of Delhi likes to décor home utilizing handicrafts items.



Breakfast Joint/Take-away

Food being one of the three basic necessities of life makes a top choice for people to indulge and open-up business in F&B (Food and Beverage) Industry. One can start with only a few key dishes such as a wholesome traditional breakfast with optional snacks as an add-on.



Juice Points/Shakes Counters

Fresh juices without preservatives are emerging as a popular healthy alternative to cold drinks. Hence this small business ideas list, as a top option for a potentially successful venture. While one is at it, diversification into related drinks especially summer drinks like lemonade, buttermilk and lassi might also work out well for this small business.



Setting up Organic Fields for Organic Fruits and Vegetables

Another attractive idea from the low-cost business ideas for a start-up is an agriculture start-up especially the setting up organic fields for growing of organic fruits and vegetables. This set up can be possible in NCR areas.



Hair Salon and Beauty parlour

Beauty and wellness sector afford viable opportunities to start small-scale ventures that are not fancy and are purely service oriented. A beauty parlour could be started right from home itself.



Artificial Jewellery /Fashion accessories

Another lucrative idea among the low-cost business ideas for start-ups is fashion accessory and Artificial Jewellery business that has a great potential for earning high volumes of income due to high level of accessibility.



Possible Interventions in Skill Development

Cluster entrepreneurship development centre

To develop an integrated approach towards strengthening the entire entrepreneurship value-chain in terms of access to credit, efficient market linkages, skilling of youth in priority & futuristic sectors, entrepreneurial development, long-term enterprise sustenance mechanisms, collaborations with industry & institutions for investments, digital enablement for entrepreneurship development, enabling access to modern technology & techniques to foster entrepreneurs existing and futuristic sectors.

Industry Led Skill Development Centres

There is a need for highly skilled manpower since modern manufacturing technologies use complex technologies which are not currently taught in the skill training /ITIs. This initiative could bridge such gaps by teaching these technologies which will not only increase prospects of high wage job / entrepreneurship opportunities in local, national, and even international market. This could be aligned to priority and focus sectors need to be identified by Delhi Government.



Gujarat State

Report Summary

This section of the report considers the pattern of Migration in Gujarat, State Government initiatives & Entrepreneurship opportunities in the state.



Introduction

The lockdown affected livelihoods of more than 45 crores of migrant workers in India. ⁵In Gujarat at least 85 per cent of daily wagers in Gujarat's Ahmedabad city lost their regular income during the COVID19 lockdown, a survey conducted by the Indian Institute of Management revealed. The nationwide lockdown, which has been in place since March to contain the spread of coronavirus, has rendered several unskilled labourers and daily wagers jobless. In major cities like Surat, Ahmedabad, Vadodara and Rajkot there was outflow of Lakh of workers belonging to Rajasthan, UP, Bihar and MP, desperately wanting to go back with no jobs and incomes in hand. It is estimated that between 25-40 lakh workers had gone back home during the month of April to June itself, though many returned within next few months itself. These migrant workers, with Lakh in numbers were mainly employed in manufacturing, services and Construction work in Surat, Ahmedabad, and Rajkot.

The construction and manufacturing are the two major sectors in which these migrant workers are majorly placed. According to data available from Census 2011, majority of these workers are from UP, Maharashtra,

Rajasthan, and Bihar and roughly 70% of these workers are working and residing in Surat, Ahmedabad, Vadodara, Rajkot, Valsad and Jamnagar districts, as these are the industrial hubs of Gujarat as well.

5. <https://www.indiatvnews.com/business/news-ahmedabad-daily-wagers-migrant-workers-hit-by-lockdown-gujarat-615207>

Interstate Migration and Gujarat

Gujarat is the most favourable destination for migrants after Delhi and Maharashtra. It is receiving 4.20 per cent in-migrants (NSSO, 2010). Most of the migrants are from the state of Maharashtra, Uttar Pradesh, Rajasthan, and Bihar. Surat, Vadodara, Ahmedabad, Rajkot, and Jamnagar are the main destinations in Gujarat. The tendency to migrate is recorded high among poor and landless labour mostly from rural areas of migrating states to Urban area in Gujarat. The share of unskilled, illiterate and literate up to primary person is greater than skilled and literate one. Gujarat is **more migrant's receiver** state than sender. Because the state is having great infrastructural development, industrial development, and economic development⁶ (Kundu 2007). This development leads to employment opportunities in the industrial, services and, construction sector etc. Employment opportunities are the major reason for this migration. These migrants

mostly engaged in sectors like construction, textiles, small industries, brickmaking, stone quarries, mines, fish and prawn processing and hospitality services (Deshingkar and Akter, 2009).

Most of migrants from rural part of Maharashtra work in southern part of Gujarat, in agricultural activities related to the cash crop sugarcane. Uttar Pradesh and Rajasthan are also major state, where from Gujarat receive a large number of migrants. Migrants from Uttar Pradesh mostly associated with brick making, and from Rajasthan engaged in construction sector. Migrants from the Bihar and Orissa are mostly found in manufacturing sector. These migrants from all states found in port loading and unloading and other casual form of work. Most of these migrants' worker work on the basis of daily wages⁷.



6. Kundu, Amitabh. (2007). Migration and Urbanisation in India in the Context of Poverty Alleviation. Available at. URL http://www.networkideas.org/ideasact/jun07/Beijing_Conference_07/Amitabh_Kundu.pdf,

7. Mahadevia, Darshini. (2002). The Poverty and Vulnerability of Migrants Workers in India: A Post earthquake Study in the State of Gujarat, Centre for Environmental Planning and Technology, Ahmedabad, India, Available at <http://aajeevika.gov.in/studies/understanding-poverty/29-The-Povertyand-Vulnerability-of-Migrants-in-India.pdf>

Census 2011 data on migration shows that Gujarat had **9.29 LAKH** migrant from UP, **7.47 LAKH** from Rajasthan, **3.61 LAKH** from Bihar and **2.75 LAKH** from MP thus received the major chunk from these four states.

Migrants from other states in Gujarat (Top Four States): 2011 Census:

State	Migrants from other states in Gujarat
Uttar Pradesh	9.29 Lakh
Rajasthan	7.47 Lakh
Bihar	3.61 Lakh
Madhya Pradesh	2.75 Lakh

People from Gujarat are less migratory in nature specially in terms of inter-state, as generally they do not prefer to go to other states but prefer to live and find the job in Gujarat state only. But at the same time Gujarati people prefer to go and work outside India and to settle there. Within Gujarat, there is generally intra state migration from tribal districts as Narmada, Panchmahal, Dang, Dahod, Chota Udaipur etc to border districts as agricultural labour while urban centres as Ahmedabad, Surat, Rajkot, Navsari etc but majority of people from these districts go to work as agriculture labour within nearby districts only.

Major reasons for migration:

Reason for migration	Total	Men (%)	Women (%)
Work/ Employment	4.64cr	3.90 (84%)	0.74 (16%)
Marriage	22.39cr	0.60 (3%)	21.79 (97%)
Moved with Household	6.98cr	3.15 (45%)	3.83 (55%)

The latest government data on migration comes from the 2011 Census. As per the Census, India had **45.6 crore** migrants in 2011 (38% of the population). Of which, 99% of total migration was internal and immigrants (international migrants) comprised 1%.

Reasons of Migration:



According to the 2011 Census, Uttar Pradesh and Bihar are responsible for the greatest number of migrants as **20.9 MILLION** people migrated outside the state from the two states. This is **37%** of the total number of people who were inter-state migrants according to that enumeration. While Gujarat has the third highest share of in-migrants after Maharashtra and Delhi. The number of inter-state migrants grew at **33%** between the 2001 and 2011 Census.



Marriage and employment are the major reasons for migration, Census data show. The bulk of the migration takes place within individual states — out of the total number of persons registered as “migrants” in the 2011 Census, only **11.91% (5.43 CRORE)** had moved to one state from another, while nearly 39.57 crore had moved within their states.

As per Census 2011, majority (70%) of intra-state migration was due to reasons of marriage and family with variation between male and female migrants. Out of a total **309,641,654** women migrants, a whopping **205,839,698** women migrated because of marriage i.e., close to two-thirds. Over **6 million** women moved for employment, and 2 million for education. Out of the total number of people who migrated for marriage, **97%** were women.

Details of Major Employment Sector

In Gujarat, the priority sectors from a manpower development perspective include Textiles and Apparel, Chemical and Chemical Products, Auto and Auto Components, Engineering Goods, Port based industries, Banking and Financial Services, Transportation and Logistics, Retail and IT/ITES. Priority districts from a manpower development perspective include Ahmedabad, Vadodara, Surat, Kutch, Rajkot, Jamnagar, Gandhinagar, and Bharuch.

Migrants from other states in Gujarat (Top Four States): 2011 Census:

State	Migrants from other states in Gujarat
Uttar Pradesh	9.29 Lakh
Rajasthan	7.47 Lakh
Bihar	3.61 Lakh
Madhya Pradesh	2.75 Lakh

District	Sectors with Manpower Requirement 2017-22	Major Employment Focus Sectors
Ahmedabad	344,929	Textiles and Apparel, chemicals & chemical products, Drugs and Pharmaceuticals, Agro and Food Processing, Automobiles, Engineering, Electronics, IT-ITES, Hospitality, Banking & Financial Services
Surat	328,062	Textiles & Apparels, Gems & Jewellery, Chemicals & Petrochemicals, Ports, and IT- ITES
Vadodara	223,794	Chemicals & Petrochemicals, Pharmaceuticals, Biotechnology
Rajkot	173,261	Engineering & electronics, Textiles & apparel, Chemicals, Infrastructure
Kutch	131,970	Minerals, Port based industries, Marine Chemicals, Engineering, Infrastructure Projects, Chemicals, Ceramics and Textiles
Valasad	114,841	Chemicals, textiles, horticulture, and paper industry
Bhavnagar	113,537	Diamond cutting & polishing, cement & gypsum, inorganic salt-based and marine chemicals, shipbuilding, ship-repairs, oxygen, foundry, re-rolling, ceramics, fabrication, and food processing industries
Gandhinagar	104,313	Food Processing, Electronics, Textiles, IT -ITES
Bharuch	105,740	Chemicals, Petrochemicals & Pharmaceuticals, Engineering, Ports & Ship building, Textiles
Kheda	92,949	Agriculture, Mineral-based industries, Plastics, Engineering and IT-ITES

District	Sectors with Manpower Requirement 2017-22	Major Employment Focus Sectors
Mehsana	92,158	Cultivation, Engineering Industry and Food processing
Banas Kantha	88,783	Food Processing, Tourism, Mineral Based Industries, Construction material
Junagadh	89,401	Mineral based cement industry, Fish processing industry, Agriculture based industry, Power sector
Jamnagar	85,788	Brass Parts, Petroleum and Petrochemicals, Salt and Ports
Sabar Kantha	81,790	Agriculture, ceramics, chemicals, and milk processing
Panchmahal	74,370	Tourism, minerals, engineering & automobiles, irrigation projects, dairy farming
Anand	64,703	Food & Agriculture, Engineering & Auto parts, Chemicals, Port & Ship Building, Minerals, Cement
Surendranagar	60,950	Textiles, chemicals, and Ceramics
Dahod	56,323	Food products, rubber and plastic products, and mineral based industries
Navsari	52,061	Food processing, textiles, drugs & pharmaceuticals
Amreli	48,645	Engineering Goods, Port and Ship building, Mineral Processing and Cement
Patan	39,067	food processing, paper and pulp and cotton-based industry
Porbandar	23,643	Port and Ship Building, Cement industry, Mineral-based Industries
Tapi	24,077	Agro-based industries, Textiles
Narmada	22,020	Textiles, food & agriculture, and chemicals
The Dangs	15,218	Agri- Allied Activities, wood & wooden products, food processing

Source: Gujarat Skill Gap Report, NSD

Intra State Migration in Gujarat

There are the Gujarati migrant workers who work within and across districts of Gujarat, most famously the workers of Bhavnagar and Amreli in Surat's Diamond Industry. Panchmahal District, Godhra, Chota Udaipur, Banaskatha, Narmada and Dahod the tribal belt in Gujarat sees the maximum outflow of workers in construction and agri/plantation sector. But there has been a reduction in both male and female migration as a result of increased farm mechanization, replacement of labour-intensive work with some automation or semi-automation. Hence men migrate for unskilled or semi-skilled work in construction sites, factories (bread, biscuits, pipes, etc) So maximum are employed as farm labourers and those with semi-skilled are employed in diamond polishing and cutting, brick kiln making, machine operators, etc.

Nearly a third of all households seasonally migrate from the Tribal dominated Narmada, Dangs, Banaskatha and Chota Udaipur district every year to work away from their usual place of residence for almost half a year. Majority of people from Narmada and Dangs district go to Surat and Valsad to harvest sugarcane while from Chota Udaipur the tribal go to work in nearby districts to work as farm labour. Dangs district virtually has no irrigation facilities and so, those who cultivate non-reserved forest land (about 18% of total forested area), almost entirely depend on rain-fed agriculture. Evidently, there are hardly any opportunities for any other work available in the villages of Dangs during the other six months. Thus, seasonal migration, mainly to sugarcane farms, appears to be the coping mechanism for survival during the other six months.

Migrated Labour- Pattern of Industry and Work

A case-study of industrial activities of Surat (Desai, Kiran et al, 2018) covering all the major industrial activities in MSMEs, namely, weaving, dyeing-printing, embroidery and diamond-polishing, has revealed that eight out of every 10 livelihood-earners are migrants. But they are **divided by industry**. A substantial portion of diamond workers are migrants from the Patidar caste, an intermediate social group and belonging to the Saurashtra region of Gujarat. The weaving sub-branch of the textile industry has largely employed OBCs of Odisha.

This sort of segmentation is noticeable even in other non-industrial livelihood options in the informal or unorganised sector. Construction activity all over Gujarat is a case in point. Most of the labour-work is carried out by tribal migrants from specific districts of central Gujarat as well as bordering Madhya Pradesh. Similarly, colouring-work is handled by teams of migrants from Uttar Pradesh whereas migrant workers from West Bengal have established a niche

in plumbing. Auto-rickshaws are largely driven by migrants from Uttar Pradesh whereas immigrants from Uttar Pradesh, Madhya Pradesh as well as Nepal are in a majority amongst security services.

In a sense that in a specific work-sphere a particular group; based on regional or ethnic identities, creates an exclusive domain wherein members of other groups cannot enter and seek work. It suits employers, too, as the workforce remains under tight control.

The **Report of the Working Group on Migration** shows that the share of migrant workers is the highest in construction sector for females (67 per cent in urban areas, 73 per cent in rural areas), while highest number of male migrant workers are employed in public services (transport, postal, public administration services) and modern services (financial intermediation, real estate, renting, education, health) at 16 per cent each and 40 per cent each in rural and urban areas, respectively.



Key Industrial Sectors and Vocational Courses

The Directorate of Employment & Training, Labour and Employment Department, Government of Gujarat has been in the forefront of implementing various skill-building programmes with the aim of helping people to get jobs and in turn facilitates Industrial Development.

At present 287 Govt. ITIs, 497 Grant-in-aid & Self-Financed ITCs and 48 Employment Exchanges are functioning under this directorate in Gujarat.

Vocational Courses and Popular Trades in the State

The Gujarat Government has identified following sectors to create around 67% of new jobs during the next decade.



Agro based and Food Processing Industry



Mineral based and Allied Industries.



Handloom and Handicrafts



Auto and auto components



Textile and Apparels Industry



Tourism, Hospitality and Travel



Chemical and Petrochemicals



Gems and Jewellery



Building, Construction and Real Estate

Major areas where the scope for trade / manufacturing / services activities to start is available - livelihood / MSE segment - with brief / potential for engagement.

Sector	Skilled	Semi-Skilled	Minimally skilled	Total
Agriculture & Allied Activities	NA	NA	357322	357322
Agro & Food Processing	3272	13089	16362	32723
Textile & Apparel	14815	59260	74075	148150
Wooden Products & Furniture	1671	6336	9407	17414
Paper & Paper Products	1214	4858	6072	12145
Chemical & Chemical Products	8669	34676	43345	86690
Rubber & Plastics	2027	8106	10133	20266
Mineral Processing & Fabrication	5788	23152	28939	57879

Sector	Skilled	Semi-Skilled	Minimally skilled	Total
Electrical & Electronics	2855	11421	14277	28553
Manufacturing of Engineering Goods	5358	21432	26790	53580
Manufacturing of Construction Material	2581	10323	12904	25807
Drugs and Pharmaceuticals	1044	4177	5222	10443
Misc. Manufacturing	2024	8095	10119	20239
Construction	11979	23957	203635	239570
Trade, Retail	23646	35469	177347	236463
Transportation & Logistics	14707	233543	277856	526106
IT-ITES	50000	120000	NA	170000
Hospitality & Tourism	19970	29956	149778	199704
Banking & Financial	44800	134400	NA	179200
Healthcare	16093	NA	80466	96559
Education & Training	36074	NA	97408	133581

Source: Gujarat Skill Gap Report, NSDC



Skill Development and Entrepreneurship

The Gujarat Skill Development Mission (GSDM) is involved in conducting number of skill development and Entrepreneurship development programmes in Gujarat are as under:

Various Skill development Programme under GSDM:

Gujarat Skill Development Mission (GSDM)

(An Apex body related to Skill development activities in Gujarat)

Gujarat Council of Vocational Training (GCVT) under The Directorate of Employment & Training, Labour and Employment Department, Government of Gujarat

Craftsmen Training Scheme (CTS)	For School Dropouts in Vocational Education	152 courses with 1,95,952 seats (6 months to 2-year course)
Kaushalya Vardhan Kendra (KVK)	For Rural youths, adolescent girls, and housewives even in remote areas	Need based Courses designed using participatory approach as per Need assessment, e.g., Plumbing, beauty & Hair dressing, Welding Dairy, Honeybee keeping etc; 500 KVKs in operation across Gujarat
Industrial Training Institutes (ITI)	For urban and rural youths with min. 8th pass	More than 400 courses spanning Computer, Electronics, Electrics, and modern trades as Auto cad 2D & 3D, Analog and Digital Electronics, Advanced Welding etc
Industry KVKs (i-KVK) – supported by Industries	For Urban and Rural youths with min education	291 courses and 102 i-KVKs run by Tata Motors, Cadila, Welspun, L&T offering training and placement opportunities in industry specific sectors.
Overseas Employment & Career Information Centres	For youths interested in education and /or employment abroad	4 centres operational at Ahmedabad, Surat, Vadodara, and Rajkot.
Skill Development Institute, (SKI)	For urban and rural youths with min. 8th pass	Provides skill development in trades as Solar PV Installation, Pipe Fitter, CNC Machine Operator, Sewing machine operator etc at Ahmedabad
Centre for Entrepreneurship Development (CED), Gujarat Govt Body	Entrepreneurship development training to youths	All 33 districts in Gujarat along with DIC across various trades and sectors
Entrepreneurship Development Institute of India (EDII)	Entrepreneurship development training to youths	EDP training for specific trades and sectors

The total Training Capacity by way of various training interventions by Department of Training and Employment for 2017-22 has been estimated at 5.62 Lakh, as mentioned in table below:

Total Training Capacity – Department of Employment and Training (DET)

Type of Institute	Training Capacity
Craftsmen Training Institute (CTS)	1,95,952
Apprentice Training Scheme (ATS)	53,073
Kausalya Vardhan Kendra	1,00,000
i-KVK	5,000
Skill Certification	20,000
MES after Training & Direct Assessment	28,000
eMPOWER	1,60,000
Total	5,62,025

Source: Directorate of Employment & Training, Government of Gujarat

Other Skill development Initiatives to Strengthen State’s Skill Eco-System



MAHATMA GANDHI NATIONAL INSTITUTE FOR SKILL DEVELOPMENT AND ENTREPRENEURSHIP (MGNISDE)

Set up by Ministry of Skill development & Entrepreneurship along with Ministry of Human Resources, State Govt and Mahatma Gandhi Labour Institute with support from People Republic, China (Govt) and GSFC University. It will provide 62 specific skill development courses in 17 sectors.



NATIONAL INSTITUTE OF SKILLS

Gujarat Government in collaboration with Tata Trust is setting up **National Institute of Skills at Gandhinagar** which will provide training to more than 5000 people.



SKILL UNIVERSITY

A **Skill University** has been set up in private sector at Vadodara by Team Lease Foundation which provides courses such as Mechatronics, Multi skill manufacturing, IT Infrastructure and Hardware, Financial Accounting, Hospitality and Tourism.

Also, NSDC is working with State Govt. for development of **“Gujarat Skill Development Corporation”** with support from private Industry, which will held major share in the project.

Skill Development Initiative by State

There are various Skill development Initiative taken by various government departments of the state providing training cum skill development interventions. Some of the key initiatives are as listed below:

Training Programmes by Government Departments:

S NO.	Government Departments	Training cum Skill development Interventions	Scheme Details
1.	Industries Department, Commissioner of Cottage and Rural Industry	Gujarat Matikam Kalakari and Rural Training Institute (GMKRTI)	Training/ Re-training of rural artisans. 17 short duration courses of 30-60 days. Provision of tool kit and also financial assistance up to 30,000 with 25% loan subsidy.
2.	Industries Department, Commissioner of Cottage Industry	Training Cum Production Centres (TCPCs)	Training imparted in 17 trades through 38 centres. Provision of tool kit and also financial assistance with loan subsidy.
3.	Tribal Development Department	Vocational Training Centers (VTC)	Provision of residential skill training programmes covering all tribal districts and areas
4.	Education Department	Gujarat Knowledge Society (GKS)	103 IT and Non-IT courses through 7000 Institutional Partners
5.	Urban Development Department	Employment through Skill Training and Placement (EST&P)	NCVT/GCVT pattern courses in urban local bodies through registered vocational training providers empanelled with Gujarat Livelihood Company (GLPC)
6.	Social Justice and Empowerment Department, Directorate of Scheduled Caste Welfare	Sant Shiromani Ravidas High Skill Development	Training in 31 Job oriented courses for Scheduled caste youths
7.	Tourism Corporation of Gujarat Limited (TCGL), Tourism Department	Skill Development and Entrepreneurship	Various Skill development training programmes in Tourism and Hospitality courses across various districts of Gujarat
8.	The Gujarat State Handloom & Handicraft Development Corporation	Intensive Handloom Development Programme	Provides support to Handloom artisans to support with tool kit, credit, product development and marketing support

Other Schemes:

The state Government through its various departments and schemes have tried to address issues related to Skill development and Self and Job employment of workers across the state. It has set up ambitious target to train approx. 6 lakh people in next 5 years across various trades and through various courses. Also, to support Self-employment by youths, women and socially disadvantaged groups it has come with many financial support programmes with capital and Interest subsidy. Some of them are-



PRIME MINISTER EMPLOYMENT GUARANTEE YOJANA (PMEGY)

This program is targeted to Urban and Rural youth who want to take up Self-employment initiative. It has component of Credit linked subsidy scheme.



DATTOPANT THENGADI ARTISAN INTEREST SUBSIDY SCHEME

By Indext-C implemented by DIC -To registered Artisans for purchase of machinery and raw materials up to 1Lakh with Margin money and Interest Subsidy available.



SHRI VAJPAYEE BANKABLE YOJANA

Implemented by DIC – Financial assistance to the craftsmen of Cottage Industries up to 8 Lakh with 25-40% subsidy on loan amount.



MANAV KALYAN YOJANA

Implemented by DIC - This scheme provides additional tools/equipment to socially backward class community listed on BPL list so as to generate adequate income and self-employment.



CLUSTER DEVELOPMENT SCHEME

A group of 25-100 artisans of handicraft, handloom, and cottage industry



GUJARAT MATIKAM KALAKARI AND RURAL TECHNOLOGY INSTITUTE

It provides training and tool kit for clay artisans and also financial assistance up to 30,000 with 25% loan subsidy.

Many programmes and welfare schemes are being looked after by **Gujarat Asangathit Gram Kamdar Kalyan Board, Office of Labour Commissioner, Govt. of Gujarat, and Gujarat Rural Workers Welfare Board.**

Recommendation and Probable Course of Action

The State governments along with Non-Governmental Organizations (NGOs) and charitable societies have taken various steps to mitigate the effect of the lockdown on the vulnerable groups specially the tribal and backward communities of migrant workers who are mainly from Narmada, Dang, Panchmahal, Banaskatha, Dahod district. The Govt is working on convergence of various services related to food and nutritional programmes, water and sanitation programmes, employment, and livelihood programmes. The Government is undertaking measures to support return migrants by providing them guidance, training and financial support to those who wish to set up business in order to successfully reintegrate them in the place of origin.

Unskilled people can be supported under various infrastructure development projects in these districts

itself under **NREGA** and under newly announced **Pradhan Mantri Gareeb Kalyan Yojana**.

Also based on the available skill set of tribal people and type of employment opportunities available in the area, these people who migrates intra state in search of livelihood can be provided skill and entrepreneurship development training in various areas in synergy with various departments as mentioned earlier. In addition to training, state Govt must make provision for collateral free loans / soft loan schemes with better incentives (could be based on group liability as well) which can even be run through Micro Finance Institutions to support migrant workers with credit support. Interventions such as SFURTI could also be undertaken for development of traditional and artisanal work in the form of cluster with provision of common facilities under the project.

Probable Approach for Skill development Interventions



COMMUNITY MOBILIZATION

For participation in planning, implementation, and monitoring of interventions



COMMUNITY SKILL HUBS

(skill hubs exclusive to traditional sectors)



FORMALIZATION OF TRADITIONAL SKILLS

Development of qualification packs and national occupation standards for existing job roles, recognition of prior learning to certify experienced artisans (as master trainers, assessors, and professionals), training of master trainers, and training support persons and developing formal training programs for next generation members through community skilling hubs will allow traditional sectors to have a systematic skilling ecosystem. However, care must be taken to ensure that the sensitivities of traditional communities are not ignored – traditions are passed on through family and community, with centuries of history. The dignity of artisans must be protected throughout the process, and formalization (planning and implementation) must secure the willing participation of artisans. Established artisans and organizations must be consulted for the same.



PROMOTION OF TRADITIONAL SKILL-BASED OCCUPATION

income augmentation for artisanal/migration families, credit support and entrepreneurship support will allow more families to continue the livelihood. Possible interventions can include Marketing support in the form of exhibitions, public-private partnerships for marketing and brand development, and promotion of traditional products among designers, architects, decorators, and other such players who can enhance visibility among a larger population.



Documentation support and Maintenance of database of migrant workers associated with traditional sectors.



Regularisation of Loan Mela to provide easy access to credit for initiating micro enterprises.



Mentoring support for migrant workers to help them entrepreneurs.



Encouraging migrant labourer to attend short duration courses conducted by Rural Self Employment Training Institutes (RSETIs) located in each district.



Issuance of smart card to registered and mapped migrant workers to track the benefits extended to them and initiate other measures.



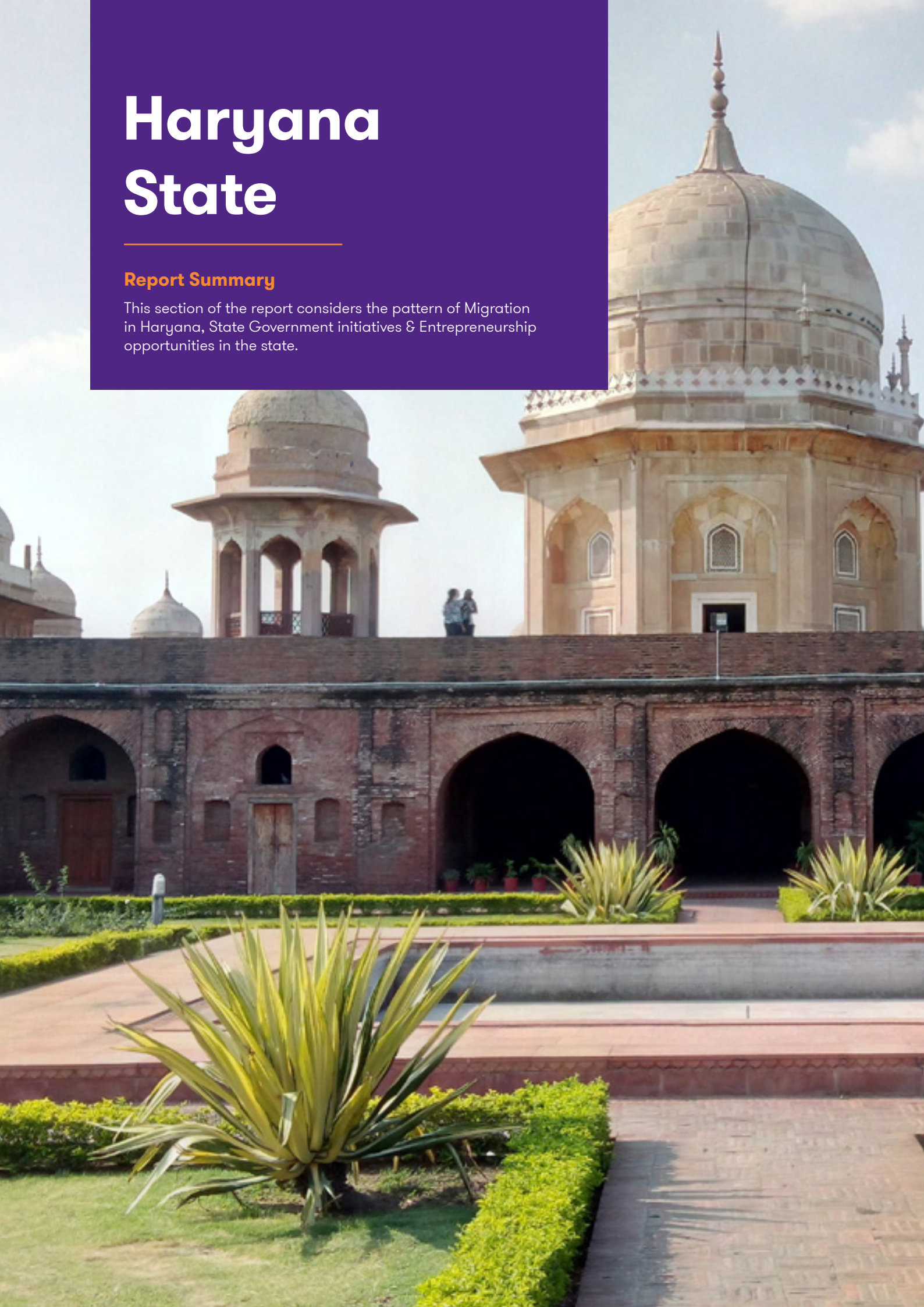
Potential Areas for Livelihood Opportunities

Sector	Trades/ Vocation	Districts Covered
Manufacturing Sector: (With duration 15 days to 6 month)	<ul style="list-style-type: none"> • Carpenter-Wood and Steel Furniture • Embroidery and Stitching women and Kids garments • Fabrication and Welding work • Aluminium windows and Channel gates work • Bakery and Bread products including cakes. • Namkeen preparation and selling. 	Narmada, Dang, Panchamahhal, Dahod, Chota Udaipur, Amreli and Kachchh District (roughly one third population of these district except Amreli & Kachchh go to work in neighbouring district within Gujarat)
Services Sector: (With duration 15 days to 6 month)	<ul style="list-style-type: none"> • Plumbing Fittings and Trading • Electrical fitting and repairs of household Items • Hairdresser & Beauty Parlour • Automotive service Technicians (2 -3 wheelers) • Tractor and Farm Equipment mechanics and Servicing • Tailoring and garment alteration work • Mobile shops including repair and data /sim card related services. • Computer printing, photocopying and stationary services. • Logistics services for farmers /shopkeepers etc • Masonry work • Solar Panel installation and Repair • Repair and maintenance of Irrigation and Agri Implements 	Narmada, Dang, Panchamahhal, Dahod, Chota Udaipur, Kachchh, Amreli, Bhavnagar, Junagarh, Palanpur, Sabarkantha District
Agribusiness and Allied sectors (With duration 15 days to 3 month)	<ul style="list-style-type: none"> • Agribusiness and Allied sectors • (With duration 15 days to 3 month) 	Narmada, Dang, Panchamahhal, Dahod, Chota Udaipur and Kachchh District (roughly one third population of these district except Kachchh go to work in neighbouring district within Gujarat)

Haryana State

Report Summary

This section of the report considers the pattern of Migration in Haryana, State Government initiatives & Entrepreneurship opportunities in the state.



Introduction

The wide spread of the COVID19 pandemic has created a situation where the inbound and outbound migration has seriously affected the lives and livelihoods of the common citizen in the State and Nation. Millions of migrant workers were anticipated to be left unemployed in India due to the lockdown and subsequent fear of recession. Many of the migrant workers have returned to their villages/hometowns.

Several migrant labourers who had left Haryana, came back to run their livelihood as there were less job opportunities in their home states. Most of these migrants were from Uttar Pradesh and Bihar. Most of these migrant workers, have been working in state's seven leading industrial districts like Gurugram, Faridabad, Rewari, Yamuna agar, Jhajjar, Sonipat and Panipat.

Industries have made the arrangements to bring these labourers back to the state since they are backbone of the industry. The labourers were mainly engaged in manufacturing and construction sector.

Local Youth of Haryana prefer to relocate Delhi-NCR for jobs.

Haryana Udhyam Memorandum (HUM) Portal was Launched and notified in June 2021 by state government in order to create a centralized database of manpower engaged in enterprise operating in Haryana. This portal aims to create and maintain a centralised repository of all enterprises and businesses operating in Haryana. This database will help state in effective decision making and policy formulation.

Migration, its pattern, and reasons

Migration is the movement of people away from their usual place of residence, across either internal (within country) or international (across countries) borders.

Pattern of Migration

Distance	Duration	Other Categories
<ul style="list-style-type: none">• Rural to Rural• Rural to Urban• Urban to Rural• Urban to Urban.	<ul style="list-style-type: none">• Casual-temporary• Periodic- seasonal• Permanent.	<ul style="list-style-type: none">• Intra-district• Inter-district• Intra-state Inter-state• National and International



The latest government data on migration comes from the 2011 Census. As per the Census, India had **45.6 crore** migrants in 2011 (38% of the population). In 2011, **99%** of total migration was internal and immigrants (international migrants) comprised **1%**.



There is variation across states in terms of inter-state migration flows. As of 2011, Uttar Pradesh and Bihar were the largest source of inter-state migrants while Maharashtra and Delhi were the largest receiver states. Around **83 lakh** residents of Uttar Pradesh and **63 lakh** residents of Bihar had moved either temporarily or permanently to other states. Around **13 lakh** people from across India had migrated to Haryana by 2011. Most of the labour is from Bihar and Uttar Pradesh.



As of 2011, majority (70%) of intra-state migration was due to reasons of marriage and family with variation between male and female migrants. While **83%** of females moved for marriage and family, the corresponding figure for males was **39%**. Overall, **8%** of people moved within a state for work (**21%** of male migrants and **2%** of female migrants).











As per labour department of Haryana about in organized sector about **28 lakh** labour is getting benefits and in unorganized about **5.5 lakh** labourers are getting benefits of state schemes (Like BOCW).



Thrust sectors and cluster approach

Thrust Sectors of State

The State has been at the forefront in promoting industrial growth by offering an array of attractive incentives to encourage rapid industrialization. Based upon an in-depth analysis of geographical advantages, skill base, available resources and manufacturing capabilities, the State has identified the following seven thrust sectors:

 <p>Auto, Auto Components & Light Engineering</p>	 <p>Agro-based, Food Processing & Allied Industry</p>	 <p>Textile and Apparel</p>	 <p>Electronics System Design & Manufacturing (ESDM)</p>
 <p>Defence and Aerospace Manufacturing</p>	 <p>Pharmaceutical & Medical Devices</p>	 <p>Chemical and Petrochemicals</p>	 <p>Large Scale Energy and Data Storage</p>

The thrust sectors shall be supported through enhanced fiscal support, conducive infrastructure, and other strategic interventions for their growth. destination for education and skilling. With over 40+ Universities, 800+ Colleges, 150+ Engineering Colleges & 180+ Polytechnics, Haryana is also home to premier national institutes such as IIM, IIT, NIT, NID. Haryana was amongst the first few states to launch a dedicated skill Industrial Scenario of Haryana

Cluster Development



Cluster Development -The State has adopted a 'Cluster' approach for development of the MSMEs by enabling them to achieve economies of scale. Focusing on cluster approach, initiatives under EPP 2015 created tremendous on ground impact. Cluster initiatives valued at **INR 190 cr.** under PPP mode are underway in more than 35 MSME clusters covering 16 districts in the State under the Central and State Government sponsored schemes.



The Haryana Mini Cluster Scheme, under which 35 clusters have been formulated, has been widely applauded and has also earned appreciation from Ministry of MSME, Government of India. Haryana's cluster development approach has become a nationwide case study and Ministry of MSME urged other states to replicate Haryana's approach for development of MSMEs, thereby making Haryana a reference point for other states.

Govt. initiatives to boost entrepreneurship

The State has taken a series of initiatives to promote entrepreneurship & to attract industries through.



Haryana Start up Policy 2017.



Haryana Pharmaceutical Policy



Haryana Textile Policy



Haryana Logistic, Warehousing and Retail Policy



Agribusiness & Food Processing Policy 2018



Haryana MSME Policy 2019



Haryana Enterprises and Employment Policy (HEEP) 2020



Education and Skill Development

The State has also evolved over the years as a nesting destination for education and skilling. With over **40+ UNIVERSITIES, 800+ COLLEGES, 150+ ENGINEERING COLLEGES & 180+ POLYTECHNICS**, Haryana is also home to premier national institutes such as IIM, IIT, NIT, NID. Haryana was amongst the first few states to launch a dedicated skill university – the Haryana Vishwakarma Skill University. The Skill Development and Industrial Training Department is presently providing training for certificate courses having to about **1,01,381 TRAINEES**.

The state departments like Haryana State Rural Livelihood Mission (HSRLM), state urban Development authority are also offering skill development & Entrepreneurship development programmes.

Skilled Labour requirement – The district wise identified cluster and sectors are mentioned below in which the semi-skilled & Skilled labour is required.

District	Industrial Cluster/Sector
Gurugram	Automobile, auto components, IT & ITeS, textile, apparel, engineering, electrical, electronics, leather & footwear, rubber, plastic, chemicals, pharmaceuticals, printing and packaging, construction, defence production
Rewari	Automobile, auto components, textile, chemicals, bi-cycles, construction
Hisar	Iron & steel
Fatehabad	Agro & food, iron & steel
Kurukshetra	Agro & food, paper
Yamunagar	Plywood, steel utensils, paper
Sonipat	Agro & food, auto components, bicycles
Karnal	Agriculture implements, agro & food, dairy products, footwear, print & packaging, Pharmaceutical
Faridabad	Iron & steel, textile, apparel, automobile, auto components, earthmovers, cranes, engineering, footwear, furniture, construction, agro & food, packaging
Bhiwani	Agro & food, textile, auto components
Sirsa	Agro & food, hosiery, and woollen garments
Jhind	Agro & food, iron & steel, cotton
Ambala	Scientific instruments
Panipat	Textile, agro & food, petrochemicals
Jhajjar	Cement, footwear, construction
Palwal	Automobile, auto components, engineering

Skill Development and Entrepreneurship Efforts by Haryana

There are various Schemes and initiatives taken by state department for Skill development training and to support entrepreneurship.

The Training have been provided under various sectors like Apparel, Textile, Electronics, Healthcare, Logistics etc.

#	Name of Scheme	Details	Implementing Department/ Body
1	Pradhan Mantri Kaushal Vikas Yojana (PMKVY)	The objective of this Scheme is to enable a youth to take up industry-relevant skill training that will help them in securing a better livelihood.	Haryana Skill Development Mission
2	SURYA	In this scheme, skills will be provided by engaging training providers empanelled with NSDC or through Sector Skill Councils. For wage/ self-employment to the youth across various sectors under differed Job role.	Haryana Skill Development Mission
3	Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY)	DDU-GKY is uniquely focused on rural youth between the ages of 15 and 35 years from poor families. It aims to skill rural youth who are poor and provide them with jobs having regular monthly wages or above the minimum wages	Haryana State Rural Livelihood Mission
4	Rural Self Employment Training Institutes (RSETI)	An initiative of Ministry of Rural Development (MoRD) to have dedicated infrastructure in each district of the country to impart training and skill upgradation of rural youth geared towards entrepreneurship development. RSETIs are managed by banks with active co-operation from the Government of India and State Governments.	Rural Department Haryana

Following are the few entrepreneurship opportunities/employment opportunities in the state for which training, and support can be availed from schemes mentioned above: -

Potential Areas for Livelihood Opportunities



Mobile Food Van

The mobile food truck business opportunity is different from a natural restaurant operation. The food truck is an emerging business in India for metropolitan cities. A person having minimum experience in the food service industry can initiate this venture on a small-scale basis. From food trucks, you can sell frozen and packaged items like ice cream, soft drinks, sweets, and snacks.



Handyman Business

A metropolitan and industrialized city area is considered as most perfect for the handyman business initiative. The working area of the handyman service business is wide. Generally, this type of works includes maintenance, remodelling, plumbing, refurbishing. Apart from the full-time operation, you can initiate this business part-time also.



Transportation Business

Haryana has built a vast integrated road network of 27000 km, including state and national highway to support the state's manufacturing and industrial sector. Industrial production has almost doubled over the last decade and industrial production index scores above all India's average. These statistics clearly describe the immense potential of transportation business in Haryana.



Tailoring/Embroidery

As a start-up business, tailoring and embroidery have been operational for decades, and most are usually home-based businesses that receive and complete orders on behalf of small boutiques. But being a tried and tested idea does improve its chances of emerging as a successful future business especially in larger cities where tailoring services are in high demand. Obviously, one needs to undergo the requisite training and ideally should have sufficient experience in order to improve the chances of succeeding in this small-scale business venture.



Handicrafts Seller

Some of these products include metal ware, paintings, shawls, carpets, wood ware, earthenware, embroidered goods, and bronze and marble sculptures, etc.



Electrical Repairing Services

The migrant labour could be trained on repairing services viz. electrical goods repairing. The use of non-branded/ local made electrical items are increasing day by day and people go to local repair shop in nearby area. Mobile repair shop could be another option.



Automobile servicing job

Increasing uses of automobiles in the State create demand for automobile services job. The migrant people could be trained and then start servicing shop without significant investment. Roadside service shops are in demand for 3-4 years old automobiles i.e.. 4 wheelers or 2 wheelers.



Setting up Organic Fields for Organic Fruits and Vegetables

Another attractive idea from the low-cost business ideas for a start-up is an agriculture start-up especially the setting up organic fields for growing of organic fruits and vegetables.



Artificial Jewellery /Fashion accessories

Another lucrative idea among the low-cost business ideas for start-ups is fashion accessory and Artificial Jewellery business that has a great potential for earning high volumes of income due to high level of accessibility.



Hair Saloon and Beauty parlour

Beauty and wellness sector afford viable opportunities to start small-scale ventures that are not fancy and are purely service oriented. A beauty parlour could be started right from home itself.



Coffee /Tea Shop

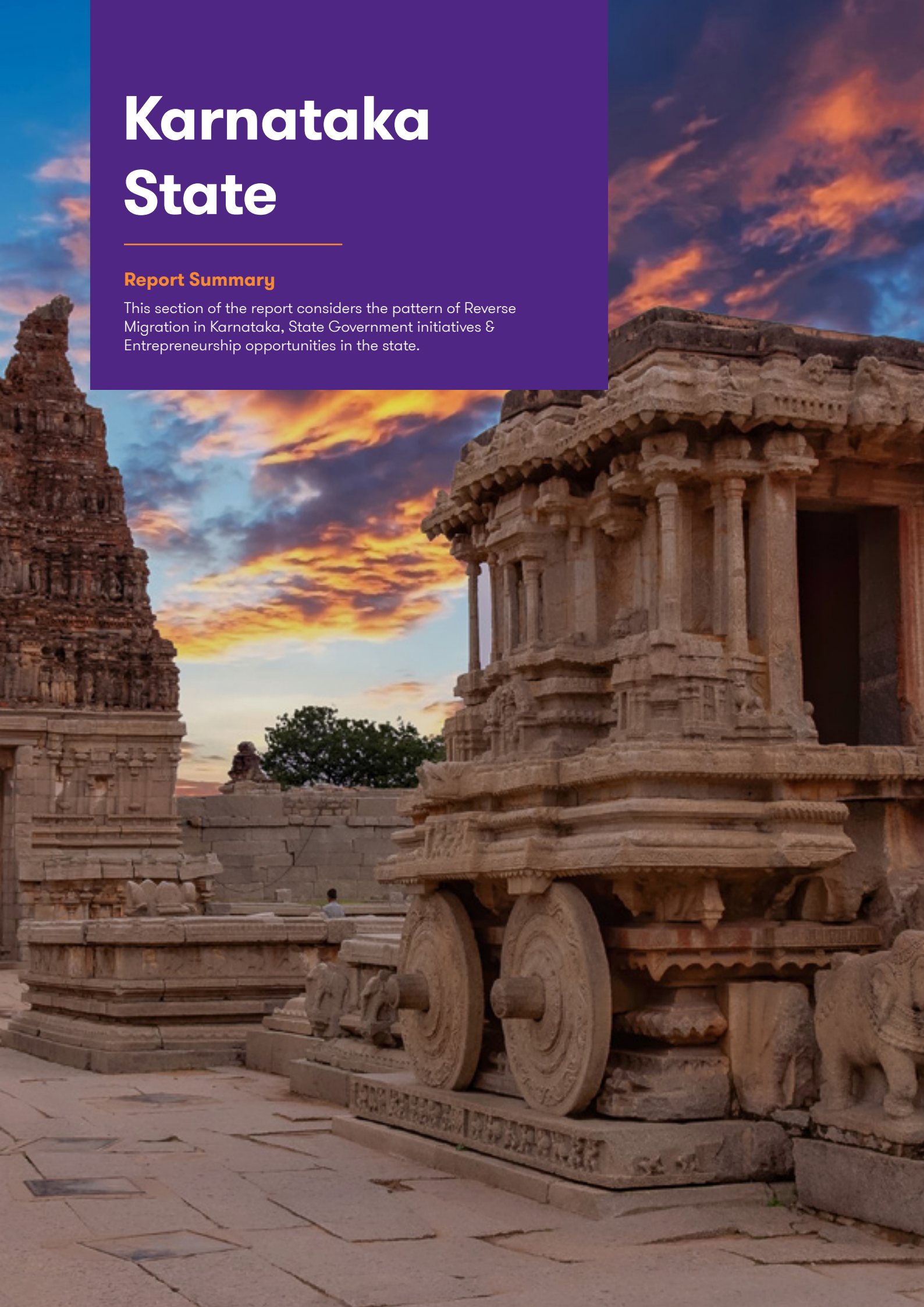
Being one of the wealthier states of India and had the second-highest per capita income in the country. Initiating a coffee/tea shop in one of the most profitable business ideas in Haryana. An entrepreneur passionate and talented about coffee/tea can initiate this business without substantial capital investment.



Karnataka State

Report Summary

This section of the report considers the pattern of Reverse Migration in Karnataka, State Government initiatives & Entrepreneurship opportunities in the state.



Introduction

The wide spread of the COVID19 pandemic has created a situation where the inbound and outbound migration has seriously affected the lives and livelihoods of the common citizen in the State and Nation. Millions of migrant workers were anticipated to be left unemployed in India due to the lockdown and subsequent fear of recession many of the migrant workers have returned to their villages/hometowns.

Several migrant labourers who had left Karnataka came back to their native place due to increase in number of the COVID19 cases. Most of these migrants were from rural areas of Karnataka as well as from Uttar Pradesh and Bihar, North-eastern & Eastern states. Most of these migrant workers, have been working in Bengaluru state's capital & Industrial belt of Bangalore-Mysore area etc.

Migration and its pattern

Migration is the movement of people away from their usual place of residence, across either internal (within country) or international (across countries) borders.

Pattern of Migration

Distance	Duration	Other Categories
Rural to Rural	Casual-temporary	Intra-district, Inter-district
Rural to Urban	Periodic- seasonal	Intra-district, Inter-district
Urban to Rural	Periodic, Casual-temporary	Intra-state, Inter-state
Urban to Urban	Permanent.	National and International

Karnataka state and Reverse migration status

The COVID19 pandemic has triggered reverse migration from the destination to source in Karnataka. Bengaluru & Major urban areas witnessed thousands of labourers marching back to their villages to secure their shelters, foods. It was very hard times for migrant labourers due to unprecedented lockdown, decision of governments on extending of lockdown period due to severity of pandemic spreading, uncertainty of income, unavailability of necessities, and no money in hands.

The lockdown affected livelihoods of more than **45 CRORES** of migrant workers in India. More **30%** of the population residing in Bengaluru are migrants. It includes migrants from North India from the states like Bihar, Uttar Pradesh, North-eastern and eastern states. Lockdown led to reverse migration of labourers. During the month of April and May about six Lakh migrants are registered in Seva Sindhu portal among them **1.4 LAKH** belongs to Bihar and **1.1 LAKH** to Uttar Pradesh.

The construction and manufacturing are the two major sectors in which **76%** of these migrant workers are placed.

According to the Census 2011, about **16 LAKH** people migrated from rural areas within the state. **6 LAKH** people migrated from rural areas to other states like Maharashtra, Andhra Pradesh etc., **4 LAKH** from urban areas to other states and **2 LAKH** people from urban area to within the state was as per the definition of the place of last residence. Women constituted **53%** of the migrated population.

The states like Telangana, Andhra Pradesh, Kerala, and Maharashtra are preferred most for migration from Karnataka.

The minimally skilled worker requirements are largely filled-up through migrant workers, ranging between

10-15 LAKH people. They are sourced from Eastern and Northern parts of India especially Odisha, Assam, West Bengal, and Bihar. Though they possess minimal skills, they have the tendency to acquire the skills on the job after 6 months to one year in the same organisation. Many migrant workers move with their families enabling a longer association with the firms. The major employers of migrant workers are Construction, Textiles and Tourism & Hospitality sectors. In specific pockets like Bengaluru, Mysore and Hubli-Dharwad, migrants are employed even in the skilled workers category including in job roles in the Engineering, and Tourism & Hospitality sectors

The major area of works where in-migrated labourers engaged are brick kilns, construction sites, low-income services (maids, watchmen, drivers), industrial skill & non-skilled workers, small and tiny roadside businesses (tea shop, dhabas, small eateries, hotels, restaurants etc.). This entire workforce falls under the informal sector. Majority of industries, real estate business (i.e., construction sites) in Karnataka are having significant numbers of skilled and non-skilled workers that attracts more unemployed villagers to become migrant workers to Karnataka.

Rapid growth and infrastructure development of Karnataka results in creating opportunities of livelihood support i.e., work for poor, unskilled/ semiskilled rural population in the secondary and tertiary sector of economy Mainly Bengaluru & highly urbanised & Industrial developed areas. Other contributory factors are negligible demand of such workers including traditional artisan groups in the rural areas, low wage, etc. – all these people are pulled in the city. A large portion of these populations are forced to settle in extreme unhygienic temporary shelters.

Existing major schemes by department of Labour

Karnataka Building and Other Construction Workers' Welfare Board Benefits

Welfare and Social Security Benefits for the registered workers of the Board

1. Pension - {Sec. 22(1)(b) read with Rule 39}: After completion of 3 years as a beneficiary **Rs. 1,000/-** per month
 2. Disability Pension - {Sec. 22(1)(b) read with Rule 40}: **Rs. 1,000/-** per month and Ex gratia payment up to **Rs. 2,00,000/-** depending upon the percentage of
 3. Shrama Samarthyaa Tool kit-cum- Training Programme - {Sec. 22(1)(h) read with Rule 41}: **Rs. 20,000/-**
 4. Housing (Karmika Gruha Bhagya) {Sec. 22(1)(c) read with Rule 42}: **2,00,000/-**
 5. Maternity Assistance (Thayi Lakshmi Bond)- {Sec. 22(1)(g) read with Rule 43}: Assistance of **Rs. 30,000/-** in case of female child and a sum of **Rs. 20,000/-** in case of male child (for first two children only)
 6. Funeral Expenses: {Sec. 22(1)(h) read with Rule 44} **Rs. 4,000/-** to meet the funeral expenses of the deceased construction worker and **Rs. 50,000/-** as ex-gratia
 7. Educational Assistance - (Kalike Bhagya) { Sec. 22(1)(e) read with Rule 45}: (Two children of the registered construction worker)
 - Passing 1st 2nd and 3rd **2,000/-**
 - Passing 4th, 5th, and 6th **3,000/-**
 - Passing 7th & 8th **4,000/-**
 - Passing 9th & 10th Std. and 1st PUC **Rs. 6,000/-**
 - Passing II PUC **Rs. 8,000/-**
 - Passing I.T.I or 2 years Professional Diploma Course – **Rs. 7,000/-** (each year of passing)
 - Passing Degree Course – **Rs.10,000/-** (each year of passing)
 - Master's Degree – **20,000/-** for entry and **Rs. 10,000/-** (each year of passing)
 - **Entering into Engineering or Medical courses (B.E or MBBS on merit seat)** – BE: **Rs.25, 000/-** for entry and **Rs. 20,000/-** after each year of passing subject to the maximum number of years of the course.
 - MBBS: **30, 000/-** for entry and **Rs.25, 000/-** after each year of passing subject to the maximum number of years of the course.
 - **Entry into Doctoral Research-** **20,000/-** after completion of every year (maximum 2 years) and thereafter, an additional **Rs. 20,000/-** after acceptance of thesis.
- ### MERIT ASSISTANCE:
1. Above **75%** in SSLC or Equivalent **Rs. 5,000/-**
 2. Above **75%** in PUC or Equivalent **Rs. 7,000/-**
 3. Above **75%** in Degree or Equivalent **Rs. 10,000/-**
 4. Above **75%** in master's degree or Equivalent **Rs. 15,000/-**
- Medical Assistance (Karmika Arogya Bhagya) - {Sec. 22(1) (f) read with Rule 46}: **Rs. 300/-** per day of hospitalization to a maximum of **Rs. 10,000/-** for continuous period of hospitalization
8. Accidental Death/ Permanent Disability-{Sec. 22(1) (a) read with Rule 47}: Up to **Rs. 5,00,000/-**
 9. Treatment of Major Ailments (Karmika Chikitsa Bhagya)- {Sec. 22(1)(f) read with Rule 48} : Upto **2,00,000/-**: Treatment of Major Ailments viz. Heart Operation, Kidney Transplantation and Cancer, Eye Operation, Paralysis, Orthopaedics Operation, Uterus Operation, Asthma, Miscarriage, Gall Bladder Ailments, Kidney Stone Removal, Brain Haemorrhage, Ulcer, Dialysis, Kidney Related Surgery, ENT Treatment & Surgery, Neurosurgery, Vascular Surgery, Oesophagus Treatment & Surgery, Gastrointestinal Surgery, Breast Related Treatment and Surgery, Hernia Surgery, Appendix Surgery, Treatment of Fractures / Dislocation, General Surgery. (Subject to C.G.H.S. Rates)
 10. Marriage Assistance (Gruha Lakshmi Bond) - {Sec. 22(1) (h) read with Rule 49} **50,000/-**: Marriage Assistance to the beneficiary or to his 2 children.

- 11.LPG connection to registered construction workers. (Karmika Anila Bhagya)- {Sec. 22(1)(h) read with Rule 49D} connection including a two-burner stove and refill for his or her family.
- 12.BMTC bus pass- {Sec. 22(1)(h) read with Rule 49E} Assistance of free Bus Pass to registered construction workers to commute in Bengaluru Metropolitan Transportation Corporation (BMTC) buses
- 13.KSRTC bus pass- {Sec. 22(1)(h) read with Rule 49 F} Assistance of free Student Bus Pass to children of registered construction workers travelling in KSRTC buses.
- 14.Assistance for pre-school education and nutritional support of the child of the registered woman construction worker -Thayi Magu Sahaya Hastha: – {Sec. 22(1) (g) read with Rule 43A}: Rs. 6000/- (at the rate of Rs. 500/- per month).

Ambedkar Karmika Sahaya Hastha Scheme

(a) Smart Card facility: -

- Action has been taken to register and issue smart card under one title and one logo, to 11 categories of unorganised workers belonging to Hamalis, Domestic Workers, Rag Pickers, Tailors, Mechanics, Washer men, Barbers, Gold Smiths, Iron Smiths, Potters and Kiln Workers.
- In this direction, to register the said workers 3 lakh prescribed application forms have been printed and issued to Trade Unions and Associations of the targeted group and the officers of the Labour Department. Among them 60,763 filed applications were received and sent to M/s KEONICS for printing of smart card out of which 25,063 smart cards have been printed and distributed to the beneficiaries.

(b) Shrama Sammana & Special Award: -

- From the year 2018-19, among 11 categories of unorganised workers belonging to Hamalis, Domestic Workers, Rag Pickers, Tailors, Mechanics, Washer men, Barbers, Gold Smiths, Iron Smiths, Potters and Kiln Workers, 330 workers at the rate of one each from each district from each category are being honoured with Shrama Sammana Award and 3300 workers at the rate of ten each from each district from each category are being honoured with Special Award on

occasion of Karmika Sammana Day to be held on 01st March every year. Shrama Sammana Award consists of Rs.10,000/- cash, a Memento and Appreciation Certificate; Special Award consists of Rs.1,000/- cash, a Memento and Appreciation Certificate.

(c) Karmika Seva Kendra: -

In accordance with the provisions of Section 9 of the Unorganised Workers Social Security Act 2008, to reach out the targeted beneficiaries about the scheme, to assist to get the required documents for the purpose of getting the benefits available under various schemes and to assist fill the prescribed forms and to send to concerned department, action has been taken to establish Karmika Seva Kendra in all the 175 Talukas across Karnataka. Already the said Kendras have been opened in 147 Taluks.

Karmika Bandus appointed by the Karnataka Building and Other Construction Workers Welfare Board will be functioning in Karmika Seva Kendras to inform, assist and to get the benefits available under various schemes implemented by the Labour Department and the Boards working under them.

(d) Provident Fund benefits: -

It was proposed to frame Contributory Provident Fund Scheme to above said 11 categories of unorganised workers.

(e) Proposed Scheme- International Migration Centre- Karnataka (IMCK): -

Every year lot of skilled, semi-skilled and unskilled workers are going abroad for the purpose of employment, and it is noticed that many a times the mediator companies harass them; it is decided to establish International Migration Centre-Karnataka (IMCK). The matter pertaining to semi-skilled and unskilled will be looked by the Karnataka State Unorganised Workers Social Security Board.

In this direction, the board has corresponded with Protector General of Emigrants (PGE), Ministry of External Affairs (MEA) and it is informed through e-mail dtd: 27-06-2019 to the board that they have agreed to consider as Recruitment Agency (RA). For the said purpose it is asked to the board to provide Bank Guarantee of Rs.50.00 Lakh, which shall be valid for 8 years, actin has been taken in this regard.

Skill Development Training & Entrepreneurship initiatives of State

There are various initiatives taken by the State Government for Skill development training and to support entrepreneurship. The training have been provided under various Industrial sectors Table 2: Training Programmes/ Schemes

S No	Name of Scheme	Implementing Department/ Body
1.	Short- and Medium-term Skill Training Courses	Karnataka Skill Development Corporation
2.	Udyogini Scheme Woman Training Program Marketing Assistance Scheme	Karnataka State Woman Development Corporation
3.	Agri clinics and Agribusiness Centres (AC&ABC) Rashtriya Krishi Vikas Yojana- Remunerative Approaches for Agri and Allied Sector Rejuvenation	NABARD and MANAGE through Regional Training Institutes in University of Agricultural Sciences GKVK, Bengaluru. University of Agricultural Sciences, Dharwad National Institute for Veterinary Epidemiology and Disease Informatics (NIVEDI)
4.	Entrepreneurship Development & Innovation Training	Micro, Small and Medium Enterprises

Under Agri clinics and Agribusiness centres around twelve thousand graduates are trained for different skills in agricultural sector like poultry, apiary, goat farming, dairy farming etc., Apart from this Bio

Innovation Centre, Bengaluru, Start-up Karnataka are coming up with many entrepreneurship skill development training programme for capacity building of entrepreneurs and start-ups.



Potential Areas for Livelihood Opportunities

Sector	Trades/ Vocation
Manufacturing Sector	<ul style="list-style-type: none">• Carpenter-Wood and Steel Furniture• Embroidery and Stitching women and Kids garments• Fabrication and Welding work• Aluminium windows and Channel gates work• Bakery and Bread products including cakes.• Namkeen preparation and selling
Food Processing	<ul style="list-style-type: none">• Preparation and sale of papads, pickles and chips• Preparation of bakery items like Cakes, Biscuits• Home-made chocolates manufacturing
Services Sector	<ul style="list-style-type: none">• Plumbing Fittings and Trading• Electrical fitting and repairs of household Items• Hairdresser & Beauty Parlour• Automotive service Technicians (2 -3 wheelers)• Tractor and Farm Equipment mechanics and Servicing• Tailoring and garment alteration work• Mobile shops including repair and data /sim card related services.• Computer printing, photocopying and stationary services.• Solar Panel installation and Repair• Repair and maintenance of Irrigation and Agri Implements
Agribusiness and Allied sectors	<ul style="list-style-type: none">• Cultivation of Horticulture & Floriculture Crops• Cultivation of Fruits & Vegetables• Plant & Machinery Management• Animal Husbandry• Poultry
Forestry product based Micro Enterprises	<ul style="list-style-type: none">• Handicraft items from forest produce /various Fibres• Honey processing and bee keeping

Possible Interventions in Skill Development

Promotion of traditional skill-based occupation – income augmentation for artisanal/migration families, credit support and entrepreneurship support will allow more families to continue the livelihood. Possible interventions can include Marketing support in the form of exhibitions, public-private partnerships for marketing and brand development, and promotion of traditional products among designers, architects, decorators, and other such players who can enhance visibility among a larger population.

Formalization of traditional skills– development of qualification packs and national occupation standards for existing job roles, recognition of prior learning to certify experienced artisans (as master trainers,

assessors, and professionals), training of master trainers, and training support persons and developing formal training programs for next generation members through community skilling hubs will allow traditional sectors to have a systematic skilling ecosystem. However, care must be taken to ensure that the sensitivities of traditional communities are not ignored – traditions are passed on through family and community, with centuries of history. The dignity of artisans must be protected throughout the process, and formalization (planning and implementation) must secure the willing participation of artisans. Established artisans and organizations must be consulted for the same.



Community Mobilization – for participation in planning, implementation, and monitoring of interventions



Community Skill Hubs (skill hubs exclusive to traditional sectors)



Documentation support and Maintenance of database of migrant workers associated with traditional sectors.



Mentoring support for migrant workers to help them entrepreneurs.

Possible partners



Department of Handlooms and Textiles, Karnataka



Khadi and Village Industries Commission



Department of Agriculture, Karnataka



Karnataka State Woman Development Corporation



Karnataka Skill Development Corporation,

Many of the traditional vocations are at the risk of dying out owing to lack of appropriate patronage, documentation, and transmission of skills.

KSDC, in partnership with agencies like the Department of Handlooms and Textiles, Khadi and Village Industries Commission (KVIC) and other traditional clusters,

could implement targeted interventions to promote traditional vocations/occupations. For this purpose, KSDC could carry out the following:



Conduct training especially for the migrant population of the traditional communities through a formal process; and



Promote employment or entrepreneurship through relevant programs of the State and central governments.

Along with this, Department of Skill Development and Entrepreneurship and Livelihood has a separate portal for migrant registration and through this the

skill development training are provided to the migrant workers to empower them to get skilled/semiskilled job in different manufacturing industries.



Maharashtra State

Report Summary

This section of the report considers the pattern of Migration in Maharashtra, State Government initiatives & Entrepreneurship opportunities in the state.



Introduction

During the COVID19 pandemic, India witnessed a complete lockdown since March 25,2020. Passenger trains and flights were halted. The lockdown has severely impacted migrants, several of whom lost their jobs due to shutting of industries and were stranded outside their native places wanting to get back. Since then, the government has announced relief measures for migrants, and made arrangements for migrants to return to their native place. the Court directed central and state governments to complete transportation of remaining stranded migrants and expand focus of relief measures to facilitate employment for returning migrants.

The latest government data on migration comes from the 2011 Census. As per the Census, India had **45.6 crore** migrants in 2011 (38% of the population) compared to **31.5 crore** migrants in 2001 (31% of the population). Between 2001 and 2011, while population grew by 18%, the number of migrants increased by 45%.

Patterns of Migration



Internal migrant flows can be classified on the basis of origin and destination. One kind of classification is: i) rural-rural, ii) rural-urban, iii) urban-rural and iv) urban-urban. As per the 2011 census, there were 21 crore rural-rural migrants which formed 54% of classifiable internal migration (the Census did not classify 5.3 crore people as originating from either rural or urban areas). Rural-urban and urban-urban movement accounted for around 8 crore migrants each. There were around 3 crore urban-rural migrants (7% of classifiable internal migration).



Another way to classify migration is: (i) intra-state, and (ii) inter-state. In 2011, intra-state movement accounted for almost 88% of all internal migration (39.6 crore persons).



There is variation across states in terms of inter-state migration flows. According to the 2011 Census, there were 5.4 crore inter-state migrants. As of 2011, Uttar Pradesh and Bihar were the largest source of inter-state migrants while Maharashtra and Delhi were the largest receiver states. Around 83 lakh residents of Uttar Pradesh and 63 lakh residents of Bihar had moved either temporarily or permanently to other states. Around 60 lakh people from across India had migrated to Maharashtra by 2011.⁸

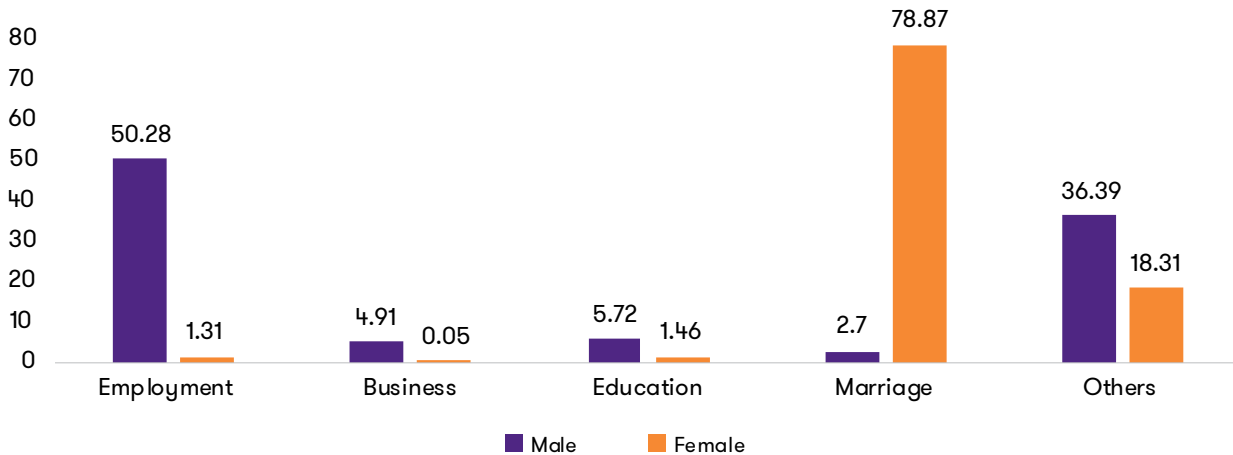
8. Economic survey of Maharashtra 2019-20

Migration in Maharashtra:

Major reasons for migration in the State is to seek better employment opportunities in males (50.28%), whereas marriage is the prime reason for migration amongst females (78.87%). Compared to census

1991 and census 2001, there has been an upward trend in migration because of employment. The people employed in labour force increased from 26.5% (pre migration) to 88.4% (post migration).

Percentage distribution of migrants by reason of migration in the state



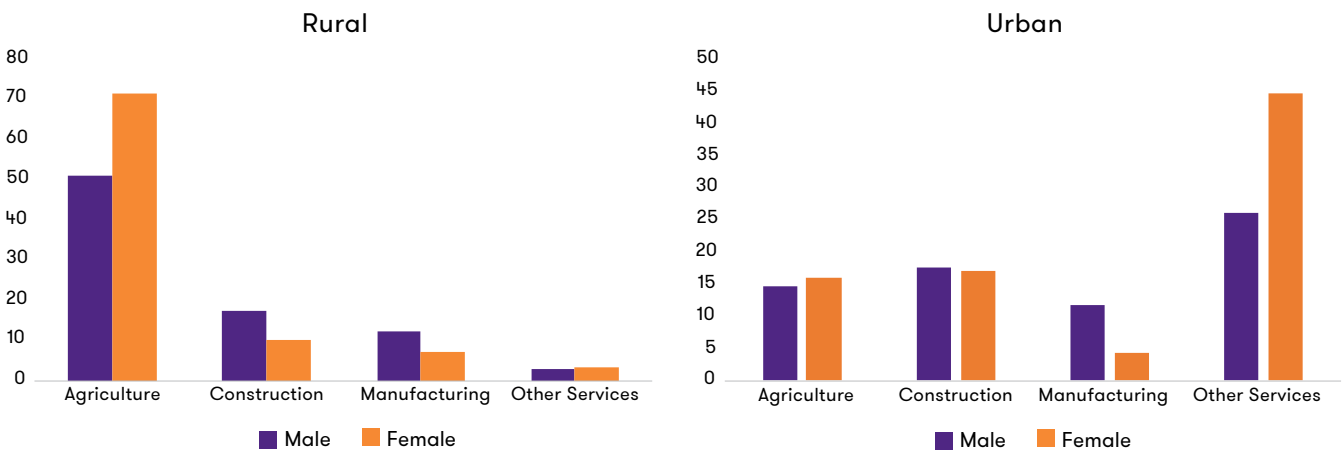
Seasonal migration

Seasonal migration is higher in rural areas of Maharashtra with people primarily employed in the agriculture sector moving out for another job-related search during the 'off season'. The trend of seasonal migration is predominantly witnessed amongst the rural population employed in the agriculture sector (57.4%), followed by construction (14.8%) and manufacturing (10.7%). Amongst the urban population, seasonal

migration is mainly amongst people who are employed in 'other services' (30.7%) followed by construction (17.5%).⁹

Seasonal migration amongst females (71.2%) involved in agricultural activity in rural areas is higher as compared to their male counterparts (50.9%). Similarly, seasonal migration amongst urban females (44.7%) is higher as compared to urban males (26.1%) working in other services sector.

Seasonal Migration - major Sectors (in %) for the state











9. Migration in India NSSO 64 round20

Key Work Sectors Employing Migrant Workers:

Migrant workers are predominantly employed in the informal segment at the destination economies. They are generally engaged in manual unskilled/semi-skilled

jobs and struggle to find a decent employment at entry level. The jobs that come to them are typically high-risk, low-paying jobs, which have either been rejected by the local workers or have not been offered to them. The key sectors which are found to have a large concentration of migrant workers are








 <p>Construction</p>	 <p>Transportation/Head loading Hotel and hospitality</p>	 <p>Factory work, Mining, Brick-kilns</p>	 <p>Agriculture, Domestic work</p>
 <p>Recycling and scrap work</p>	 <p>Vending and hawking</p>	 <p>Textile industry</p>	 <p>Security services</p>

In most cases migrant workers are employed as replacement to the local high-cost resources, either due to competitive availability of such resources or the jobs being perceived by the local resources as menial. Further, the migrant workers are generally subjected to

long working hours, less favourable working and living environment, and low wages, due to lack of scope for unionization. This has usually resulted in lack of job and social security to the migrant workers.

Policy and Infrastructure Initiatives -

The following policy initiatives and infrastructure initiatives are set to drive the State's economy in the immediate future:

 <p>Maharashtra state Industrial Policy 2019</p>	 <p>Smart City projects</p>	 <p>Projects and schemes related to the thrust sectors mentioned in the IP of 2019.</p>	 <p>Defence, Highway, Metro Projects across - Mumbai, Nagpur, Pune.</p>
 <p>Maharashtra Samruddhi Mahamarg, Sagarmala, Logistics and Warehousing projects across Nagpur - Wardha.</p>	 <p>Delhi - Mumbai Industrial Corridor.</p>	 <p>Magnetic Maharashtra etc.</p>	

Thrust Sectors Profile¹⁰

Migrant workers are predominantly employed in the informal segment at the destination economies. They are generally engaged in manual unskilled/semi-skilled jobs and struggle to find a decent employment at entry level. The jobs that come to them are typically high-risk, low-paying jobs, which have either been rejected by the local workers or have not been offered to them. The key sectors which are found to have a large concentration of migrant workers are

Electric Vehicles (Manufacturing, Infrastructure and Servicing) –

With over 25 million vehicles on road and automobile being the major manufacturing industry in the State, Maharashtra Government aims to maximize the adoption and manufacturing of EVs in the State.

Aerospace and Defense Manufacturing –

India's defense expenditure has grown by 231% in last one decade and is expected to reach INR 7.74 lakh crore (US\$120 billion), in the next ten years. Considering the historical base of the several ordnance factories in Maharashtra, the State is well placed to take advantage of aerospace and defense investments in India and give impetus to Make in India initiative of the Central government.

Industry 4.0 –

The combination of industry, Internet of Things (IoT), IOT based Kiosks, Embedded Technology, 3D Printing, Artificial Intelligence, Robotics, Nanotechnology, and other such new technologies, has given rise to Industry 4.0. Developed countries like Germany, Japan, South Korea, and United States etc. have already started implementing their plans based on Industry 4.0. In order to keep domestic industry globally competitive, the State Government shall promote investment towards emerging industry 4.0 technologies.

Promotion of Integrated Data Centre Parks (IDCP) –

Considering the location of Mumbai City, its power infrastructure and under-sea cables landing at Mumbai, it has the potential of becoming largest data storage hub in the World. Integrated Data Centre Parks wherein, a developer company builds infrastructure required for Tier - 4 data centers and various other companies can use this data storage space will be promoted & incentivized.

Textile Machinery Manufacturing –

Maharashtra has been a leader in textiles by virtue of cotton production. Textile manufacturing machineries are largely imported. The State will promote textile machinery manufacturing as thrust sector and will offer suitable incentives.

Biotechnology and Medical and Diagnostic Devices –

In order to leverage the state's advantage in hi-tech manufacturing, Maharashtra aims to be a leader in biotechnology and Medical & Diagnostics Devices manufacturing.

Agro & Food Processing (Secondary and Tertiary Food Processing units)-

Agro & food processing sector has a huge potential for employment generation across the entire State, especially in MSMEs. The secondary and tertiary processing units has immense growth potential and value addition. Therefore, the State Government shall endeavour to set up mini food parks (MFPs) in all districts of the state.

Information Technology (IT) & IT Enabled Services (ITeS) –

Home to over 1,200 software units and 30% share of the country's software exports, Maharashtra provides a well-established ecosystem for IT & ITeS companies. Pune and Mumbai are the major IT & ITeS centres in the State.

Electronic Systems Design & Manufacturing (ESDM) and Semiconductor Fabrication (FAB) –

Domestic demand for electronics hardware products is increasing every year in the country and most of it, is met through imports. This thrust sector thus has tremendous potential for growth and also huge employment opportunities. Maharashtra with established ecosystem for electronics hardware manufacturing is poised to take advantage of Government of India's efforts towards domesticating electronics hardware manufacturing.

10. Industrial policy 2019

Logistics & Warehousing –

Maharashtra's strategic location and seamless connectivity with national and international geographies on account of its port and airport linkages, makes it an ideal location for logistics and warehousing activities.

Green Energy/ Biofuel Production –

Maharashtra has over 25 million vehicles on road and this figure is all set to increase in near future. With rising concerns regarding the carbon emissions and increasing oil imports, there is urgent need to support Green Energy/ Biofuel Production. Switching to renewable energy sources like biofuels (including ethanol), biomass from all crops etc. will not only make the State clean but decrease State's reliance on oil imports.

Sports and Gym Equipment Manufacturing –

With improving economic climate, rising disposable incomes, and changed perception towards fitness is

fueling the demand for sports and gym related goods and services in India. It has opened new business opportunities for manufacturing of sports and gym equipment's.

Nuclear Power plant equipment manufacturing –

India aims to manufacture nuclear power plant equipment and fuel assemblies locally under its Make in India program. This would also provide equipment's for the second phase of Kudankulam Nuclear Power Plant.

Mineral / Forest based Industries –

In order to promote employment generation in the state & also to encourage the value addition / use of forest produce in Industries, particularly in forest rich & mineral rich areas, forest-based industries, mineral based industries & agro-industries / plantations will be promoted. This will be applicable only to those minerals which are under the purview of the state government.

Focus Districts –

Statewide.

Aspirational Districts¹¹

Gadchiroli, Jalgaon, Osmanabad, Nandurbar.

Policy and Infrastructure Initiatives –

The following policy initiatives and infrastructure initiatives are set to drive the State's economy in the immediate future:



Maharashtra state Industrial Policy 2019



Smart City projects



Projects and schemes related to the thrust sectors mentioned in the IP of 2019.



Defence, Highway, Metro Projects across – Mumbai, Nagpur, Pune.



Maharashtra Samruddhi Mahamarg, Sagarmala, Logistics and Warehousing projects across Nagpur – Wardha.



Delhi – Mumbai Industrial Corridor.



Magnetic Maharashtra etc.

11. Msme.gov.in

Strategic initiatives taken by Maharashtra Government for migrant workers

The state has a total of 957 ITIs with an annual capacity of 132,714 students. There are 418 government ITIs and 539 private ITIs in the state. The state also has a strong vocational training partner network which provides skill

training across central & state level schemes like PMKJVA, PMKVY, NULM & NSDC Fee based model. The state has a total of 502717 training partners empaneled across various central & state level schemes. Basis the estimation of the training capacity for the VTPs and assuming that each of the VTPs have a capacity of running 2 batches in a day and completing 3 cycles in a year, it is deduced that these VTPs have a capacity of 9.04 Lakh which can be trained by them annually.

Short Term Skilled Personnel

Sector	Trainees
Apparel, Made-Ups & Home Furnishing	50,811
Beauty & Wellness	34,858
Banking, Financial Services and Insurance	28,762
Automotive	21,801
Retail	18,302
IT-ITES	18,227
Construction	17,330
Telecom	15,228
Electronics & Hardware	14,527
Healthcare	11,188
Agriculture	9,762
Capital Goods	5,193
Tourism & Hospitality	4,775
Gems & Jewellery	3,427
Logistics	3,281



30% of the workforce was engaged in services sector activity and is estimated to grow in next 10 years



Average women's participation in labour force is relatively greater in Maharashtra as compared to India.



As per the report on district level estimates 2013-14, ~5% of the labour force had received vocational training; 3.6% received formal vocational training. Of these, 72.4% were employed in urban areas and 24.2% were not in the labour force. 4.9% were unemployed. In vocational education, state has 957 ITIs and has a strong vocational training partner network.

Being the most industrialized State, Maharashtra presents various opportunities to people from other parts of the country, thus witnessing in migration trends. Similarly, the State also witnesses out migration with skilled workforce moving out from Maharashtra to various parts of the world.

Self Help Portal for Migrant labour registration

Mahaswayam portal integrates skilling, employment, and entrepreneurship in an effort to make this a go to portal for various stakeholders involved in Skill India Mission. Maha stands for Maharashtra and Swayam stands for one's self. It is an effort by the State Government to bring together students, youth, job seekers, employers, trainers, and entrepreneurs all under one umbrella. Mahaswayam portal has been developed by the Skill Development, Employment and Entrepreneurship Department to integrate the skill related activities in Maharashtra with Jobs and

Entrepreneurship for providing a unique platform to all the stakeholders. This portal will provide single interface to all the stakeholders to obtain information related to Skill Training, Job vacancies and Entrepreneurship development programs.

Mahaswayam Web Portal Advantages

This new web portal is a combination of 3 important components to tackle unemployment for the welfare of youth in Maharashtra: -

Component	Conducting Organization	Official Website
Skill Development (Kaushal Vikas)	Maharashtra State Skill Development Society (MSSDS)	https://kaushalya.mahaswayam.gov.in/
Employment / Jobs	Directorate of Skill Development, Employment & Entrepreneurship	https://rojgar.mahaswayam.gov.in/#/home/index
Entrepreneurship	Annasaheb Patil Arthik Vikas Mahamandal Maryadit	https://udyog.mahaswayam.gov.in/#/home

Benefits of Mahaswayam Portal

To make our nation as the human asset capital of the world, the Government of Maharashtra has set up an objective of producing 4.5 crores talented labour by 2022. To accomplish this objective, forty-five Lakh talented labour will be should have been delivered each year by the state for a long time. As a feature of this measure, the Government has presented Mahaswayam Portal. Under this exertion, different plans have been propelled by the concerned government. These employment schemes will be very beneficial for all of the residents of the state.

Employment through Maharashtra state skill development society (MSSDS)

The Society is the Nodal Agency for planning, coordination, execution & monitoring of Skill Development Initiative of Government of Maharashtra. The society is functioning under the Skill Development, Employment and Entrepreneurship Department, Government of Maharashtra. All the Skill Development schemes of various departments of Government of Maharashtra are integrated and implemented through the active coordination under the single umbrella of this society.

Employment through Commissionerate of Skill development, Employment & Entrepreneurship

To facilitate employment and provide self-employment guidance for the youth to enhance their incomes, thus promoting inclusive growth, Commissionerate of Skill Development, Employment and Entrepreneurship was set up. The directorate brings together around 33 lakh job aspirants and employer database of more than 67000 public and private establishments. Employment Promotion Programme (EPP) by the State Government is a scheme to provide on-job training to Job Seekers for acquisition and up gradation of skill & experience in private sector for experienced as well as un-experienced Job Seekers. Employment Promotion Programme (EPP) aims to enhance skills of the youth and make them employable as per the market requirement. EPP is a stipendiary scheme.

Entrepreneurship and self-employment through Annasaheb Patil Arthik Vikas Mahamandal Maryadit

To support the economically backward communities in terms of providing entrepreneurship and self-employment opportunities Annasaheb Patil Arthik-magas Vikas Mahamandal Maryadit was set up in 1998. In the year 2000, Government of Maharashtra announced scheme for self-employment and employment which was completely a state funded scheme.

Key Skilling initiatives & opportunities in the Thrust sectors

To support the economically backward communities in terms of providing entrepreneurship and self-employment opportunities Annasaheb Patil Arthik-magas Vikas Mahamandal Maryadit was set up in 1998. In the year 2000, Government of Maharashtra announced scheme for self-employment and employment which was completely a state funded scheme.

Key skilling initiatives¹²

Schemes/ Projects	Implementing Agency
Pramod Mahajan Kaushalya Udyojkta Vikas Abhiyan (PMKUVA)	MSSDS
National Urban Livelihood Mission (NULM)	Ministry of Housing and Urban Poverty Alleviation (MHUPA)
Pradhan Mantri Kaushal Vikas Yojana (PMKVY)	Ministry of Skill Development & Entrepreneurship (MSDE).
Maharashtra Agriculture Special Project	MSSDS
Rural Self Employment Training Institutes (RSETI)	The Ministry of Rural Development (MoRD)
Maharashtra Centre for Entrepreneurship Development (MCED)	Directorate of Industries, Govt. of Maharashtra

New opportunities due to outflow of migrant labourers

The Maharashtra government is also looking at filling up the gaps that have been created due to the outflow of thousands of workers in the state who have returned to their home states of Bihar, West Bengal, Jharkhand, and Chhattisgarh, among others. These workers used to be employed in factories in Maharashtra's industrial cities, including Mumbai, Pune, Nagpur, and Nashik. As confusion prevails about when or if they will return, local factory owners are facing a major labour crisis.

As Maharashtra is more of a consumption state and has the labour from the above-mentioned states in huge number, the sudden outflow has created a vacuum in terms of skilled labour. In a bid to meet the challenge of manpower vacuum created after Lakh of migrants left Maharashtra, the state government has launched

an online portal to help the locals find employment. The portal, www.mahaswayam.gov.in, has up to date information about jobs available in govt. and private sector allowing locals and industries to post their job requirements and apply for the same. The portal has been launched as an initiative of the skill development dept.

Key Skill Requirements

Building construction industry & real estate services
 Automobile and auto services
 Textile & clothing
 Transportation, logistics, warehouse & packaging sector,
 Helpers in the Organized Retail, Healthcare services, Food processing workers, IT & ITES, Leather & Leather goods, Gems & Jewellery Banking, financial services & Insurance
 Tourism, travel, hospitality & trade, Furniture & furnishings, Electronics and IT hardware, Media & entertainment, Chemicals & pharma.

12. Various Govt. websites

Potential Areas for Livelihood Opportunities

Sector	Trades/ Vocation	Districts Covered
Manufacturing Sector: (15 days - 180 days)	Carpentering, woodwork, Wood Embossing, wood Craft	Mumbai, Navi Mumbai, Thane, Palghar, Nashik, Raigad, Pune, Kolhapur etc
	Embroidery and Stitching garments	
	Fabrication, Colouring and Welding work	
	Aluminium windows, Channel and Steel gates work	
	Bakery and Bread products, Dessert making	
	Namkeen and diet-based products of everyday consumption	
Services Sector: (15 days - 180 days)	Plumbing, Electric fittings, Trading	Mumbai, Navi Mumbai, Thane, Palghar, Nashik, Raigad, Pune, Kolhapur, Nagpur, Sindhudurg, Ratnagiri, Wardha etc
	Electrical and Electronics	
	Health, Nutrition and Wellness	
	Automotive service Technicians/Helpers	
	Farm Equipment maintenance and Servicing	
	Tailoring and Alteration	
	Mobile shops, repair of Household products	
	Computer printing, photocopying and stationary services	
	Logistics services for Primary/Secondary/Tertiary activities	
	Masonry work, Raj Mistry	
	Solar Panel installation and Repair	
	Tourism and Medical Tourism	
	Repair and maintenance of Irrigation and Agri Implements	

Sector	Trades/ Vocation	Districts Covered
Agribusiness and Allied sectors (15 days - 90 days)	Horticulture and Floriculture	Across the state - Most of the districts have huge potential in primary, secondary and tertiary processing.
	Cultivation of Fruits and Vegetables, shed Irrigation, exotic vegetables	
	Preparation of jam, jellies, Pickles etc	
	Dairy farming/Goat Rearing	
	Plant Nursery and seedling Raising	
	Vermicomposting and Gobar gas production	
	Organic Farming	
	Veterinary practices for cattle	
Forestry product based Micro Enterprises	Handicraft items from forest produce /various Fibbers	Gadchiroli, Bhandara, Gondia, Osmanabad, Beed, Jalna, Baramati, Chandrapur, Aurangabad.
	Honey processing and bee keeping	
	Mulberry and Tasar Sericulture	

Expected Potential Employment & Upskilling

1. Skilling and Reskilling of the existing workforce:

Most of the workers, Laborers are in dire need of skill enhancement and retraining. Their current skillset or absorbed skillset of the family, without any certification shall not be useful in order to garner any productive occupation/job.

2. Adopting New or Emerging Technology: As per the study 74 lakh incremental employment opportunities will be created over a period of 5 years with tertiary sectors having the lion's share and a shift from traditional primary sector. With ever-changing needs of economy in the country, it is imperative to measure the pulse of changing consumption patterns, evolving business models and innovation disrupting public and private enterprises. Adopting to technological changes such as artificial intelligence, machine learning, increased automation etc. is need of the hour and will result in creation of different kind of demand for skilled labour.

3. Policy guidelines: A well-defined policy linking investments in skill to clearly defined outcomes such as boosting the state's economic growth, supporting self-employment/ livelihood opportunities, supporting labour aspirations, or a combination of these, can have two major benefits i.e., clarity on how to allocate resources and sending a clear signal to investors,

employers, and the labour market about available resources to consider while planning for the future.¹³

4. Need based targeting of annual training spent:

Through this study it is important to have continuous collaboration with district level stakeholders to understand the needs at local community level in order to engage with the members of the labour force and maximize reach of training activities. Understanding the needs and the aspiration will result in improvement of target allocation and mobilization efforts across the state.

5. Multi-department collaborative effort to plug data and information gaps: Through this study it became increasingly evident that there are gaps in availability of basic economic indicators and occupational data at a sub-state and sub-sectoral level. While the announced annual Periodic Labour Force Survey (PLFS) exercise is likely to provide more frequent employment data. Data adequacy at a sub-state level to analyze changing labour market trends is essential. Collaboration with the Directorate of Economics and Statistics (DES), Government of Maharashtra to leverage their state-wide machinery could be an alternative. Initiating a joint consultation with various departments and DES can reveal other alternatives worth exploring as well.

13. MSSDS website, Ministry of labour and Employment

6. Institutional strengthening and capacity building:

There is also significant potential to leverage existing institutional capacity at general and technical education institutions to deliver training as well. Infrastructural facilities of higher education institutions and the typical learning environment created at formal education institutions could improve learning outcomes from private training activities. This can help in optimizing capital expenses and non-wage recurring expenses through shared capacity, for both formal education and TVET.

7. Training of Trainers: There is a dearth of trainers and master trainers across the State and especially in the less developed Districts like Gadchiroli, Nandurbar, Beed, Parbhani, Sangali, Sindhudurg etc. There is also limited efforts and investments for continual upgrading/ upskilling of the trainers. MSSDS can consider establishing Regional Trainers' Academies at one nodal district of the 6 divisions of the state equipped with adequate facilities to train, assess and certify trainers and in partnership with the Sector Skill Councils (SSCs), industry bodies and/or relevant national institutions.

8. Strengthening soft-skills and employability skills:

Employers across all sectors have acknowledged the limitations on inter-personal skills and communication skills among the youth, as constraining their effective performance of work. Many employers highlighted the need for strengthening the skills in spoken English. Given that the existing educational institutions and their mandate do not cater to the requirement of

soft-skills and employability skills, it is important for MSSDS to consider designing a targeted intervention on improving the soft-skills and employability skills of the State's Youth. MSSDS can learn from the experiences of other States in this regard, and develop a custom-pack of the interventions, encompassing 21st century employability skills and soft-skills, in addition to Spoken-English and basic information and communication technology (ICT). MSSDS should consider implementing this in long-term and short-term skill development program.

9. Strengthening Industry-experience: It is seen that the earning potential among graduates does not vary significantly from Diploma / ITI certificate holders over their career path. To enhance the value of the programs at the graduate level, it is necessary to strengthen their exposure to work environments (through guided industry-visits, internships, or apprenticeships) for both technical and non-technical programs across the industrial and services sectors. It is also important to consider mandatory and periodic industry exposure for the faculties/ trainers, to develop an industry-ready workforce.

10. Prioritizing entrepreneurship development: Through the primary surveys conducted with the labour force, it is noted that 56% of the respondents opted for self-employment as compared to 44% wage-employment.

11. Prioritization of identified/emerging sectors: As per the study conducted and the recommendation framework, MSSDS should focus on the identified/ emerging sectors with popular job roles for the sector



Rajasthan State

Report Summary

This section of the report considers the pattern of Migration in Rajasthan, State Government initiatives & Entrepreneurship opportunities in the state.



Introduction

The lockdown affected livelihoods of more than 45 crores of migrant workers in India. In Rajasthan, more than 58 Lakh of migrant worker has been affected which is 20% of its total labour force and 0.7% of its total population.

In Rajasthan, 49% of migrant workers belongs to within state only, 51% migrant workers are from other states of India and the rest are from abroad. The inward migration to Rajasthan is from Bihar, Uttar Pradesh, West Bengal, Gujarat, Maharashtra, Delhi, Punjab, Haryana, Tamil Nadu, Karnataka, etc., while the current situation leads to reverse migration of migrant workers from Rajasthan to their home state. These workers are majorly involved in Agriculture, Construction, manufacturing, service sector and textile industry in Rajasthan.

The construction, manufacturing, daily wage, hospitality sectors are the major sectors in which these migrant workers are placed. People from western and southern Rajasthan constitute the largest migrant workforce with districts like Jodhpur, Barmer, Dungarpur, Udaipur, Ajmer and Chittorgarh topping the chart. In addition, major chunk of migrants belongs to the scheduled castes, scheduled tribes and other backward classes. About 80% of migrants move alone while 20% take families along,” says the survey.

The following initiatives and Programs are set to drive the State’s economy in the immediate future:



It emerges from the Employment and Unemployment Survey 2015-16, that only 1.6 percent of the State's working age population has received any sort of vocational training. This, in comparison, is quite lower than the national average of 5.5%.

According to a survey conducted by the Centre for Monitoring Indian Economy (CMIE), Rajasthan's unemployment rate for December 2020 is 28.2 percent, second after Haryana's 32.5 percent and four times the national average. The national unemployment rate is 6.5 percent until January 30, 2021, as per the CMIE. The urban unemployment rate is 8.2 percent and the rural rate is 5.7 percent.

Rajasthan was one of the pioneer states to setup a skills mission by the name of Rajasthan Mission on Livelihoods, in 2004. The Rajasthan Skills and Livelihoods Corporation is executing various schemes and program. In 2015-16 Rajasthan Skill and Livelihoods Development Corporation (RSLDC) set up 300 new skill development centres in private public partnership (PPP) model, with a capacity to train 22,000 candidates, between 2014-17, Department of Skills, Employment and Entrepreneurship of Rajasthan - skilled more than 6 lakh youth.



Migration, its pattern, and reasons

Migration is the movement of people away from their usual place of residence, across either internal (within country) or international (across countries) borders.

Pattern of Migration

Distance	Duration	Other Categories
<ul style="list-style-type: none">• Rural to Rural• Rural to Urban• Urban to Rural• Urban to Urban.	<ul style="list-style-type: none">• Casual-temporary• Periodic- seasonal• Permanent.	<ul style="list-style-type: none">• Intra-district• Inter-district• Intra-state, Inter-state• National and International

The latest government data on migration comes from the 2011 Census. As per the Census,



India had 45.6 crore migrants in 2011

38%

of the population



Of which,

99%

of total migration was internal



immigrants (international migrants) comprised

1%



Reasons of Migration – Rural Migration

Table 1- Gender wise reasons of migration from rural region.

REASONS OF MIGRATION	MALE		FEMALE	
	N	%	N	%
Work/Employment	1,080,094	37.72	188,667	1.34
Business	27,694	0.97	17,071	0.12
Education	88,084	3.08	50,215	0.36
Marriage	117,032	4.09	12,117,196	86.33
Moved After Birth	484,649	16.92	320,040	2.28
Moved With Household	782,925	27.34	1,023,281	7.29
Others	283,267	9.89	319,949	2.28
Total	2,863,745	100.00	14,036,419	100.00

Secondary Data Source: Office of the Registrar General & Census Commissioner, Ministry of Home Affairs, Government of India.

As far as migration of males from rural region is concerned 37.72% male migrated due to work or employment which is maximum percentage among men, 27.34% second highest migrated with household. 16.92% male moved after birth. Only 4.09% male migrated due to marriage. 3.08% male migrated for education. 0.97% male moved due to business and rest 9.89% moved due to various other reasons. If we see the migration of female in Rajasthan from rural region, maximum 86.33% female migrated due to their marriage, next 7.29% female migrated with their household. Migration of female in search for

work or employment was 1.34%. Only 0.12% female from rural region in Rajasthan migrated for business. 2.28% female moved after birth. Hence, main reason of migration for female in rural region is marriage or moving with household. Migration due to various other reasons is less.

Hence, if migration of male and female is compared – the main reason of migration of male was work or employment then moving with household and then moving after birth. Whereas that main reason of migration for female is marriage.

Reasons of Migration – Urban Migration

Table 2 - Reasons of migration from urban areas according to 2011 census provisional data.

REASONS OF MIGRATION	MALE		FEMALE	
	N	%	N	%
Work/Employment	394,421	32.47	51,581	2.17
Business	21,847	1.80	8,855	0.37
Education	39,866	3.28	25,888	1.09
Marriage	18,787	1.55	1,556,564	65.60
Moved After Birth	251,003	20.66	174,798	7.37
Moved With Household	326,838	26.91	445,654	18.78
Others	162,021	13.34	109,376	4.61
Total	1,214,783	100.00	2,372,716	100.00

Secondary Data Source: Office of the Registrar General & Census Commissioner, India Ministry of Home Affairs, Government of India

As far as migration of male in Rajasthan is concerned in urban region, here also male migrate in search of work or employment (32.47%). Second big reason of migration for male is moving with household (26.91%). 13.34% migrated for various other reasons. 20.66% male moved after birth, 3.28% male migrated for the purpose of education and 1.80% migrated due to business. Only 1.55% male migrated due to marriage.

In case of female migration in Rajasthan in urban region the main reason of migration for female is marriage 65.60% female migrated due to marriage. 18.78% female moved with household. 4.61% migrated due to various reasons. 7.37% female moved after birth. 2.17% female migrated due to work or employment reasons. Only 1.09% female migrated due to education purpose in Rajasthan and 0.37% female migrated for business purpose.

Reasons of Migration – Rural Migration

In the state of Rajasthan as per the data by labour department, “There are 22 lakh migrant labour/ menial entrepreneurs who have returned to state. 6 lakh construction labour whose data is there with the dept. Another 3.5 lakh are registered with Rajasthan State Livelihood Development Corporation, 3.2 lakh are small entrepreneurs registered with the employment exchange and 1.5 lakh with ITIs (Industrial Training Institutes) and another 3 lakh more non-listed migrants have returned home. Besides this, additional 5 lakh people have registered in MGNAREGA scheme – leading to a number of 40 lakh, highest ever since the scheme was launched in year 2005.

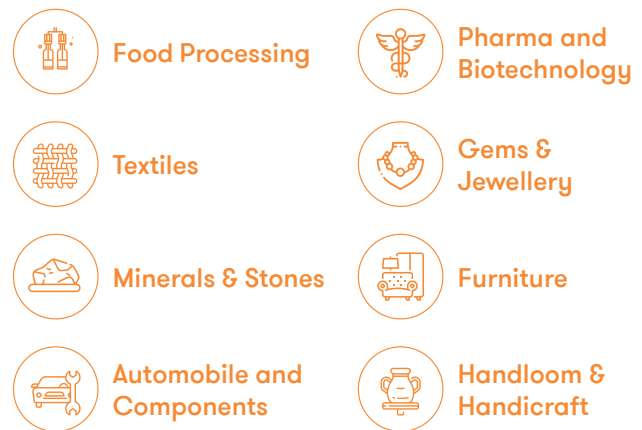


Thrust sectors and cluster approach

Thrust Sectors of State

The state has been the trendsetter in promoting Industrial growth and ease of doing business by setting the Industrial Single Window Clearance. The Act made it compulsory for new industries to register with a single window to obtain clearances quickly. It also simplified procedures for getting industrial clearances. The state also has separate policies & schemes for development in sectors such as solar power, electronic hardware, Gems, Minerals and food processing.

Based upon an in-depth analysis of state's position in the value chain, available and potential skill sets, locational advantages and strategic importance in socio-economic context, the State has identified the following eight thrust sectors:



Cluster Development

Since beginning of the industrial growth era, there has been a phenomenon of a group of units producing similar kind of products in close proximity geographical region. Such area is called as a cluster.

A cluster is a group of enterprises located within an identifiable and as far as practicable, contiguous area and producing same/similar products/services. The essential characteristics of enterprises in a cluster are (a) Similarity or complementarity in the methods of production, quality control and testing, energy consumption, pollution control, etc. (b) Similar level of technology and marketing strategies/practices (c) Channels for communication among the members of the cluster (d) Common challenges and opportunities.



#	Name of Cluster	District	Product
1	Kota Doria, Kaithoon, Kota	Kota	Kota doriya Sarees
2	Charm Utpad and Charm Rangai, Bansoor, Alwar	Alwar	Charm utpad
3	Rangai Chapai, Akola, Chittorgarh	Chittorgarh	Rangai Chapai
4	Hathkargha, Dariba, Churu	Churu	Carpets
5	Murtikala, Talwara, Banswara	Banswara	Murti Articles
6	Charm Juti, Bheenmaal, Jalore	Jalore	Charm Juti Utpad
7	Jaisalmer Stone, Jaisalmer	Jaisalmer	Stone Art
8	Gotaloom, Ajmer	Ajmer	Gotal Lace
9	Aari Taari, Naila, Jaipur	Jaipur	Aari taari Work
10	Murtikala, Golakabas, Alwar	Alwar	Murti
11	Tie and Dye, Jodhpur	Jodhpur	Tie & Dye Product
12	Kanch Kasida, Dhanau, Barmer	Barmer	Kashidakari Art Product
13	Honey, Bharatpur	Bharatpur	Honey
14	Potri and Tera Cota, Ramgarh, Alwar	Alwar	Potteries Product
15	Tera Cota, Molela, Rajsamand	Rajsamand	Terracotta Product
16	Tera Cota, Siyava, Sirohi	Sirohi	Terracotta Product
17	Stone, Pindwara, Sirohi	Sirohi	Stone Art Product
18	Abhyaran Utpad, Baran	Baran	Honey, Gum and Forest Products
19	Galicha, Thanagazi, Alwar	Alwar	Galicha Cluster
20	Lakh, Jaipur	Jaipur	Lakh Products
21	Stone Artware, Dungarpur	Dungarpur	Stone Art Products
22	Charm utpad, Jodhpur	Jodhpur	Charm utpad
23	Kashidakari, Shiv, Barmer	Barmer	Kashidakari Art Product
24	Castkala, Bassi, Chittorgarh	Chittorgarh	Wooden Product
25	Kashidakari, Pugal-Aduri, Bikaner	Bikaner	Kasida Product
26	Abhyaran Utpad, Talchapar, Churu	Churu	Forest Products
27	Auto Component, Alwar	Alwar	Auto Components
28	Hathkargha, Rajpurapatalwas, Jaipur	Jaipur	Handloom Products
29	Marble Article, Chittoli, Jaipur	Jaipur	Marble Art

#	Name of Cluster	District	Product
30	Sand Stone, Pichupada, Dausa	Dausa	Sand stone Articles
31	Pital Ke Bartan Per Nakkashi, Balahedi, Dausa	Dausa	Brass Handicrafts
32	Potri and Teracota, Gogunda, Udaipur	Udaipur	Potteries Product
33	Handblock Printing, Bagru, Jaipur	Jaipur	Handblock Printng Product
34	Charm, Kishangarh Rainwal, Jaipur	Jaipur	Charm utpad
35	Kashidakari and Hastshilp, Chohatan, Barmer	Barmer	Kashidakari Art Product
36	Kashidakari and Hastshilp, Shiv, Barmer	Barmer	Kashidakari Art Product
37	Bamboo, Malikheda, Banswara	Banswara	Bamboo Produces
38	Teracota, Sagwada, Dungarpur	Dungarpur	Teracota Produces
39	Charm, Sawarda, Dudu, Jaipur	Jaipur	Charm Produces
40	Kotadoria, Hadoti Region	Kota	Kotadoria Sarees
41	Teracota Pottery, Pokran, Jaisalmer	Jaisalmer	Teracota Produces
42	Leather, Sikar	Sikar	Leather Products
43	Tie and Dye, Shekhawati Region	Sikar	Tie and Dye Works
44	Leather, Dhiroda, Alwar	Alwar	Leather Produces
45	Plastic Bangle, Pali	Pali	Plastic Bangels
46	Applique Embroidary, Barmer	Barmer	Embroidary Works
47	Wooden Handicraft, Jodhpur	Jodhpur	Wooden Handicraft
48	Marble murti, Sikari, Bharatpur	Bharatpur	Murti Articles
49	Ajrakh Block Print, Barmer	Barmer	Ajrakh Print Produces
50	Teracota, Ghatol, Banswara	Banswara	Teracota Produces
51	Bas Tokari, Dungarpur	Dungarpur	Bas tokari Produces
52	Phad Painting, Bhilwara	Bhilwara	Phad Painting
53	Pak Visthapit, Jodhpur	Jodhpur	Embroidary Works
54	Art Metal Craft, Jodhpur	Jodhpur	Metal Works
55	Leather Craft, Barmer	Barmer	Leather Products
56	Hand Embroidery Craft, Jaisalmer	Jaisalmer	Hand Embroidery Produces
57	Leather Juti, Gangrar, Chittorgarh	Chittorgarh	Leather Produces

Education and Skill Development

The State has several Govt. Departments and organizations have already channeled their different Programme through Rajasthan Skill Livelihood Development corporation:-

1. Department of Rural Development.
2. Department of Agriculture
3. Department of Horticulture.
4. Department of Drinking Water & Sanitation – Swachh Bharat Mission.
5. Department of Handlooms and Textile.
6. Central Arid Zone Research Institute – Jodhpur & Bikaner (ICAR) – Dept. of Agriculture Research and Education.
7. Central Sheep & Wool Research Institute Tonk – Dept. of Agriculture Research and Education.

S No	Name of Scheme	Implementing Department/ Body
1	Training & Skill by KVK for livelihoods	Department of Agriculture and Education
2	Plantation – CAMPA Fund	Rural Development/Environment, Forest & climate changes.
3	Mahatma Gandhi NREGS	Rural Development
4	Employment Linked Skill Training Program	Rajasthan Skill and Livelihoods Development Corporation (RSLDC)
5	EDP – Entrepreneurship Development Program	Dept. of Industries, Govt. of Rajasthan
6	Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY)	Rajasthan Skill and Livelihoods Development Corporation (RSLDC)
7	Regular Skill Training Program	Rajasthan Skill and Livelihoods Development Corporation (RSLDC)
8	Mukhya Mantri Yuva Kaushal Yojana	Rajasthan Skill and Livelihoods Development Corporation (RSLDC)
9	Rajasthan Skill Development Initiative Society	Rajasthan Skill and Livelihoods Development Corporation (RSLDC)

Ministry wise, Scheme linked activity Interventions

S NO	WORK/ACTIVITY	SCHEME	DEPARTMENT/MINISTRY
1	Community Sanitary Complex	Swachh Bharat Mission-G(ODF+)	Drinking water & Sanitation
2	Gram Panchayat Bhawan	Finance commission Funds/ Mahatma Gandhi NREGS	Panchayati Raj/Rural Development
3	Works under 15th FC Funds	Finance commission Funds	Panchayati Raj
4	National Highway	Bharatmala & others	Road transport & Highways (NHAI)
5	Water conservation & Harvesting works	Mahatma Gandhi NREGS	Rural Development
6	Construction of Wells Construction of Wells	Mahatma Gandhi NREGS	Rural Development
7	Plantation (including through CAMPA funds)	Mahatma Gandhi NREGS/ CAMPA	Rural Development/Environment, Forest & Climate Changes
8	Horticulture	Mahatma Gandhi NREGS	Rural Development
9	Anganwadi Centers	Mahatma Gandhi NREGS/ WCD	Rural Development /DoWCD
10	Rural housings	PMAY-Gramin	Rural Development
11	Rural connectivity Works	PMGSY	Rural Development
12	Railway Work	-	Railways
13	Shyama Prasad Mukherjee Rurban Mission	Shyama Prasad Mukherjee Rurban Mission	Rural Development

Skill Development and Entrepreneurship Efforts by Rajasthan Govt.

Many of the traditional vocations are at the risk of dying out owing to lack of appropriate patronage, documentation and transmission of skills – Like the Ajrakh Print of Barmer, Metal Potteries of Jaisalmer.

RSLDC, in partnership with agencies like the Department of Handlooms and Handicraft, Khadi and Village Industries Commission (KVIC) and other traditional clusters, could implement targeted interventions to promote traditional vocations/occupations. For this purpose, RSLDC could carry out the following:

- Conduct training especially for the migrant population of the traditional communities through a formal process.
- Promote employment or entrepreneurship through relevant programs of the State and central governments.

Along with this, RSLDC has a separate portal (www.rajkaushal.rajasthan.gov.in) for migrant registration and through this, the skill development training are provided to the migrant workers to empower them to get skilled/semiskilled job in different manufacturing industries and start their small enterprises.

Artisans and Handicraft Sector Potential for Revival-

Established artisan organizations & associations / institutes must be consulted for the same.

Community Mobilization – for participation in planning, implementation and monitoring of artisanal interventions.

Community Skill Hubs (skill hubs exclusive to traditional sectors).

Documentation support and Maintenance of database of migrant workers associated with traditional sectors.

Mentoring support for migrant workers to help them entrepreneur and skill as junior and master weaver.

Major State Partners:-

- Department of Handlooms and Handicraft, Rajasthan.
- Khadi and Village Industries Commission
- Department of Agriculture, Rajasthan.
- Rajasthan State Livelihood Development Corporation.



Potential Areas for Livelihood Opportunities

SECTOR	TRADES/ VOCATION	DISTRICTS COVERED
MANUFACTURING SECTOR: (WITH DURATION 15 DAYS TO 6 MONTH)	<ul style="list-style-type: none">• Metal & Wood Furniture making – carpentry.• Ready Made Garments / Stitching.• Fabrication and Welding work• SS & Aluminium Works• Bakery and Bread.• Snacks & Savouries• Handloom & Textile – Block Printing.• Dying• Kota Doria work• Bedsheet stamping & Printing.	Jodhpur, Jaipur, Sanganer,Udaipur, Kota, Banswara, Ajmer, Neemrana, Bhiwadi, Khushkhera, Alwar, Bikaner, Bagru, Barmer



SECTOR	TRADES/ VOCATION	DISTRICTS COVERED
SERVICES SECTOR: (WITH DURATION 15 DAYS TO 6 MONTH)	<ul style="list-style-type: none"> • Courier & Delivery Services. • Cabs & Auto rickshaw Services • Electrician, Plumbing, Fittings. • Service & repairs of household Items. • Hair Dresser & Beauty Salons • vehicle service Technicians (2 -3 wheelers) • Tractor and Farm Equipment mechanics and Servicing • Tailoring and garment alteration work. • Mobile shops including repair and data /sim card related services • Computer printing, photocopying and stationary services • Logistics services for farmers /shopkeepers etc. • Masonry work • Solar Panel installation and Repair • Repair and maintenance of Irrigation and Agri Implements • DTH and Cable network repair men. • Construction & Civil Work. • Cleaning & Sanitary Services, IPM. • BPO's, Customer Services. 	Jaipur, Kota, Chittorgarh, Hanumangarh, Udaipur, Jodhpur, Sahpura, Paota, Ganganagar, Chomu, Bhilwara, Sikar, Jaisalmer, Jhalawar,
AGRIBUSINESS AND ALLIED SECTORS (WITH DURATION 15 DAYS TO 3 MONTH)	<ul style="list-style-type: none"> • Cultivation of Fruits, Vegetables, Flowers. • Preparation of Pickles & Sauces, Marmalade. • Dairy farming • Nursery Raising • Vermicomposting • Organic Farming • Dairy Booths & Milk Supply. 	Jhalawar, Bundi, Swaimadhampur, Tonk, Baran, Eklara, Kota, Dudu, Jaipur, Ajmer.
FORESTRY PRODUCT BASED MICRO ENTERPRISES	<ul style="list-style-type: none"> • Handicraft items from forest produce /various Fibers • Honey processing and bee keeping. • Furniture. • Spices & Herbs 	Udaipur - Medi, Banswara, Jodhpur, Churu, Kota, Mathania, Jhalawar, Baran, Karoli.
GEMS & JEWELRY SECTOR	<ul style="list-style-type: none"> • Stone Cutting • Stone Cleaning & Polishing • Handmade Bracelet & Garland making. 	Jaipur, Udaipur, Jodhpur, Bundi.
TOURISM INDUSTRY	<ul style="list-style-type: none"> • Small Shilpagram development. • Guides – Having Local Area knowledge. • Development of Road Side/Highway side Hats. • Development and promotion of local craft, underdeveloped Durgs, Bawris etc.- to increase the village tourism also. • Promoting specific cousins, Birds, wildlife etc. 	Jaipur, Udaipur, Jodhpur, Jaisalmer, Badmer, Alwar, Swaimadhampur, Bharatpur, Sambhar, Ajmer, Gangapur.

Possible interventions in Skill Development

Cluster mapping and major cluster-based skill development approach in each district

Cluster mapping has already been done by the Department of Industries and MSME DI. Based on the major clusters present in each district or mandal/block, skill development programs can be taken up for the respective migrant labour to enable them to start the enterprise or enhance their employability as skilled labour for the existing units.

Institutionalisation of Traditional Art/Skill

Standardisation and formalisation of existing job roles, recognition of prior learning to certify experienced artisans (as master trainers, assessors, and professionals), training of master trainers, and training support persons and developing formal training programs for next generation members through community skilling hubs will allow traditional sectors to have a systematic skilling ecosystem. Established artisans and organizations can be consulted for the same.



Tamil Nadu State

Report Summary

This section of the report considers the pattern of Migration in Tamil Nadu, State Government initiatives & Entrepreneurship opportunities in the state.



Introduction

The lockdown affected livelihoods of more than 45 crores of migrant workers in India.

In Chennai, more than 25 Lakh of migrant worker has been affected which is 71.44% of its total labour force and 23% of its total population. In Chennai, 74% of migrant workers belongs to with-in state only, 24% migrant workers are from other states of India and the rest are from abroad. The inward migration to Chennai

is basically from northern parts of India, north-east and eastern India, while the current situation leads to reverse migration of migrant workers from Chennai to their home state. These workers are majorly involved in Construction, manufacturing, service sector and textile industry in Chennai.

Population and Potential Labour force in Tamil Nadu



Population (millions)

2001	62.41
2011	72.15



Workers (millions)

2001	27.88
2011	32.88



Labour force (15 - 59 years) (millions)

2001	40.00
2011	47.76



Labour force as % to total population

2001	64.10
2011	66.20



% of workers to Labour force

2001	69.70
2011	68.84



% of non-workers to Labour force

2001	30.30
2011	31.16

Source: Directorate of Census Operation, Tamil Nadu

District wise Work Participation Rate (WPR) - 2011 Census (%)

Category	Overall	Rural	Urban	Males	Females
State	45.6	50.7	40.2	59.3	31.8
Category	Overall	Rural	Urban	Males	Females
Highest	Erode (53.1)	Erode (58.1)	Erode (48.4)	Tiruppur (65.8)	Perambalur (48.4)
Lowest	Kanniyakumari (36.3)	Kanniyakumari (37.9)	Thiruvarur (34.6)	Cuddalore (57.1)	Kanniyakumari (16.4)

Source: Directorate of Census Operation, Tamil Nadu

The construction and manufacturing sector are the two major sectors in which these migrant workers are placed. According to researchers, about 50 per cent of migrant workers are working and residing in

Chennai, Kanchipuram and Tiruvallur districts, while 17% of workers are in Coimbatore, Tiruppur and Erode districts.



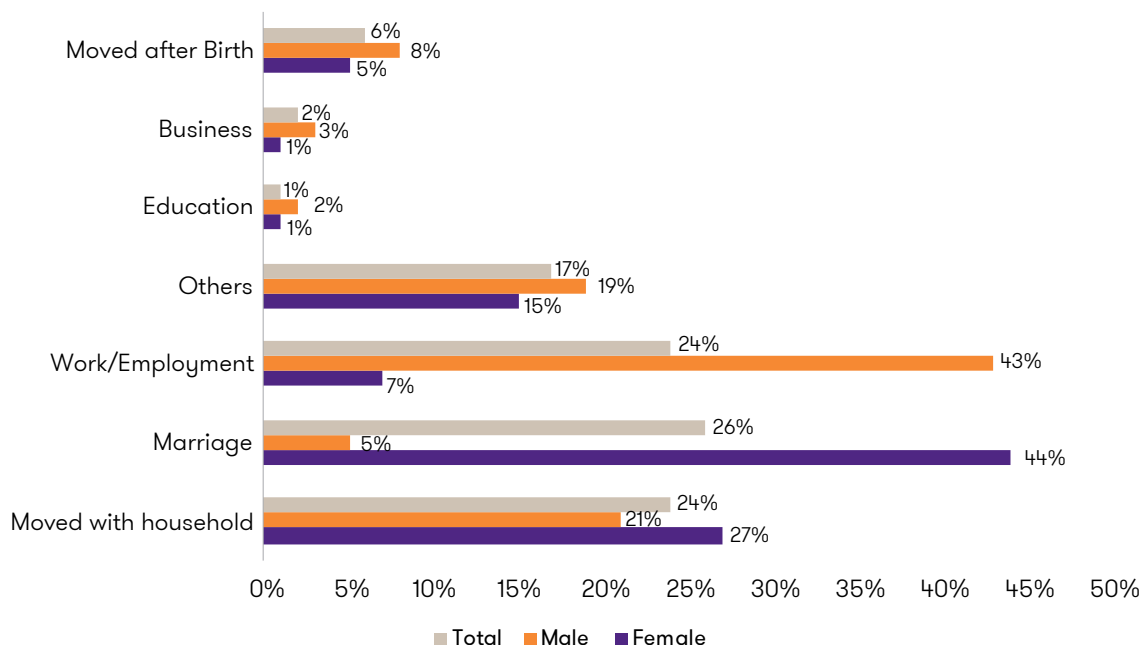
Migration Data

According to the Census 2011, about 20 Lakh people migrated from Tamil Nadu as per the definition of the place of last residence. Overall, about one-fourth of the total migrants left the State for the livelihood opportunities and another one-fourth migrated because of marriage. A gender specific analysis of reasons for moving from the State indicates that 'livelihood opportunities' was the main reason for the migration among the males while 'marriage' for the females.¹⁴



Women constituted
53%
of the migrated population.

Reasons for Migration



Karnataka was preferred the most, followed by Kerala, Puducherry and Andhra Pradesh. These four southern States accounted for 80% of the total migration from Tamil Nadu. After these States, Maharashtra received highest number of migrants from Tamil Nadu.

The minimally skilled worker requirements are largely filled-up through migrant workers, ranging between 10-15 lakh people. They are sourced from Eastern and Northern parts of India especially Odisha, Assam, West Bengal, and Bihar. Though they possess minimal skills,

they have the tendency to acquire the skills on the job after 6 months to one year in the same organisation. Many migrant workers move with their families enabling a longer association with the firms. The major employers of migrant workers are Construction, Textiles and Tourism & Hospitality sectors. In specific pockets like Chennai, Kanchipuram and Tiruvallur, migrants are employed even in the skilled workers category including in job roles in the Engineering, and Tourism & Hospitality sectors.

¹⁴. Skilling for the future, Tamil Nadu Skill Development Corporation, Nov 2019

Education and Skill Development

The recently announced policy initiatives, specifically in Aerospace and Defence, Textiles, Food Processing, Auto and Auto-component industries, and others will drive the industrial growth in the upcoming years.

Currently, training service providers are largely catering to entry-level mass jobs like Tailoring or Embroidery, BPO/Call centre operations, etc. Majority of training courses offered at present are in the Apparel & Textile, Telecom and Electronics industries. There is requirement for skilled workers with higher competency levels, in the Engineering and Food Processing industries, among others.

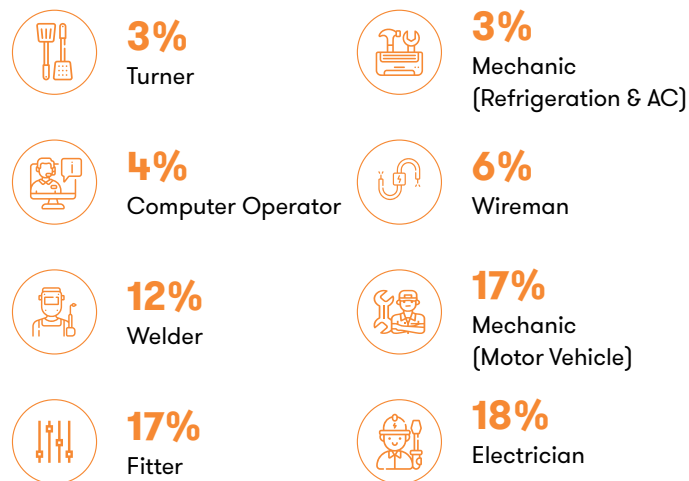
There is a requirement for strengthening the availability of labour market information and counselling services. As per an estimate, nearly 32.8 Lakh of additional skilled and semi-skilled workforce would be in demand over the next 6 years. Key sub-sectors driving the demand are Manufacturing, Education & Healthcare Construction, Communication- IT/ ITES, Trade, BFSI, Real Estate & Business Services, Logistics and Allied sectors of agriculture.

The key industries aspired by the youth include Auto and Auto-ancillary, Food Processing, Agri-business, handicrafts, and handlooms. These sectors are witnessing concerted efforts from the Govt. and investments from the private sector. They also hold potential for considerable self-employment, especially among females.

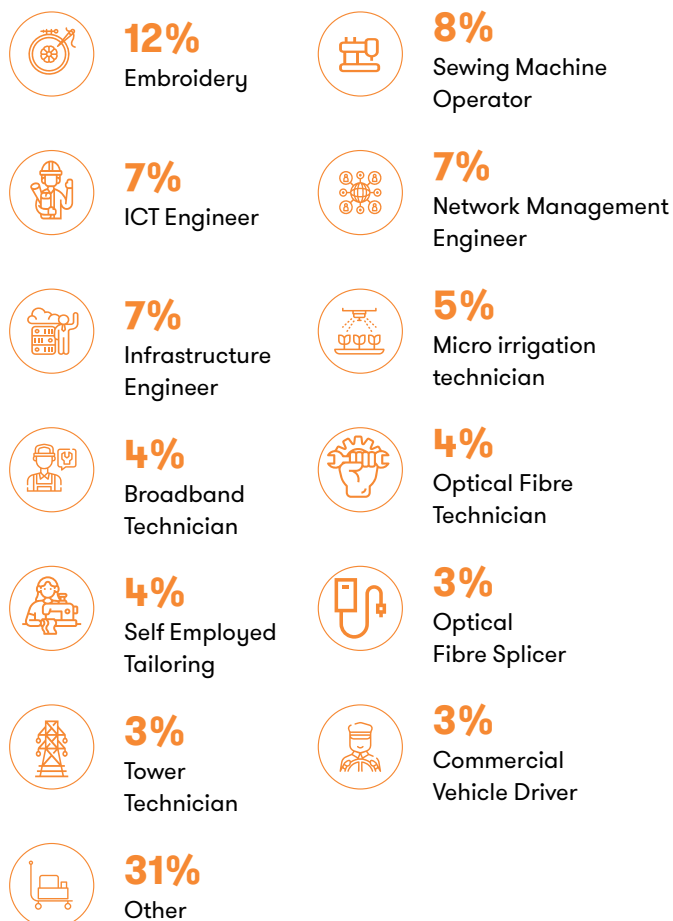
Vocational Courses and popular trades in the state

There are 335 ITIs in the State affiliated with the National Council for Vocational Training (NCVT), with an approved capacity of 51,890 seats spread across 73 trades, but there is concentration of capacity in ITIs across a few trades. 80% of the approved seats are concentrated between the following nine trades.

Trades in ITI by share of capacity (%)



A similar trend was also observed in the training provided by The Tamil Nadu Skill Development Corporation (TNSDC) which provides short-term skill development programs ranging from 1 month to 6 months duration. Out of the total 400 courses offered, over 69% of the training were spread between the following 12 courses:



This proves that the demand for such jobs is more by both the industry and the working age population. This warrants a concentrated effort to train the migrant labour in the above trades.



Training Programmes/Schemes

S No	Name of Scheme	Implementing Department/ Body
1.	Short- and Medium-term Skill Training Courses	Tamil Nadu Skill Development Corporation
2.	Skill Development Training (Mahalir Thittam)	Tamil Nadu Corporation for Development of Women, Rural Development and Panchayat Raj
3.	Tamil Nadu Rural Transformation Project	Micro, Small and Medium Enterprises
4.	Entrepreneurship Development & Innovation Training	

Under the IFAD funded Post Tsunami Sustainable Livelihood Programs with poultry, vegetable and mushrooms cultivation, Dry fish production, coir products, Floriculture, toys making, cashew nut processing, beauty parlour, saree printing, etc. 3,477 Joint Liability groups have been supported through skill training. In addition, sponsored Vocational training was provided to 5,216 unemployed youth.

Based on the employment opportunities available in each district and nearby areas short term skill training is being imparted to candidates in various sectors for the year 2019-2020 by Department of Employment and training.

Trained Candidate details (District wise)

S No	District	Trained
1	Ariyalur	1430
2	Chennai	23793
3	Coimbatore	5552
4	Cuddalore	2987
5	Dharmapuri	2927
6	Dindigul	6359
7	Erode	4225
8	Kancheepuram	10682
9	Kanniyakumari	1576
10	Karur	2635
11	Krishnagiri	1737

S No	District	Trained
12	Madurai	3712
13	Nagapattinam	4175
14	Namakkal	3403
15	The Nilgiris	617
16	Perambalur	1019

Trained Candidate details (Sector-wise)

S No	Sector	Trained
1	Agriculture	3429
2	Apparel	34338
3	Automotive	11042
4	Beauty & Wellness	2305
5	Banking, Financial Services & Insurance (BFSI)	684
6	Capital Goods	8802
7	Construction	5591
8	Electronics & Hardware	7261
9	Food Processing	129
10	Furniture & Fittings	149
11	Gem & Jewellery	2080
12	Green Jobs	175
13	Handicrafts & Carpets	198
14	Healthcare	2629
15	IT-ITeS	9220
16	Infrastructure Equipment	60
17	Instrumentation & Automation	978
18	Leather and Leather Goods	4435

The Dept. of MSME also runs the following training institutes:

1. Government Technical Training Centre, Guindy, Chennai
2. Institute of Tool Engineering, Dindigul
3. Institute of Ceramic Technology, Virudhachalam
4. Government Scientific Glass Training Centre, Coimbatore

NULM Employment through Skill Training & Placement (EST&P) – Targeted at urban youth (BPL category), implemented by TNCDW. 12,000 urban poor youth trained in 2018–2019, and 9,000 during 2019–20 period.

In addition, several Govt. Departments and organizations have already channelled their skill training programs through the Tamil Nadu Skill Development Corporation including:

1. Dept. of Information Technology,
2. Dept. of Horticulture / Agriculture,
3. Tamil Nadu Adi Dravidar Housing & Development Corporation
4. Tamil Nadu Slum Clearance Board,
5. Directorate of Technical Education,
6. Department of Transport



Potential Areas for Livelihood Opportunities

Tamil Nadu is home to several traditions of handicrafts, handlooms, and arts. Bronze statues & statuettes, Stone Sculptures, handicrafts, and handloom traditions originate from several areas in the state. Traditional sectors have a long and

vibrant history, and are currently supported by independent artisans, state and central government bodies, private players and non-governmental organizations. The traditional sectors can be mapped regionally as below:

Traditional Sectors	Sub-Category	Districts
Handlooms	Hand-printed textiles, Khadi, Applique, Batik, Tie and Dye, Silk Textiles	Madurai, Dindigul, Kanchipuram, Villupuram, Nilgiris, Erode, Kanniyakumari, Tiruchirappalli,
Handicrafts/ Artwork	Paintings, palm handicrafts, reed, coconut fibre handicrafts, Tribal art and handicrafts	Thanjavur, Tiruvallur, Vellore, Erode, Nilgiris, Dindigul, Tiruchirappalli, Karur, Namakkal, Tirunelveli, Kanniyakumari, Thiruvallur, Nagapattinam, Krishnagiri
	Coast-based handicrafts (seashell products)	Cuddalore, Kancheepuram, Nagapattinam, Pudukkottai, Ramanathapuram, Thanjavur, Thiruvallur, Thoothukkudi, Tirunelveli, Nagapattinam
Woodworking	Woodworking Ornamental carvings, temple carvings, home décor	Villupuram, Sivagangai, Salem, Perambalur, Madurai, Tirunelveli, Tiruppur
Stone and Clay work	Stone sculptures, ornamental figures, soapstone vessels, handmade bricks, clay vessels and toys	Thanjavur, Namakkal, Villupuram, Kanniyakumari, Tiruvannamalai, Madurai, Salem, Virudhunagar, Cuddalore, Erode, Sivagangai, Nagapattinam
Metal Based Industry	Brass lamps, metal vessels, home décor items, sculptures, jewellery	Tiruvannamalai, Cuddalore, Erode, Tiruchirappalli, Nagapattinam, Cuddalore, Tirunelveli, Thanjavur,



Priority Sector Profile



Textiles

The Apparel and Textile Sector is the largest employer, after agriculture, and the second largest by Industrial output in the State and the State holds 1/3rd of entire textile business in the country. The dyeing sub-sector faces an acute shortage of labour with an average age of workers exceeding 40 years, owing to disinterest among the youth.

Trends & Migration: The sector experiences high attrition from the female dominated workforce, as women tend to quit the labour force after marriage / maternity. The labour shortage is forcing the industrial units to look for workers from across the state and other parts of the country. Thus, this sector is heavily reliant on the migrant workers from across the country, especially from the eastern India and southern Tamil Nadu. However, they are largely unskilled or minimally skilled who acquire the required skills on the job.

Focus Districts: Coimbatore (Textile), Tiruppur (Apparel) & Karur (Home Textiles)

Emerging Districts: Thoothukudi, Namakkal, Dindigul, Virudhunagar, and Madurai

Key Skill Requirements: Supervisory roles including Quality Control, Machine Operators, Machinists, and Designers, are key job roles. There is requirement for upskilling existing workers with better equipment and technology including Sewing Machine operators and embroidery. The intended technological upgradations and “Zero Effect, Zero Defect” policy would require much greater absorption of skilled workers in the coming years. Though there exists a considerable infrastructure for training, majority cater to entry-level skills. These do not meet industry standards and require re-skilling at the time deployment on work.

Expected Potential Employment & Upskilling:
4,00,000-6,00,000.



Engineering, Automotive and Metals¹⁵

The engineering and allied sectors contribute to 40% of the State's Industrial output with Auto and Auto-components contributing to nearly 19%. The State has a long history in fabrication, machinery and components especially in the MSME sector due to extensive Ancillarisation. The State contributes to more than 35% of the national auto component output and 21% of the exports in automobiles. The sectors employ 30% of the industrial workforce. This sector is expected to be further boosted by the development of the Defence Corridor project.

Trends & Migration: Investments of around INR 25,250 crores are expected in the State with potentially a direct employment of more than 25,000 over the upcoming years. The sector has also potential to develop entrepreneurship with further Ancillarisation. The MSME industries in these sectors are extremely labour intensive and must compete with the larger customers for the same pool of skilled workers. The MSME units fail to get placements or apprenticeships from the local ITIs as the students are often placed in larger industries as trainees in the major cities of the state. This results in lack of resources at the skilled level. In pockets of North Tamil Nadu, this has forced the industries to employ migrant workers.

Focus Districts: Chennai, Tiruvallur, Kancheepuram, Krishnagiri (Hosur), Coimbatore, and Namakkal

Key Skill Requirements: Supervisory roles including CNC Operators, Welders, Injection Moulding, Fitters, Diploma in Mechanical Engineering, Heavy Motor Vehicle Repair, and the intended technological upgradations EV policy would require much greater upskilled workers in the coming years. Multinational companies and their ancillary units require high levels of soft skills including adhering to timelines, communication, and teamwork among others which are reported to be lacking among recruits. There is a general lack of skill in working on assembly lines.

Expected Potential Employment & Upskilling:
1,50,000

15. Skilling for the future, Tamil Nadu Skill Development Corporation, Nov 2019



Agri & Food processing¹⁶

The food processing and allied sectors contributes 7% to the state's industrial output and 10% to the employment. The State contributes 7% to India's output in the sector. The sector holds the highest potential to employ workers transitioning from agriculture sector, especially women.

Trends & Migration: Investment of around INR 1,300 crores is expected in the State and has 24,000 food-processing firms registered as Small and Micro Enterprises and another 1,100 as large units. The sector is set to witness considerable growth with thrust from the State's food processing policy of 2018. The Govt. of Tamil Nadu is developing Mega and Ultra Mega food parks in 11 districts, Dairy Plants across 6 districts and Fish Processing across 2 districts in the state. These will provide a major fillip to the development of the sector and drive employment. The food-processing sector is labour intensive with potential for Entrepreneurship. There is a lack of training infrastructure oriented towards this sector, especially catering to the local clusters and requires high level of skills.

Focus Districts: State-wide

Key Skill Requirements: Lab Technicians, Quality Control, Chemists (Salt Industry), Refrigeration Technicians, are key skills required in the highly skilled categories. Food Entrepreneurs, Helpers and Logistic related job roles in Packing, Warehousing and Supply Chain management are also expected to be in demand.

Expected Potential Employment & Upskilling:

4,00,000 – 6,00,000.



16. Skilling for the future, Tamil Nadu Skill Development Corporation, Nov 2019

Possible Interventions



Promotion of traditional skill-based occupation

Income augmentation for artisanal/migration families, credit support and entrepreneurship support will allow more families to continue the livelihood. Possible interventions can include Marketing support in the form of exhibitions, public-private partnerships for marketing and brand development, and promotion of traditional products among designers, architects, decorators, and other such players who can enhance visibility among a larger population.



Formalization of traditional skills

Development of qualification packs and national occupation standards for existing job roles, recognition of prior learning to certify experienced artisans (as master trainers, assessors, and professionals), training of master trainers, and training support persons and developing formal training programs for next generation members through community skilling hubs will allow traditional sectors to have a systematic skilling ecosystem. Established artisans and organizations can be consulted for the same.

The process would largely comprise of following stages:

1. Community Mobilization – for participation in planning, implementation, and monitoring of interventions
2. Community Skill Hubs (skill hubs exclusive to traditional sectors)
3. Documentation support and Maintenance of database of migrant workers associated with traditional sectors.
4. Mentoring support for migrant workers to help them become entrepreneurs.

Possible Partners

- Tamil Nadu Handicrafts Development Corporation
- Khadi and Village Industries Commission
- NGOs such as Crafts Council of India
- Government College of Architecture and Sculpture, Mamallapuram
- Private Retailers

Many of the traditional vocations are at the risk of dying out owing to lack of appropriate patronage, documentation, and transmission of skills. TNSDC, in partnership with agencies like the Tamil Nadu Handicrafts Development Corporation, Poompuhar, Co-optex, Khadhi and Village Industries Commission (KVIC) and other traditional clusters, could implement targeted interventions to promote traditional vocations/occupations. For this purpose, TNSDC could carry out the following:

1. Conduct training especially for the migrant population of the traditional communities through a formal process; and
2. Promote employment or entrepreneurship through relevant programs of the State and central governments.

Tamil Nadu-Innovation in skill development and entrepreneurship

TNSKILLS-2020 SKILLS

The winners from District level Skill competitions to compete at the state level and qualify for the national level India Skills 2020. The winners at the national level will represent India at World Skills 2021 in Shanghai, China.

Apart from the state level skill competitions, TN Skills 2020 aims to address the challenges in the skill development ecosystem by bringing together all the stakeholders through the following events.

1. Thiran Thamizhagam: Six panel discussions on emerging challenges in the skill development ecosystem of Tamil Nadu.
2. Future Skills: An interactive pavilion to showcase the latest advancements in technology and future of work.
3. AbiliSkills: A pavilion to showcase the unique skills of Differently Aabled.
4. Traditional Skills Arena

District Level Skill Competitions



40+
Skills



25400+
Candidate Registered



6400+
No. of Candidates Participated
in the Pre-screening



3000+
Candidates Selected for District
Level Competitions



90+
Venues



2400+
Assessors

Selected Skills

Participants competing in the following 46 different skills in District and State Level Skill Competitions.

- Auto Body Repair
- Automobile Technology
- Bakery
- Beauty Therapy
- Bricklaying
- Car Painting
- Carpentry
- Cloud Computing
- CNC Milling
- CNC Turning
- Concrete Construction Work
- Cooking
- Cyber Security
- Electrical Installations
- Electronics
- Fashion Technology
- Floristry
- Graphic Design Technology
- Health & Social Care
- Hotel Reception
- Industrial Control
- Information network cabling
- IT Network System Administration
- IT Software Solution for Business
- Landscape Gardening
- Mechanical Engineering Design - CAD
- Mechatronics
- Mobile Robotics
- Painting and Decorating
- Patisserie and confectionary
- Plastering and Drywall System
- Plastic Die Engineering
- Plumbing and Heating
- Print Media Technology
- Proto Type Modeling
- Refrigeration and Air Conditioning
- Restaurant Service
- Wall and Floor Tiling
- Water Technology
- Web Technology
- Welding
- 3D Digital Game Arts
- Cabinet Making
- Hair Dressing
- Joinery
- Visual Merchandising

Uttarakhand State

Report Summary

This section of the report considers the pattern of Migration in Uttarakhand, State Government initiatives & Entrepreneurship opportunities in the state.



Introduction

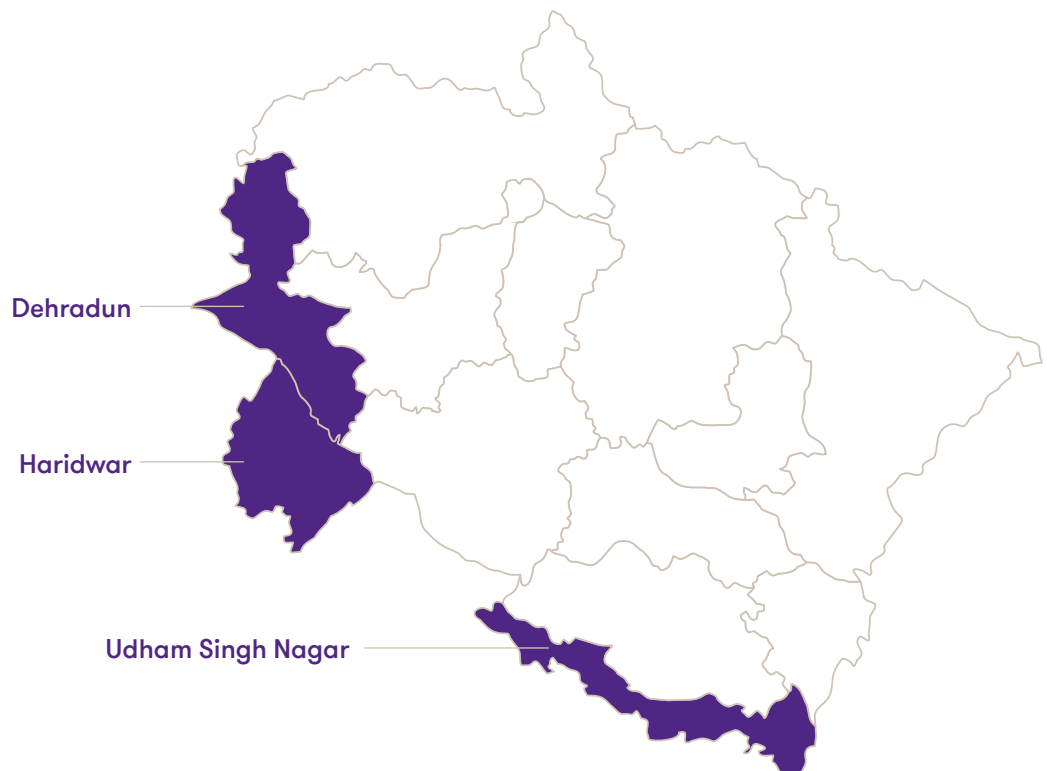
The study shows the impact of The COVID19 on the Migrant labour and the initiatives taken by government to retain back the reverse migrants by providing them employment opportunities within the state of Uttarakhand. Uttarakhand vision 2030 is also highlighted keeping in view sustainability goals



About

70%

of the population of Uttarakhand resides in rural areas, hence establishing Small industry will be a boost of development in the rural area and will generate employment opportunities.



Introduction to Migration Situation during Covid-19

The nationwide lockdown due to Covid-19 has made an enormous impact all round the world and apparently every economy is setting out with their own initiatives to take control over the pandemic situation. Covid-19 has left millions of workers in the fear of Job security, monetary crisis and has also affected the mental health of the people. The nationwide lockdown pushed many people to migrate back to their respective places creating a panic situation among them. The estimated number of migrants who returned to their native place in Uttarakhand were at about 3.57 lakh.

Migration of people from rural to urban areas is a major cause of concern, as this results in depopulating the villages. In Uttarakhand, the people who moved back during COVID19 period, were mainly the salaried workers (engaged in private sector, mostly in hotels, hospitality, security agencies etc.) followed by people who were self-employed (involved mainly in small proprietary business, street vending and petty business activities) then casual daily wagers (involved in construction work and in informal transport systems). Most of them lost their livelihood, although salaried workers differentiated from casual workers, were found to be equally vulnerable and were prone to any shock like the current scenario of pandemic.

Migration is broadly categorised into 3 categories:

Short-term migration:

Migration period 3 months > 1year

Long-term migration:

A migration for a period of at least a year

Permanent migration:

A migration where a person moves out of one's place with no plan of returning.



Out-Migration & Reverse Migration

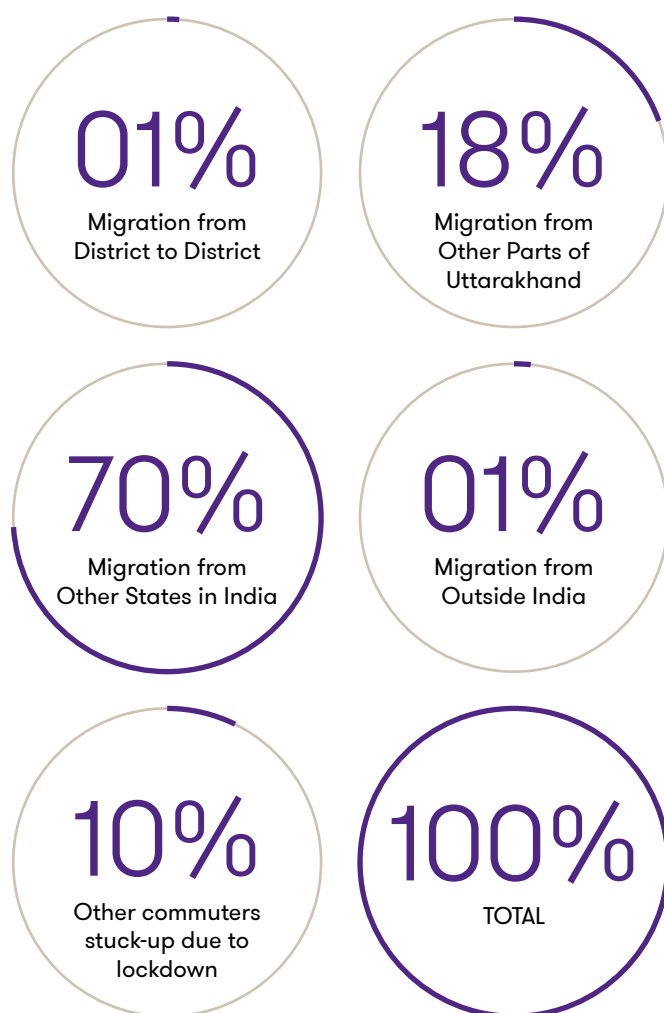
Out-Migration

Uttarakhand consists of 10 Hilly districts and 3 plain districts. A well-known fact about Uttarakhand is Out-Migration, which has been taking place over many decades creating a sort of Ghost villages in some of the backward areas and some of the villages are known by foreign country names such as Mini-Japan Village in District Tehri Garhwal. Out-Migration from the hilly areas of the State of Uttarakhand has been more as compared to non-hilly areas. The earlier long-term migration has become a permanent Out-Migration and the reason is not just because of seeking employment which earlier was the prominent reason but also being resorted for better educational opportunities, health care facilities and other such amenities which is far away from reach of people living in rural and hilly areas of the State of Uttarakhand, keeping no linkage to one's parental home.

Reverse Migration

The Covid-19 crisis pushed the reverse migration in the State of Uttarakhand. About 2.15 lakh migrants returned to Uttarakhand, where maximum number of migrants were from District Pauri Garhwal (95079 in Numbers) and Tehri Garhwal (40420 in Numbers). The State of Uttarakhand was formed on 9th November 2000 and since then the State has seen commendable economic growth in terms of GDP. However, the growth rate went down to 4.3 % in 2019-20 compared to the growth rate of 6.9 % (Base Year 2011-12) as per the Gross State Domestic Product 2019-20. The current pandemic scenario has led the Out-Migrated masses to migrate back and the several question that has evoked since then is that how these labour s can be retained back through coping mechanisms ensured by the State Government such as providing job security, creating employment opportunities, and enabling self-employment in the State of Uttarakhand.

People who came back in the State of Uttarakhand were bifurcated into various regions from where they returned to their native places:

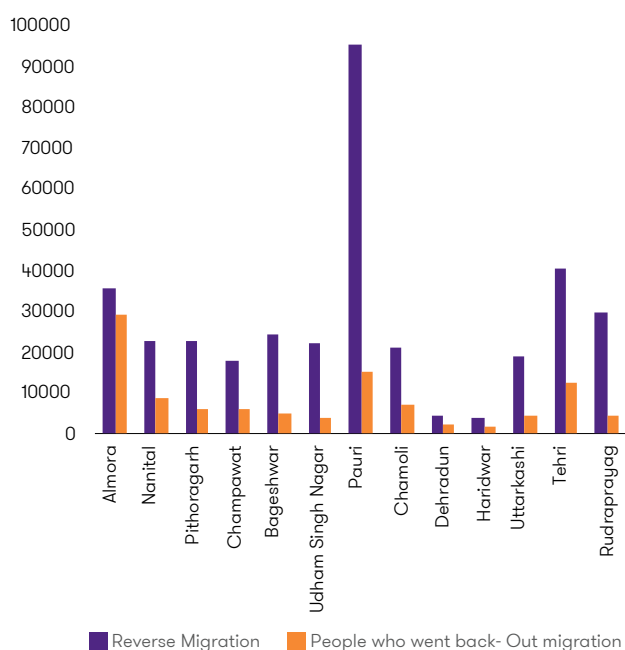


Source: Uttarakhand Palayan Aayog

Reverse Migrant Data up to September 2020

S.N.	District	Reverse Migration	People who went back- Out migration
1	Almora	35344	28861
2	Nanital	22439	8673
3	Pithoragarh	22792	5869
4	Champawat	17830	5693
5	Bageshwar	24158	5053
6	Udham Singh Nagar	22220	3538
7	Pauri	95079	15101
8	Chamoli	20909	6900
9	Dehradun	4129	2018
10	Haridwar	3952	1779
11	Uttarkashi	18767	4507
12	Tehri	40420	12398
13	Rudraprayag	29497	4459
Total		357536	104849

Source: Uttarakhand Palayan Aayog



Source: Uttarakhand Palayan Aayog

Reasons for Out-Migration

A major challenge that State Government of Uttarakhand have been facing is the huge Out-Migration from rural areas (Hilly areas) to urban areas within the state or to the rest of the country. It's said that Migration is the important livelihood strategy but the implication of the same has resulted in a serious consequence, if seen from long term perspective. The survey from UKHDR clearly confess a huge magnitude of Out-Migration in the State of Uttarakhand. The reason for Migration has been categorised into Push and Pull factors in Lee (1966) framework. As seen from the left table, around (104849) migrants who returned to their home during the COVID19 lockdown, went back to their job places and other who were still at home showed willingness to move out again, the migration was short term migration.

Factors affecting the Out-Migration

Push Factors	Pull Factors
Unemployment	Potential for Employment
Lack of Services	Better Service Provision
Poverty	
Crop failure (Rain-fed agriculture practice/ Lack of agriculture technology etc)	Greater wealth
Hazards	Fertile Land / Irrigation facilities

OUT-MIGRATION-FACTORS



Natural Disaster



Education Facilities



Job Opportunities



Health Amenities



Self-Employment

The UKHDR (Uttarakhand Human Development Report-2017) Survey probed into the three employment related reasons that could possibly result in Out-Migration from the State:

- Search for employment: ‘Search for employment’ was the single major reason for Out-Migration. This was particularly so for Out-Migrants from the hilly districts of Almora (72 percent), Champawat (51 percent) and Tehri Garhwal (44 percent).
- The availability of better employment opportunities: The ability to secure employment at the place of migration and get absorbed into the work force was the second important reason for migration and accounted for one-third of Out-Migration from the state. This factor was predominant for the plain’s districts of Dehradun (68 percent) and Haridwar (61 percent) and the three hills’ districts of Pauri Garhwal (44 percent), Pithoragarh (43 percent) and Chamoli (42 percent).
- The ability to secure employment at the place of migration: The availability of better employment opportunities was a strong pull factor in the hill’s districts of Rudrapur (34 percent), Champawat (24 percent), Tehri Garhwal (20 percent) and Bageshwar (17 percent).

Other reason for Out-Migration in the State of Uttarakhand is the combination of push factors like low income & unemployment while the pull factors are linked to potential for employment, better education facilities, health amenities etc. The UKHDR (Uttarakhand Human Development Report- 2017) Survey conclusively identifies push factors such as employment search, social / political problems, displacement by development projects, health reasons etc. as the possible reasons for out migration. The pull factors include better employment prospects, having the ability to secure employment successfully, business, education/ training opportunities etc.

To sum up the reason for migration from the hilly areas to non-hilly areas is primarily due to unavailability of infrastructure (Education, Health facilities, Road connectivity) and lack of effective livelihood opportunities.

Coping Mechanism adopted by migrant during Covid-19

A coping mechanism is defined as a survival strategy to manage internal and external stressful situations by mobilising the thoughts and behaviours. It determines the individual behaviour in response to stress like current pandemic. Large number of people from Uttarakhand have agriculture land and majority employ themselves in cultivation. Area of land is limited. Land holding capacity is less. Number of people in cultivation is more. It results less income. People loose interest in cultivation and become out-migrant for better income.

In the crisis and pandemic situation majority of return migrants adopted dis-saving their past savings, some utilised service pension of family members and some became dependent on family members for survival during these difficult times. Government extended support through providing ration, cash transfer, etc. The other mechanism adopted by migrant workers was dependence on loans from family and friends, with majority of such loans being extended without any interest. The large proportion of returned migrants had no work or were seeking for employment opportunities and more than one-third of the return migrants were reported to be engaged in agriculture and other allied activities such as dairy or animal husbandry and another few engaged in tiny industrial activities. Some of the small proportion of return migrants sought jobs under the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA)



Initiatives taken by State Government

Migrant crisis has evoked several questions with respect to development of policies and mechanisms. Hence in order to protect migrants from facing whammy of poverty and constant fear of better livelihood, the announcement of policies is the only sight of relief for the vulnerable migrants. A dedicated cell has been introduced at State and district level to collect database of migrants. A helpline number has been given to provide assistance with regard to employment and skill mapping to the migrated labour along with introduction of MSY (Mukhyamantri

Swarojgar Yojana) scheme for self-employment with no negative worklist.

In order to cope-up and prevent the migration from hilly areas to non-Hilly areas both State government and central government have come up with the various schemes, some of them have been already implemented and few more were added at the time of the COVID19 to protect the vulnerable migrant labour, who were badly impacted both socially and economically.

Existing Government Programmes and Schemes to stop Out-Migration.

Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS)	To ensure livelihood security and right to work in rural areas, the scheme was implemented thereby developing economic and social infrastructure (Under Gol schemes)
Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY)	The scheme is a part of National Rural Livelihood Mission (NRLM) and cater the career aspirations of rural youth between the ages of 15 – 35 years from poor families (Under Gol schemes)
Mudra Loan Scheme	The objective is to provide loan up to Rs. 10 Lakh to the non-corporate, non-farm small/micro enterprises. It also includes vegetable vendor, truck operators, repair shop, machine operators. Under this scheme, the State government of Uttarakhand in the year 2017-18 provided assistance of 2877.68 crore to 202452 people, the data is updated till December 2018 (Under Gol schemes) (Source: www.slbcuttarakhand.com)
Skill Development Mission	It aimed to provide placement linked skill training to the unemployed educated youth with respect to the growth centres that have been established in the villages of hilly areas, so that the youth can explored the possible opportunities and engage themselves locally thereby developing the area around them. Uttarakhand Skill Development Mission is providing the Skill development to unskilled youth and training the skilled youth to upgrade their skills (Under Gol schemes)
Uttarakhand Tourism Policy	In order to promote tourism and generate employment in Uttarakhand, the policy was initiated inviting the investment from MSMEs by declaring Tourism & Hospitality as an Industry (Under Uttarakhand Government State Policy Scheme)

Bamboo Board

Uttarakhand has a moderate source of bamboo roughly distributed over 1.39 lakh hectares under the control of forest department (UBFDB)

Uttarakhand Bamboo & Fibre Development Board has taken the initiatives to promote the art of making baskets from the Himalayan bamboo popularly known as Dwarf Bamboo and is providing the financial assistance to the weavers.

In order to promote the art of Ringal (Bamboo baskets), three common facility centres have been opened in Uttarakhand in Kotdwara, Bageshwar, and Chamoli

UBFDB has generated 12.02 lakh of workdays through different plantation programs through the State Forest Department (Under Gol schemes implemented by State)

Fish Cultivation

Department of Fisheries, Uttarakhand aims to promote and develop the business of fisheries in the state by providing land on lease for ponds, Credit linkage to farmers for betterment and construction of Ponds and another programme related to Fisheries development.

This initiative is helping the people of State to reside back at their respective villages and generate self-employment for themselves, therefore stopping Out-Migration.

Schemes related to Fisheries in Uttarakhand:

Development of Reservoir (conservation and promotion of Fisheries in natural water resources)	Development of Fisheries with the help of local people in natural water resources
Schedule Caste Sub Plan (SCSP)	Training for self-employment of SC people
Tribe Sub Plan (TSP)	Training for self-employment of tribal people
Fishery Pond manufacture in hilly areas	Small pond manufacture of 0.005-hectare area
Development of Cold-water fishes	Promoting Fisheries in Hilly areas

Source: <https://www.euttaranchal.com/>

Dairy and Allied Activities

Uttarakhand is a predominately rural state with the regional disparity due to geographic challenges, State has embarked various schemes to increase the income of the people in rural areas and stop the Out-Migration from the hilly areas to non-hilly areas.

Uttarakhand can give fair competition in terms of dairy and other allied activities related product to other states if provided with robust Animal Husbandry Infrastructure, also there is scope to brand the produce from Cow, Goat etc.

Animal Husbandry Department of Uttarakhand have offered different projects related to animal husbandry like Remunerative Approaches for Agriculture and Allied Sector Rejuvenation (RAFTAAR), Grassland Project (under Uttarakhand Government State Policy Scheme)

Uttarakhand Film Development Council

Uttarakhand is known for scenic locations and has attracted people from film industries and also appreciated by the film industries for the cooperation provided by the local while shooting.

The Government of Uttarakhand has started a Single Window System to allow all type of approval within a span of 3-4 days.

Uttarakhand Film Policy has exempted the shooting fees on films which are being made in Uttarakhand.

The policy for film shooting in Uttarakhand also state 1.5 Cr subsidy for Hindi Film makers, only if the makers are fulfilling the criteria of 75 % shooting in Uttarakhand.

The State Government of Uttarakhand has announced that GMVN & KMVN (Department of Tourism) guest houses give 50 % discount for makers during the time of shooting.

The policy will create employment opportunities for the people in State and will prevent Out-Migration from the rural as well as urban area of Uttarakhand. The policy will also attract other investment from hospitality sector to be in service of the people from film industries (under Uttarakhand Government State Policy Scheme)

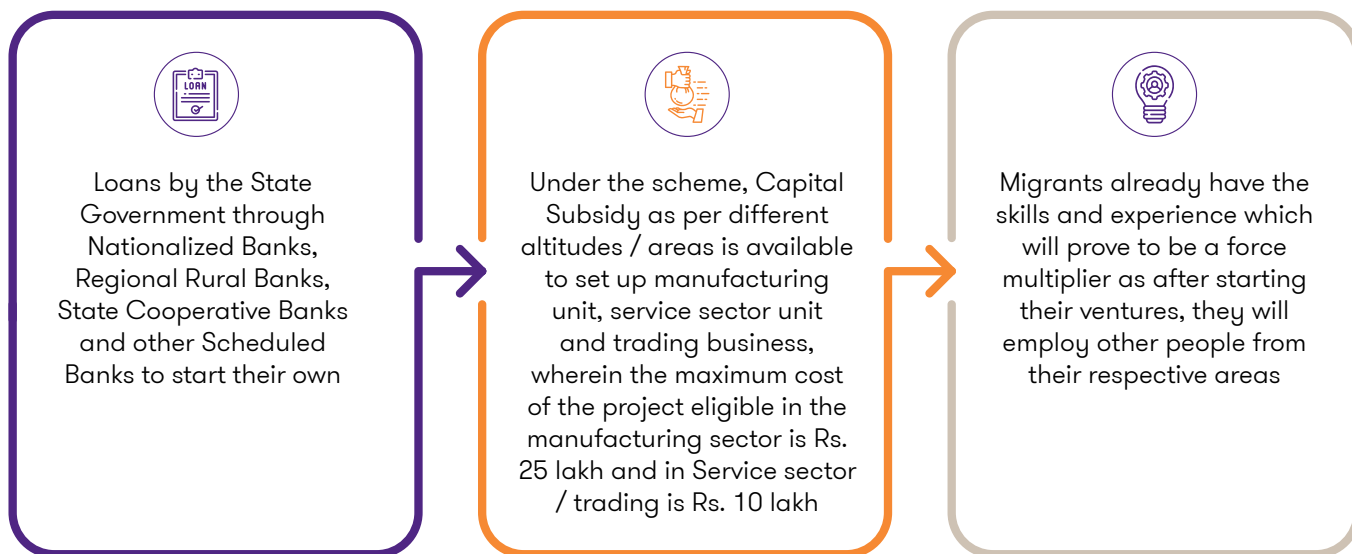
Initiatives by Uttarakhand Government during the time of the COVID19

Mukhyamantri Swarojgar Yojana 2020

- Mukhyamantri Swarojgar Yojana, is an initiative taken by Uttarakhand Government to promote and generate employment opportunities to all those migrant labour, who returned back to their respective villages after the COVID19 situation.
- Persuading youth of the State skilled and unskilled artisans, handicraftsmen and educated urban and rural unemployed persons to establish their own enterprise/ business by facilitating loan through Nationalized/ Scheduled Commercial Banks, State Co-operative Banks/ Regional Rural Banks so they can start their own enterprise, service or business.
- Under Mukhyamantri Swarojgar Yojana the General category beneficiary will have to pay 10% of the total cost of the project while Special category people will have to pay 5% of the total project cost as subscriber contribution
- Directorate of Industries under MSME department of Uttarakhand is the nodal agency to successfully implement this scheme.



Benefits of Uttarakhand Mukhyamantri Swarojgar Yojana 2020



Impact of Mukhyamantri Swarojgar Yojana



State Intervention for boosting Women Entrepreneurship

To empower the women entrepreneurs and boost self-confidence within the women, the State Government of Uttarakhand has taken the initiative and introduced the scheme “Mahila Udyami Yojana” to encourage women to undertake the entrepreneurial activities. Apart from this State Government has also introduced a scheme

for working women who relatively stay far from their home for the job purpose and have insecurities related to safety apart from this the women who are working and have their children are provided with the day care assistance.



Women entrepreneurs are provided

25%

subsidy on capital investment (Subject to maximum subsidy benefit of Rs. 25 lakh).



Entrepreneurial Skill Development and Training Programs -Uttarakhand Medicinal Plant Board

SN.	Name of Training	Duration
1	Training on Herbal Gulal / Rangoli/ Colour preparation	2 Days
2	Training on Nursery Development	2 Days
3	Training on Lower Altitude Medicinal Plants Cultivation, Processing and Value addition	3 Days
4	Training on Mid Altitude Medicinal Plants Cultivation, Processing and Value addition.	3 Days
5	Training on High Altitude Medicinal Plants Cultivation, Processing and Value addition.	3 Days
6	Training on preparation of various seasoning, flavoring and toppings of mixed spices.	02 Days
7	Training on herbal disinfectant/sanitizer formation.	02 days
8	Training on Medicinal Oil production	02 Days
9	Training on Herbal Dhoop, Agarbati and Hawan Samagri Preparation	02 Days
10	Training on manufacturing Herbal Teas	02 Days
11	Training on Commercial Spice production	02 Days
12	Training on formulation of Herbal Drinks	02 Days



Introduction of CM Young Professional Policy 2019 (Revised 2020)

The “Young Professional Policy” programme was launched on 15 June 2019 by the Chief Minister Mr. Trivendra Singh Rawat. The aim is to provide an opportunity to earn while one learns, and in the process bring about a social change. The young talent is being leveraged in the process to improve governance, unless the policy document suggests otherwise. Under the policy the work is assigned on contract basis and the time duration of the work is

of 11 months. A monthly stipend is paid to candidate for the work done. As per the revised CM Young Professional Policy, two new Young Professional will be allotted as per the request of District Magistrate and their expenses will be borne by Planning Department.

The candidates with relevant experience in Public Policy Framework and Good Governance projects, will be selected through competitive screening process.

Selection process under the Young professional policy:

- Fill Application form
- Competitive Screening process
- Preferences to candidate will be given on following basis.
 - 60 marks in graduation
 - One-year experience – 10 marks
 - Two-year experience – 10 marks
 - Three-year experience – 10 marks
 - 10 marks on Interview

Benefits of the policy

- Participation in Monitoring and Evaluation on department Developmental projects
- A unique opportunity to work closely with State Government.



Potential areas for livelihood opportunities

Integrated Livelihood Support Project (ILSP) is a poverty alleviation programme being implemented in Uttarakhand in 44 blocks of 11 hill districts (Almora, Bageshwar, Chamoli, Tehri, Uttarkashi, Rudrapur, Dehradun, Pauri, Champawat, Pithoragarh and Nainital). ILSP provides vocational training linked to job

placement, with a target of 10,000 training slots, to improve access to employment in the non-farm sector. Major areas where the scope for trade/manufacturing/services activities which can be started having the potential to engage the migrants for employment and to generate their livelihood are as follows:

Manufacturing sector	Focused product- Pharmaceutical, Traditional handicrafts
	Organizing campaign to develop skills to existing entrepreneurs
	Improving power availability
	Credit Facility through banks
	Improve the level of current technology
Power Sector	Electricity Manufacturing through Hydropower
	Song Dam Project
	Jamrani Dam Project
	Kishau Dam
Medical Sector	Proposed Two medical college one in Haridwar and Pithoragarh district
Handicraft sector	Wooden handicrafts
	One District one product
	Promoting Traditional knowledge
Animal Husbandry	Focused animal product- Honey Bee, Silk products, Milk products
	Cold storage for farmers, Goatry, Dairy, poultry
Agriculture sector	Focused agricultural crops Wheat, Maize, Millets, Horse grams, Mustards, Spices
	Focused Fruits- Mango, papaya, Litchi
	Warehousing & cold storage facilities
Tourism sector	Jim Corbett national park, Tehri Lake, Surkanda Devi, Pushagiri Mandir Ropeway
	Homestays, wellness Tourism, Base camps, Trekking route
	Film shootings

Skill Development Programmes

Initiatives taken by State Government for Skill Development

Uttarakhand Work Force Development Projects

The initiatives are to improve quality and relevance of training at priority Industrial Training Institutes and to increase the number of labour-market relevant workers through short term training

Employment linked Skill training Programme (ELSTP)

Uttarakhand Skill Development Mission has decided to conduct state specific Skill training under Entrepreneurship and Employment Linked Skill Training Programme. To give practical training of the subject of trainees, field experts are being added as training providers so as to increase the employability and self-employment potential of trainees.

National Skill Development Corporation (NSDC)

NSDC was set up by Ministry of Finance as Public Private Partnership model and develop the skill ecosystem by creating large quality vocational training institutes. The main objectives of NSDC are:

- Upgrading skills in international standards through significant industry participation and developing the necessary framework for standards, curriculum, and quality assurance.
- Enhancing, supporting, and coordinating private sector initiatives for skill development through appropriate public-private partnership (PPP) models; Strive for significant operational and financial participation from the private sector.
- To play the role of “market-maker” by bringing financing, especially in areas where market mechanisms are ineffective or not.
- Prioritizing initiatives that have a multiplier or catalytic effect as opposed to a one-time effect.

Mahatma Gandhi National Fellowship (MGNF)

To boost skill development at the district level, the Ministry of Skill Development and Entrepreneurship (MSDE) have signed a contract with the Indian Institute of Management (IIM) Bangalore for implementation of the Mahatma Gandhi National Fellowship (MGNF) programme. MGNF is a two-year academic programme with an in-built component of on-ground practical experience with the district administration. It seeks to create a cadre of individuals, and train them in a blended academic program that provides both academic inputs and requires a field immersion at the district level to understand and contribute to the creation of a district level ecosystem to support skill development. Upon completion of these components, the Fellows will be awarded a Certificate of Public Policy and Management. In the pilot phase, 75 Mahatma Gandhi National Fellows would be deputed to 75 districts across 06 identified States namely (i) Gujarat; (ii) Karnataka; (iii) Meghalaya; (iv) Rajasthan; (v) Uttarakhand; and (vi) Uttar Pradesh.

**National
Apprenticeship
Promotion Scheme
(NAPS)**

Training imparted in institutions alone is not sufficient for acquisition of skills and needs to be supplemented by training at the workplace. National apprenticeship promotion schemes aim to utilise the facilities available in industry for imparting practical training with a view to meeting the requirements of skilled manpower for industry.

**Recognition of Prior
Learning**

Recognition of Prior Learning (RPL) is a platform to provide recognition to the informal learning or learning through work to get equal acceptance as the formal levels of education. It aims to appreciate prior learning irrespective of the medium of achieving it. UKSDM (Uttarakhand Skill Development Mission) is going to provide RPL Training in Tourism & Hospitality sector



Uttar Pradesh State

Report Summary

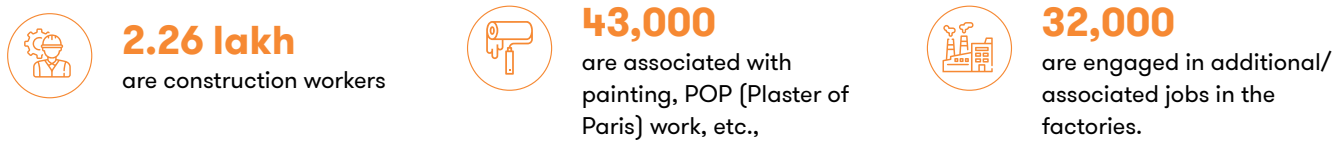
This section of the report considers the pattern of Migration in Uttar Pradesh, State Government initiatives & Entrepreneurship opportunities in the state.



Introduction

The lockdown affected livelihoods of more than 45 crores of migrant workers in India. In Uttar Pradesh out of the 30 lakh workers who have returned, 16.6 lakh are unskilled labourers who quit their jobs in other states.

Of the remaining skilled labourers,



Some of the other categories under which labourers have registered themselves are



UP Govt. profiles returnee migrants into 93 categories as per their skills

Among them are also a sizeable number of professionals and service providers like nutritionists, financial advisors, income tax consultants, sports coaches, gym trainers, yoga teachers and tutors — both men and women. The UP-government's revenue department shows that women account for more than 3.18 lakh of the total workforce and had their share in almost all the skilled works Minors (children between 15 and 18 years) were found to be 1.63 lakh.

The major chunk of over 20 lakh returnee skilled migrants consists of


 **10.8 lakh**
Construction labourers

which is around
50%
of the total skilled workforce, followed by

 **1.25 lakh**
Factory workers

 **1.21 lakh**
Workers other than construction and factory workers

 **83,344**
Agriculture labourers

 **89,681**
Painters and POP workers

 **66,535**
Tailors

 **65,043**
Carpenters

 **46,471**
Drivers

Among the skilled migrants are also professionals and service providers such as


 **417**
Yoga teachers

 **2674**
Tutors

 **1,102**
Coaches

 **504**
Photographers

 **407**
Financial advisors

 **129**
Income tax consultants

 **407**
Dieticians

 **10,013**
Barbers/beauticians

 **23,745**
Cooks

 **18,048**
e-commerce employees

 **7,210**
aayahs/child caretakers

 **3,481**
Call centre employees

 **2,275**
banking/insurance sector staff

 **2,516**
Clerks/accountants

 **4,238**
food processing staff

 **1,237**
IT sector employees

 **1,346**
retail sector workers

The largest chunk of migrants returned to eastern UP districts in two phases in March end and then in May. Districts like Siddharthnagar, Prayagraj, Gonda Maharajganj, Bahraich, Balrampur, Jaunpur, Hardoi, Azamgarh, Basti, and Gorakhpur witnessed a major influx.

Migration, its pattern, and reasons

Migration is the movement of people away from their usual place of residence, across either internal (within country) or international (across countries) borders.

Pattern of Migration

Distance	Duration	Other Categories
<ul style="list-style-type: none">• Rural to Rural• Rural to Urban• Urban to Rural• Urban to Urban.	<ul style="list-style-type: none">• Casual-temporary• Periodic- seasonal• Permanent.	<ul style="list-style-type: none">• Intra-district• Inter-district• Intra-state, Inter-state• National and International

The latest government data on migration comes from the 2011 Census. As per the Census,



India had 45.6 crore migrants in 2011

38%
of the population



Of which,

99%
of total migration was internal



immigrants (international migrants) comprised

1%



Thrust sectors and cluster approach

Thrust Sectors of State

The state has been the trendsetter in promoting Industrial growth and ease of doing business by being the first state in the country to have enacted the Industrial Single Window Clearance. The Act made it compulsory for new industries to register with a single window to obtain clearances quickly. It also simplified procedures for getting industrial clearances. The state

also has separate acts for development in sectors such as solar power, electronic hardware, and food processing.

Based upon an in-depth analysis of state's position in the value chain, available and potential skill sets, locational advantages and strategic importance in socio-economic context, the State has identified the following thrust sectors:

Industries	No. of Units	Employment	Investment (INR in Crores)
Food Products	52,963	5,231.30	2,93,505
Beverages, Toba. & Toba. Product	563	108.73	3,043
Cotton Textiles	8,004	675.44	49,274
Wool, Silk & Synthetic Fibre Textile	7,250	670.64	52,871
Jute, Hemp & Mesta Textiles	1,352	168.01	4,810
Hosiery & Garments	24,359	1,967.29	1,84,084
Wood Products	7,692	810.53	44,467
Paper Products & Printing	3,643	786.99	26,344
Leather Products	4,991	982.32	62,352
Rubber & Plastic Products	3,144	1,266.93	35,052
Chemical & Chemical Products	3,174	910.39	33,645
Non-Metallic Mineral Products	2,103	477.80	19,269
Basic Metal Industries	1,673	420.17	14,446
Metal Products	13,270	2,076.75	1,05,221
Machinery & Part Except Electrical	3,987	1,141.20	51,186
Electrical Machinery & Apparatus	3,179	825.88	40,068
Transport Equipment& Parts	361	692.05	3,463
Miscellaneous Mfg.	1,59,774	14,566.38	7,81,510
Repairing & Servicing Industries	2,59,041	14296.20	1020415
TOTAL	560523	48075.01	2825025

Cluster Development

Traditionally, there has been a phenomenon of a group of units manufacturing same or similar Products in close geographical proximity to each other. Such groups are called clusters.

Clustering has been recognized both nationally and internationally as an engine of growth. In Uttar

Pradesh, many specialized clusters provide large-scale employment and add significantly to the exports from the state. The Marble industry of Agra, woodcraft of Saharanpur, Chikan Industry of Lucknow, leather industry of Kanpur and Agra, brass industry of Moradabad, glass industry of Firozabad, Ceramic and Patri industry of Khurja and the Carpet industry of Bhadohi are of world fame. Some of the leading MSME clusters in the state (identified by UNIDO) are:

#	Value Chain	Clusters
1	Chemical & Chemical products	Kanpur, Noida
2	Electricals & Electronics	Noida, Kanpur
3	Food processing (Aonla, cold storage, rice, sugar)	Pratapgarh, Kanpur, Meerut, Saharanpur
4	Footwear industry	Agra, Kanpur
5	Gems & Jewellery	Gorakhpur
6	Heavy engineering	Ghaziabad, Kanpur
7	IT hardware & IT software	Noida
8	Jute products (Jute ball hanging)	Ghazipur, Azamgarh
9	Leather & Leather products	Kanpur, Agra
10	Light Engineering	Noida, Kanpur
11	Metal & Metal products (Steel furniture, Brassware,	Muradabad, Lucknow, Allahabad, Aligarh, Meerut, Mirzapur, Sant Kabir Nagar
12	Non-Metallic mineral products (Glass, Stone carving, Clay, Marble, Terracotta, Pottery, Glass Beed)	Khurja, Azamgarh, Banaras, Etawah, Firozabad Meerut, Hathras, Banaras
13	Paint & Allied services	Kanpur
14	Paper products & Printing	Saharanpur, Farrukhabad
15	Perfume & Fragrance	Kannauj
16	Rubber & Plastic products	Kanpur, Gorakhpur, Lucknow
17	Sports goods	Meerut
18	Textile & Garments (Carpet, silk brocade, Silk Saree, Chanderi sarees)	Kanpur, Lucknow, Mau, Banaras, Bhadohi, Sant RavidasNagar
19	Wood products (Toys, Flute, Furniture)	Banaras, Bareilly, Pilibhit, Maharajganj
20	Beverages, Tobacco & Tobacco Products	Kanpur, Noida, Ghaziabad
21	Tourism & Hospitality	Agra, Mathura, Banaras, Lucknow
22	Health & Pharma	Kanpur, Noida, Ghaziabad, Gorakhpur, Lucknow and Allahabad, Agra

Education and Skill Development

Uttar Pradesh Government has directed its training partners under different implementing Departments to train the migrant workers in their catchment areas.

Training Programmes/Schemes and implementing Department.

#	Name of Scheme	Implementing Department/ Body
1	Vishwakarma Shram Samman Yojana (Yojana)	Micro, Small and Medium Enterprises
2	Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY)	Uttar Pradesh Skill Development Mission
3	Pradhan Mantri Kaushal Vikas Yojana (PMKVY)	Uttar Pradesh Skill Development Mission
4	Mukhya Mantri Yuva Hub Yojana	Uttar Pradesh Skill Development Mission
5	Skill Development Initiative (SDI)	Uttar Pradesh Skill Development Mission
6	Special Central Assistance to Scheduled-Caste Sub-Plan (SCA to SCSP)	Uttar Pradesh Skill Development Mission
7	Multi-Sectoral Development Programme (MSDP)	Uttar Pradesh Skill Development Mission
8	Border Area Development Programme (BADP)	Uttar Pradesh Skill Development Mission
9	Building & Other Construction Workers' Scheme (BOCW)	Uttar Pradesh Skill Development Mission



Entrepreneurship and Livelihood

Promotion of traditional skill-based occupation – income augmentation for artisanal/migration families, credit support and entrepreneurship support will allow more families to continue the livelihood. Possible interventions can include Marketing support in the form of exhibitions, public-private partnerships for marketing and brand development, and promotion of traditional products among designers, architects, decorators, and other such players who can enhance visibility among a larger population.

Formalization of traditional skills – development of qualification packs and national occupation standards for existing job roles, recognition of prior learning to certify experienced artisans (as master trainers, assessors, and professionals), training of master trainers, and training support persons and developing formal training programs for next generation members through community skilling hubs will allow traditional sectors to have a systematic skilling ecosystem. However, care must be taken to ensure that the sensitivities of traditional communities are not ignored – traditions are passed on through family and community, with centuries of history. The dignity

of artisans must be protected throughout the process, and formalization (planning and implementation) must secure the willing participation of artisans. Established artisans and organizations must be consulted for the same.

Community Mobilization – for participation in planning, implementation, and monitoring of interventions

Community Skill Hubs (skill hubs exclusive to traditional sectors)

Documentation support and Maintenance of database of migrant workers associated with traditional sectors.

Mentoring support for migrant workers to help them entrepreneurs.

Issuance of smart card to registered and mapped migrant workers to track the benefits extended to them and initiate other measures.

Regularization of Loan Mela to provide easy access to credit for initiating micro enterprises.

Encouraging migrant labourer to attend short duration courses conducted by Rural Self Employment Training Institutes (RSETIs) located in each district.



Potential Areas for Livelihood Opportunities

Following are the few entrepreneurship opportunities/employment opportunities in the state for which training, and support can be availed from schemes mentioned above: -

Sector	Trades/ Vocation	Districts Covered
Manufacturing Sector: (With duration 15 days to 6 month)	<ul style="list-style-type: none"> • Carpenter-Wood and Steel Furniture • Embroidery and Stitching women and Kids garments Weaving. • Fabrication and Welding work • Bakery and Bread products including cakes. • Jute products (Jute ball hanging) • Leather & Leather products • Non-Metallic mineral products • Rubber & Plastic products • Sports goods 	Banaras, Bareilly, Pilibhit, Maharajganj, Bhadohi, Mirzapur Sonebadra, Ghazipur, Azamgarh, kanpur, Agra, Khurja, Azamgarh, Banaras, Etawah, Firozabad, Gorakhpur, Lucknow, Meerut
Services Sector: (With duration 15 days to 6 month)	<ul style="list-style-type: none"> • IT hardware & IT software • Tourism & Hospitality • Tailoring and garment alteration work • Health & Pharma • Computer printing, photocopying and stationary services. • Logistics services for farmers /shopkeepers etc • Masonry work • Paint & Allied services 	Noida, Agra, Mathura, Banaras, Lucknow, Meerut, Kanpur, Ghaziabad, Gorakhpur, Prayagraj, Farrukhabad
Agribusiness and Allied Sectors (With duration 15 days to 3 month)	<ul style="list-style-type: none"> • Cultivation of Horticulture and Floriculture • Cultivation of Fruits and Vegetables • Preparation of jelly, Pickles etc. • Dairy farming • Organic Farming • Veterinary practices for cattle • Beverages, Tobacco & Tobacco Products 	Pratapgarh, Kanpur, Meerut, Prayagraj, Saharanpur, Noida, Ghaziabad, Siddharthnagar, Gonda, Kushinagar, Sultanpur, muzaffarnagar, kaushambi, Balrampur, Faizabad, Hathras, Amethi
Forestry Product Based Micro Enterprises	<ul style="list-style-type: none"> • Handicraft items from forest produce /various fibres • Honey processing and bee keeping 	Bahraich, Amroha, Kushinagar, Lakhimpur Kheri and Shravasti.

Initiatives Taken by UP Government for migrant workers

Welfare measures and employment generation programs are being prepared by the Labour Department, Government of Uttar Pradesh for the labourers of the state. In addition, the department has been continuously working on policies, rules and programs for matters related to training and human empowerment of state labourers.

Uttar Pradesh Workers and Labourers (Jobs and Employment) Commission has been constituted which includes senior & experienced government officials and experts of various sectors to bring back the stability in the lives of migrant labourers, which got imbalanced due to global pandemic the COVID19. The Commission created a strategic plan to overcome this crisis and produced following results:

- Strict compliance of social and economic security policy is created for migrant labourers.
- Career counselling is included in the major activities of the commission.
- At district level, the personal and professional details of migrant labourers were collected, maintained & verified for necessary actions like providing employment to them as per their skills.
- Skill-wise details of labourers shared with all government departments of the state.
- Opportunities of employment are created in the public and private sectors for the labourers.
- Coordination is established with several small, medium and large scales industrial units to provide job opportunities to labourers.
- Skill-wise data of state migrant labourers is updated on the Sewayojan Portal.
- Beneficiary schemes are launched for migrant labourers (Atmanirbhar Bharat Yojna, Baba Saheb Ambedkar Employment Promotion Scheme. Etc.)
- Migrant labourers are given employment according to their ability and skill.
- Social and financial security of the migrant labourers is ensured at every step.

- A committee was constituted at district level for compliance of orders of the Commission.
- Uttar Pradesh conducted online sessions with mandi officials to facilitate sales and used idle rickshaws to take the produce directly to consumers to avoid overcrowding in mandis and also to provide employment to daily wage earners.
- Specific Changes in Labour Laws- Labour laws barring the Building and Other Construction Workers Act 1996; Workmen Compensation Act 1923; Bonded Labour System (Abolition) Act 1976; and section 5 of the Payment of Wages Act and the Maternity Benefits Act suspended for three years (Labour Laws Ordinance, 2020)

UP Government launched start-up fund, signed MoU with SIDBI to promote aspiring entrepreneurs.



Employment through MSME units

The micro, small and medium-scale enterprises department has entered into agreements with industrial firms such as Laghu Udyog Bharti, Indian Industries Association and FICCI to provide employment in MSME units to around 11 lakh migrant workers.

Apart from this, 2.5 lakh jobs were planned through the schemes of small-scale departments, and Khadi and Rural industries department. The state is also looking at infusing funds into the various self-employment schemes and facilitating bank loans to set up new MSMEs so that more jobs can be generated for migrants.

A six-day free training programme has been launched to improve the skills of traditional artisans and craftsmen.

Skilled labourers such as carpenters, tailors, bucket weavers, barbers, goldsmiths, blacksmiths, and potters are covered as beneficiaries.

The government has also constituted the Uttar Pradesh Workers and Labour (employment and job) Commission “to achieve social and economic safety of the workers” in the state.



Help Desk for Migrant Labourers

Government of Uttar Pradesh constituted a Career Counselling Committee and Helpdesks at district levels for the counselling and support of migrant labourers of the state. This initiative of Uttar Pradesh Government succeeded and helped the labourers in regaining their lost confidence. Few achievements of this campaign are as follows-

Through regular career counselling, mental strength of migrant labourers stabilized which helped them in getting prepared for the future.

Migrant labourers are informed about various welfare schemes of the Government so that they can get benefited according to their qualification and skills.

For verification of collected data of migrant labourers, an application is launched on portal.

Helpdesks are established that added pace to the registration process of migrant labourers and information of various beneficiary schemes of the government is shared with them.

Complete guidance is provided to migrant labourers who want to return to their workplace.



Employment generation through Sewayojan portal for Migrant Labourers

To provide job opportunities to migrants, the most essential requirement was to collect the data of labourers and to maintain it according to their skills. To make the process of data collection easy and to ensure that the person undergoing the current situation can easily complete his/her registration on the portal, a new application was developed by Sewayojan Department which facilitated the labourers in getting registered with the department and get all the information related to employment easily.



Chief Minister's Pravasi Rozgar Yojana

The Uttar Pradesh government had introduced the Chief Minister's Pravasi Rozgar Yojana in the state to provide livelihood and social security to Lakh of migrant workers.

Under the scheme, the government would provide employment and self-employment opportunities to the migrant workers, between 18 years and 59 years of age, in their own towns, villages and residential areas.

The migrant workers will be able to start their own enterprises by contributing only 5% of the total cost under the scheme, the officials said, adding that the financial help would be given based on the academic qualification of the applicant.

The data of migrant workers is already there with the employment directorate. Only those who have passed at least class 8 will be eligible for applying for self-employment offers under the scheme. Passing class 10 (high school) will be mandatory for projects exceeding INR 10 lakh. However, the academic qualification rider will not apply to those migrant workers who will not apply for bank loans.

Under the scheme, the academically qualified migrant workers would be able to set up their units worth up to INR 50 lakh. Of the total amount, 70% of the project cost can be availed from banks, while 25% will be borne by the state government in the form of a grant.

Through this scheme, the government will facilitate setting up of self-employment units for all the workers who are skilled. Someone could be a skilled electrician or a mechanic, or plumber, tailor, driver, among other things.

These projects will be financed through banks. Labourers and workers will have to submit a 5% contribution of their own. Such workers will also be a part of the scheme who decide to borrow money from their personal sources rather than from the banks. A margin money grant of 25% will be provided by the state government under this scheme. In this way, the project will be set up by providing loans from banks at 70% of the project cost. Interest will be payable only on the loan amount. Under the scheme, the beneficiaries could also purchase light commercial vehicles for goods transportation.

What next.....?

The COVID19 pandemic has a profound and deep impact in the lives and livelihood of the most vulnerable sections of the society. These include the marginalised, poor people of the country, especially the migrant population who had to bear the brunt of the unprecedented lockdowns, which triggered exodus of migrant population to the relative safety of their hometowns, districts of the respective states.

The COVID19 pandemic & labour

The home town migration for some has been a temporary measure to tide over the uncertain situation and return to their workplace when things normalise, for others it is imperative to find a livelihood solution either through self-employment of getting absorbed locally in the existing Industry. In some there is a strong desire to do something of their own at their home town. Many of these displaced are skilled people, even professionals.

Skilling, reskilling and upskilling are important aspects in terms of providing employment and enterprise opportunity to migrant labour. However, along with hard skills, soft skills including attitudinal changes needs to be incorporated in order to make the initiative successful.

Many state governments, followed the way and implemented various schemes, viz. Sewa Mitra Platform in UP, Rajasthan Labour Employment Exchange, Setting up of Kaushalkar.com by Karnataka, Integrated Skill Portal for Migrant Workers, Mukhyamantri Swarojgar Yojana in Uttarakhand, Mahaswayam web portal in Maharashtra, SAMPARKA portal in Assam and many more. Most of these initiatives were focused on either providing employment opportunities or social security. In order to address the issue of self employment (being job creator) which requires handholding and mentoring boosters, many organisation initiated multiple steps to create employment / livelihood opportunities in their (labourers) hometown.

SIDBI, through the GT Bharat LLP (placed as PMU agency in 11 states), conducted a rapid migrant labour profiling and suggested viable enterprise and livelihood options in various states. This was done through consultative means and study of existing measures prevailing in various states. The study documented various options for livelihood available for migrant labourers in their home town.

The value chain actors need to unleash a campaign mission on digitisation as a great democratiser of access to financial and non financial services. Several fintechs have made headways in easing access to aspirants. Digital platforms like mitra portals (standupmitra, udyamimitra, msme Saksham, PSB59). are offering digital delights. A platform which provides access to E Business services for existing enterprises can be trendsetter. Involvement of technical institutions as solution centres for adjoining clusters and or artisanal pockets can be game changers. It is also desirable to have lot of reforms and policy level inputs, including revolutionary – reforming public private partnership.

A national labour database (local and migrant), linked with Aadhaar and Jan Dhan accounts, can help capture and monitor various indicators like wage-trends, skillsets, education, experience etc. In this, a Specific identity no. can be given to each migrant labor. That detail shall be shared with all concerned dept. (SLDC, employment dept. labor dept., KVKs) all Industry associations, major manpower consultancies, skill development institutes, industrial & MSME departments of respective states and with all agencies involved in the livelihood creation. The same may enable them to map suitably as per their orientation, skill set for further employment or livelihood opportunities. Different programmes, schemes, institutions need to marry their mandate for nation good.

Cluster mapping and major cluster-based skill development approach in each district may also be explored for streamlined efforts to address the reverse migration issue. The major clusters present in each district or mandal/block, skill development programs can be taken up for the displaced population to enable them to start the enterprise or enhance their employability as skilled labour for the existing units. In bigger cluster - training and manpower skill development can be done as soft intervention for the migrant labours. OEMs can impart training to the labours of same interest and they can be utilized as their extended units with smaller setups.

Leveraging networks can propel the REVIVE & THRIVE journey, for sure.

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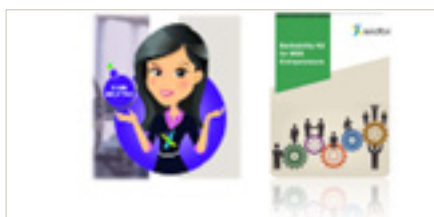
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