

## HOW TO DEVELOP AND ANALAYSE SKILL

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### ABSTRACT

A "Make in India" shouts could be heard inside Vigyan Bhawan in New Delhi on September 25, 2014, the day Narendra Damodardas Modi was elected as India's 15th prime minister. The "Make in India" initiative of Mr. Modi intends to make India a powerful industrial participant on the global stage. The capacity to conduct research to ascertain its acceptance, impact, and sustainability has been made possible by such a growth-oriented programme. The Make in India initiative may have an impact on a variety of difficulties, however few specialists have authored research papers on these topics due to its young beginning. To explore this work, a review of roughly twelve research publications was conducted. It was determined after examining a number of research that domestic and foreign enterprises might create jobs in India. In this article, the potential for skill development and the advantages of Make in India for employment were assessed. We must pay close attention to Indian workers if we want them to obtain the proper training to meet industrial norms. Only 10% of the workforce, according to the survey, receives formal training to help them develop the requisite abilities. Only 4.3 million of the 22 million workers are enrolled in the formal education required for the essential industrial training. It would be fascinating to watch if the "Make in India" initiative generates new employment or if there is a greater need for trained labour. But it became evident from reading several articles that India has a serious skills gap.

**Keywords:** Employability, Make in India, the skill gap, and skill development

### 1. INTRODUCTION

The MAKE IN INDIA initiative was the cornerstone of India's most recent plan to launch an economic revolution by presenting the nation as a hub for global manufacturing and inviting both domestic and international industrialists to invest in India, which will lead to the creation of employment and the general prosperity of the nation. The creation of jobs, lower-cost, higher-quality goods and services, economic growth, and industrial expansion are all supported by the manufacturing sector, which is the foundation of every economy. The creation of jobs and the improvement of skills across 25 different economic sectors are "Make in India's" main goals. The project's main objectives are to uphold high standards of quality and to minimise any adverse environmental consequences. It also places a lot of attention on improving the infrastructure, technology, and economics, all of which will promote the expansion of other businesses and sectors and improve the image of Indian industry abroad.

The MAKE IN INDIA campaign aims to improve living conditions, foster employment, and boost GDP per individual in the nation. If the manufacturing sector wants to create the highest-quality goods and compete on the global market, it must make significant investments in the newest technology, the design and construction of the required infrastructure, and the training of its personnel. If India wants to attract investors and become a centre for global manufacturing, its workers must obtain the requisite skills through skill development and upgrading in addition to gathering the necessary financial requirements. Agriculture only employs 51% of the workforce, yet it generates 17% of India's GDP. On the other hand, 22% of the workforce works in the industrial sector, which accounts for 26% of India's GDP. It has been shown that there is a sizable skill gap between the skilled labour force that is easily accessible and the skilled labour that businesses require. The manufacturing sector must develop at a rate that is sustainable and meets the government's aim of 10% in order for the "MAKE IN INDIA" initiative to be successful. In order to satisfy the industrial skill needs of the "MAKE IN INDIA" initiative, this article will examine the employability of the Indian labour force.

### 2. OBJECTIVES

1. To assess, via a review of the literature, how the "Make in India" movement has affected employment.
2. To determine if skill-development programs can decrease the skills gap in India's labor force and workforce through a literature review.

The analysis's goal would have been accomplished if subsequent skill-development initiatives had contributed to the success of "Make in India" in India

### 3. METHODOLOGY

The "MAKE IN INDIA" initiative won't work unless the manufacturing sector grows at a sustainable rate and fulfils the 10% target set by the government. In order to satisfy the requirements for industrial skills set forth by the "MAKE IN INDIA" project, the employability of the Indian labour force will be examined in this article.

### 4. LITERATURE REVIEW

The industrial production of the globe is now ranked tenth. Around 28% of the total GDP and 17% of all jobs in the labour force are contributed by manufacturing. The amount of cash a manufacturing firm is willing to invest and the kinds of personnel it aims to attract will determine the company's foundation. To strengthen the health of the manufacturing sector and make it a top option for both local and international investors and industrialists, it is imperative to develop both fund-based and non-fund-based financial services. Manufacturing businesses must spend a lot of money on R&D, infrastructure development, the purchase of raw materials, staff training, and surviving the global competition (Goyal, Kaur, & Singh, 2015).

If India is converted into a manufacturing powerhouse that draws both domestic and global investors, the country's labour population will have plenty of employment opportunities (Goyal, Kaur, & Singh, 2015).

Only 13% of India's GDP in 2013 was accounted for by manufacturing, according to data from the World Bank. The GDP only accounted for 28% of the industrial sector's output. India makes up just 1.8% of global manufacturing. These statistics clearly demonstrate how poorly performing India's industrial industry is (Goyal, Kaur, & Singh, 2015).

The industrial output of the globe is now rated seventh. Manufacturing contributes around 28% of GDP and employs approximately 17% of the labour force overall. The foundation of a manufacturing business will be determined by the quantity of cash it is willing to commit and the sorts of personnel it intends to recruit. To strengthen the health of the manufacturing sector and make it a top option for both local and international investors and industrialists, it is imperative to develop both fund-based and non-fund-based financial services.

#### CAN MAKE IN INDIA CREATE OPPORTUNITIES FOR WORK?

India's economy has grown significantly over the past ten years, but not enough jobs have been created to support the country's expanding labour force. A reduction in India's growing unemployment rate would be aided by the 100 million more manufacturing jobs that would be generated. Make in India is the name of this initiative. Only 14% of Indian workers hold jobs that are regarded as official. December 2015 (Green). With the help of programmes like "Smart City Development," "Skill India," "Digital India," "Start up India," "FDI Enhancement," and "National Investment & Manufacturing Zone," India will become a centre for international manufacturing. Employment will increase significantly as a result of the increasing industrial demand. (2015) Goel, Narang, Kaul Sharma.

#### In light of MAKE IN INDIA, how important is skilled labour in the manufacturing sector?

If India wants to stay up with the manufacturing revolution known as MAKE IN INDIA, its share of the global economy must rise to at least 25%. To attain this, India requires a labour force that is physically healthy, educated, and competent. India's projected literacy rate for the year 2011 was just 73%, which is much lower than that of nations like China, Mexico, Malaysia, and Brazil, where the proportion is above 90%. In India, just around one in four people are literate. 2015 (Deodhar) (Deodhar)

The Indian labour force is flexible and educated. If a business wants to flourish and grow over time, it must invest in developing its people resources. If an organisation wants to prosper in the extremely competitive global market, it must continually invest in enhancing the knowledge, skills, and competences of its employees (Goyal, Kaur, & Singh, 2015).

In order to increase the bar for competence in the country's manufacturing sector, a novel manufacturing strategy that placed a significant focus on skill development was put into practise in 2010. The DGE&T was really compelled to develop the Modular Employable Skills (MES) system, which aims to develop the skills of less educated unskilled employees in the unorganised sector. The relevant industry integrates the necessary skills into the school curricula (Okada, 2012). The Federation of Indian Chambers of Commerce and Industries (FCCI) and the Chamber of Indian Industries (CII), two private sector organisations that offer seminars and workshops, have greatly promoted institutional change and increased public awareness of skill development.

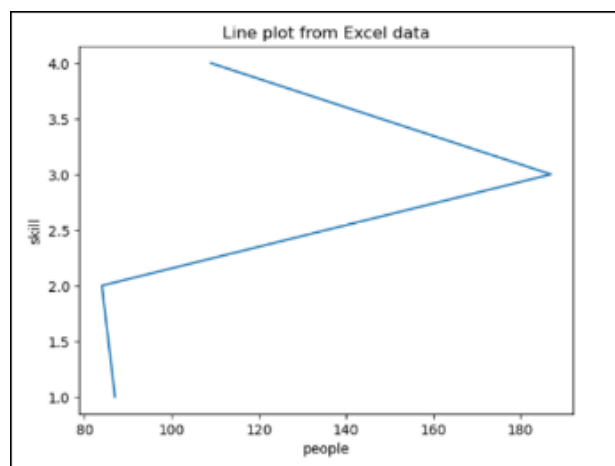
Primary education must be made mandatory in India. The manufacturing sector's labour force needs to have a higher skill level. The Armed Forces and the Railways may be utilised to leverage this process since they have thousands of qualified and experienced workers for the introduction, maintenance, and upgrading of all sorts of mechanical and electrical equipment. Having such skilled staff members might be very beneficial for ITIs and other technical and industrial training centres.

### Government of India initiatives for skill development:

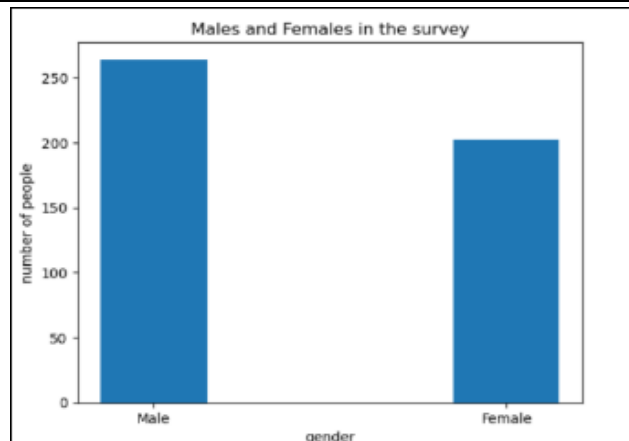
The proliferation of contemporary firms and the availability of brilliant, skilled labour have significantly aided India's economy's recent fast expansion. In view of the nation's rising economic success, it is crucial to emphasise the significance of the young of the nation acquiring and upgrading their knowledge and skills. India continues to have much lower skill levels than the rest of the world. According to Table 1, just 10% of Indian workers, or 2% officially and 8% formally, receive any type of skill training. Furthermore, 80% of new hires do not even have access to opportunities for training to upgrade their abilities, according to FICCI, Ernst & Young, September 2012. Due to the 12.8 million new workers that join the market each year, the Indian government is aware that there is a significant skills gap. It is likely that the majority of these new hires lack experience, which is to be anticipated (Okada, 2012).

### Code to plot graph:

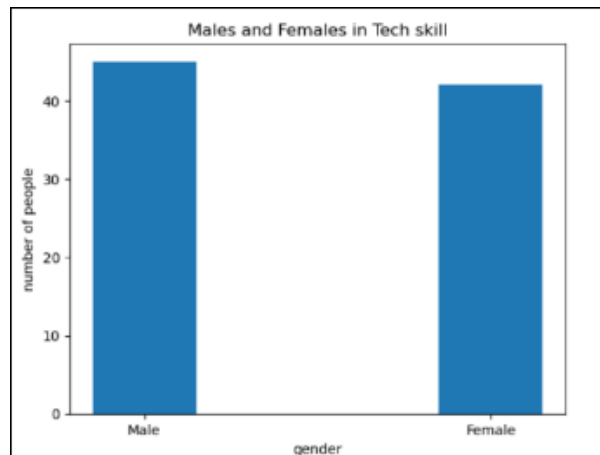
```
import pandas as pd
import matplotlib.pyplot as plt
# Read the Excel file into a pandas DataFrame
filepath = r'C:\Users\asus\Downloads\data.xlsx'
df = pd.read_excel(filepath)
# Extract the x and y values from the DataFrame
x = df['people']
y = df['skill']
# Create the plot
plt.plot(x, y)
# Add axis labels and a title
plt.xlabel('people')
plt.ylabel('skill')
plt.title('Line plot from Excel data')
# Show the plot
plt.show()
```



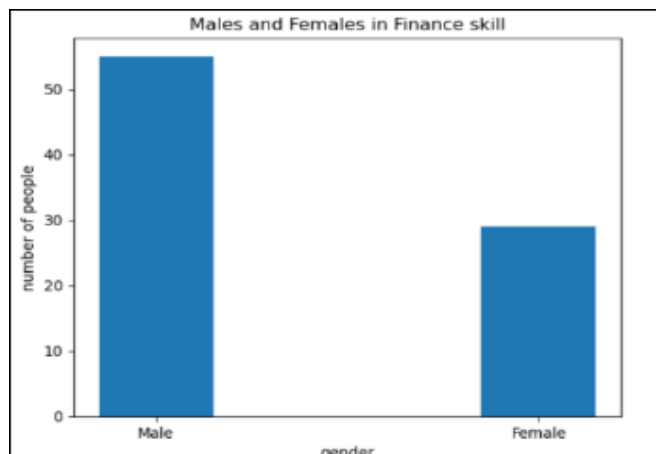
```
creation skill =4
literature skill =3
finance skill = 2
tech skill= 1
import matplotlib.pyplot as plt
x=["Male","Female"]
h=[264,202]
plt.bar(x,h,width=0.3)
plt.xlabel('gender')
plt.ylabel('number of people')
plt.title("Males and Females in the survey")
```



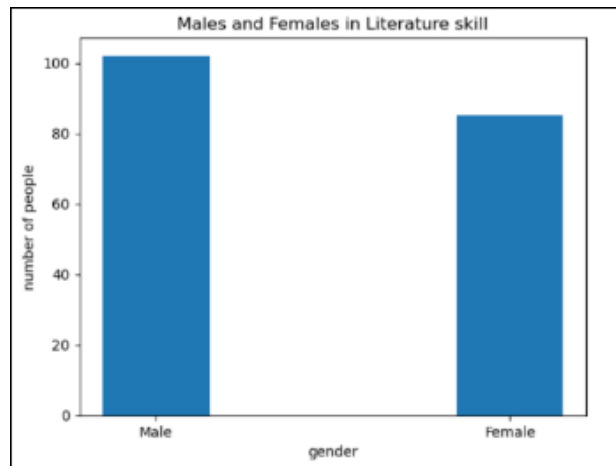
```
import matplotlib.pyplot as plt
x=["Male","Female"]
h=[45,42]
plt.bar(x,h,width=0.3)
plt.xlabel('gender')
plt.ylabel('number of people')
plt.title("Males and Females in Tech skill")
```



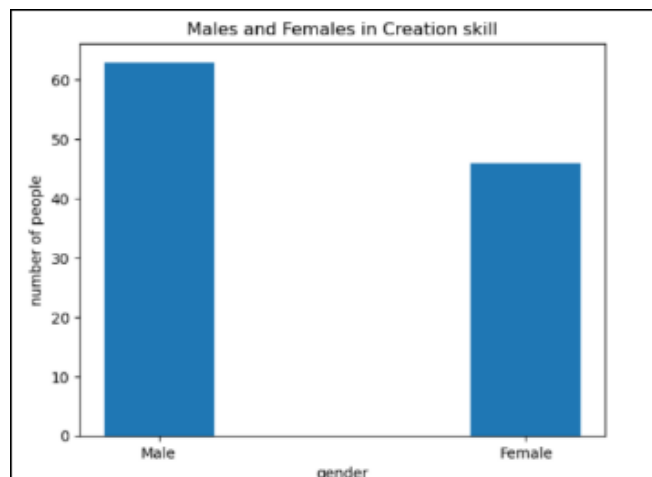
```
import matplotlib.pyplot as plt
x=["Male","Female"]
h=[55,29]
plt.bar(x,h,width=0.3)
plt.xlabel('gender')
plt.ylabel('number of people')
plt.title("Males and Females in Finance skill")
```



```
import matplotlib.pyplot as plt
x=["Male","Female"]
h=[102,85]
plt.bar(x,h,width=0.3)
plt.xlabel('gender')
plt.ylabel('number of people')
plt.title("Males and Females in Literature skill")
```



```
import matplotlib.pyplot as plt
x=["Male","Female"]
h=[63,46]
plt.bar(x,h,width=0.3)
plt.xlabel('gender')
plt.ylabel('number of people')
plt.title("Males and Females in Creation skill")
```



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