

Problems and Prospects of Skill Development of Rural Youth Through ‘Project UNNATI’ Under Mahatma Gandhi NREGS

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Abstract

Mahatma Gandhi NREGS is a flagship programme of the Ministry of Rural Development, which holistically addresses poverty by overcoming social inequalities and creating a base for sustainable & long-term development. Mahatma Gandhi NREGS is transforming rural India into a more productive, equitable and connected society. ‘Project UNNATI’ intends to upgrade the skill base of the Mahatma Gandhi NREGA workers, thereby improving their livelihoods, so that they can move from the current partial employment to full employment and thereby reduce their dependence on Mahatma Gandhi NREGS. The study's primary objective is to examine the challenges and opportunities for skill development under the ‘Project UNNATI’. The descriptive research design was adopted for the study. Probability and non-probability sampling methods were employed for selection of the study area and sample respondents. Quantitative and qualitative data were collected by using different data collection methods. Descriptive statistical methods were used for data analysis and the analysed results were presented along with interpretation in tables, bar charts and pie charts. The block-level SRLM and Mahatma Gandhi NREGS officials played a major role in identifying and selecting the trainees for the training. The study results indicated that only 9.6 percent have received their stipend. During the FGD it was gathered that the trainees were unhappy because of non-payment of stipend. The officials of the Skilling Agencies have suggested that, this issue of payment of stipend may be resolved on a top priority to enable the mobilisers in motivating the eligible households. It is observed that the respondents felt that the overall training quality ranged from good to very good. Given the challenges in mobilizing participants, strategies must be designed to address issues such as a shortage of eligible candidates, the absence of RSETIs in certain districts, and infrastructure-related issues like training and residential facilities. Appropriate strategies and approaches may be designed to create awareness and motivating the candidates. The infrastructure too may be improved.

Keywords; Skill Development, Rural Youth, Mahatma Gandhi NREGS, UNNATI, Livelihoods, Employment, Youth, Entrepreneurship

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I. Introduction

Mahatma Gandhi, the father of the nation, said that India's strength lies in its villages. Rural areas contribute significantly to a country's overall growth and economic development. Rural development may be broadly defined as the process of improving the quality of life and the economic well-being of people living in isolated and sparsely populated areas. Education, skill development, entrepreneurship, physical and social infrastructure are the main pillars on which rural development stands on. Skilling rural India provides a fundamental key to addressing unemployment in India and should be a top developmental priority for the nation – focusing on skills relevant to rural economy in both the farming and non-farming sectors and targeting youth, farmers and women all of whom have the potential to create prosperous livelihoods.

Even though we have a bounty of resources at our disposal, the lack of knowledge regarding how to make use of it, determines its relevance, hence, converting the resources into liability. This is where skill development comes into the picture. If people had the required skills to convert the raw materials into finished products, we would not have to depend on others for processing a product. Hence, skill development is the foundation for industrial growth in our country that augments creating a robust industrial economy, which increases our GDP without having to overly lean on agrarian and service-based economies.

The Government of India, on its part has initiated 2 programs, Skill India and Make in India to create a framework for skill development and entrepreneurship activities in the country. Skill India's primary objective is to ensure a well-established infrastructure for skill development and focus on professional skills and

employment-oriented training in order to create skilled labour workforce. Young Indians must be prepared not just for domestic markets but also for the international labour markets which are in line with the PM's vision of 'Make in India', the skill capital of the world. 'Make in India' is another major initiative to encourage manufacturing activities in India, especially the rural areas which has a tremendous potential to be an intriguing feature in manufacturing export activities of the country (e.g. handicrafts, handlooms, textiles, herbal products etc.). The Government has relaxed the FDI norms to encourage domestic and foreign companies to manufacture in India and contribute to the rise in GDP.

India is a country of villages. Majority of the population resides in villages. It is very essential to engage the rural youth in a productive way with their aspirations by providing them plausible opportunities for growth and wellbeing. But in the globalized world, industries demand for more skilled workers. In addition to this technological change, particularly the development of ICT is occurring at extraordinary speed, requiring workers to have more and more multifaceted cognitive skills than ever. Hence, it is important to meet the challenges and prepare India's rural youth with proper education and skills they require to face the challenging world. There are many programmes formulated by the Government for their development but it is important to note that all of these programmes will be successful only if they are implemented properly.

Proper identification of skill challenges faced by people in rural areas, finding out what works better in promoting and sustaining skill development in rural areas, enumerating the measures taken to boost employment in rural areas in both agricultural and non-agricultural sectors and discovering the skills which are foreseen to be in high demand in the coming years are some of the strategies which needs to be taken for integrated rural development. Skill development activities need to be done in a cost-efficient way in order to have a sustainable development over a long term. It must be directed towards mainly improving the gender equality and social inclusion in rural areas.

Need for the study

Skills and knowledge are the driving forces of economic growth and social development for any country. Countries with higher and better levels of skills adjust more effectively to the challenges and opportunities of world of work. The accelerated economic growth has increased the demand for skilled manpower that has highlighted the shortage of skilled manpower in the country. There are several challenges that are faced by the government in imparting quality skill training to the youth of the country. In order to provide adequate training to the youth and develop necessary skills, the GoI took steps to improve the skill training scenario in the country. In 2009, the government formulated the 'National Skill Development Policy (NSDP)' that laid the framework for skill development, ensuring that individuals get improved access to skills and knowledge. Among several key features the said NSDP has, 'Training for self-employment/entrepreneurial development' is one that needs to be given urgent and adequate focus to prepare skilled youth to take up self-employment and establish business enterprises. The authors argued that to revitalize Indian agriculture, it was imperative to inject profitability through improved livelihood options and foster entrepreneurship. This not only rekindled farmers' interest but also attracted the younger generation. Various initiatives were in place to achieve this, and the Government of India actively explored new measures to meet the financial needs of farmers and rural youth in agriculture. Promoting entrepreneurship within agriculture was the central strategy, with the paper suggesting institutional, educational, and policy interventions to overcome barriers (Hegde, M. R., Venkattakumar, R. (2016).

The authors highlighted the importance of training youth, particularly women, from North Eastern states in industry-relevant skills to enhance their livelihood prospects and integration into new sectors. The emphasis on fostering entrepreneurial ventures and leveraging the region's work ethic and sincerity is well-placed. Success stories of resilient entrepreneurs emerged, and this trend grew with increased education, training, state support, market access, and improved infrastructure. Motivating youth through free training, bank loan support, and market linkages stimulated the rural economy in the North East (Rajendran, V., Paul, D. (2020).

Though many skill development programmes like DDU-GKY, PMKVY, etc have been launched by the Government of India, still they did not make any significant impact, on the demand for Mahatma Gandhi NREGS from the rural youth especially in the age group of 18-45 years. In this context, in December 2019, the Ministry of Rural Development, GOI has launched 'Project UNNATI' to enhance the skill-set of the Mahatma Gandhi NREGS beneficiaries, by providing skill training through DDU-GKY, RSETI and KVK on various trades. 'Project UNNATI' is designed to be implemented in a convergence mode.

Project 'UNNATI' is supposed to upgrade the skill-base of the Mahatma Gandhi NREGA workers, thereby improving their livelihoods, reducing their dependence on Mahatma Gandhi NREGS. Under this project, skill training is provided to any one adult member in the age group 18-45 years of a household who has completed 100 days of work under Mahatma Gandhi NREGS during the previous financial year. A total of 2,00,000 beneficiaries were to be trained in 26 states and 2 UTs by 2021-22. However, due to the Covid-19 Global pandemic, and other various reasons the target could not be achieved. However, it is observed that the

three departments of DDU-GKY, RSETI and KVKs have failed to achieve the targets due to multitude issues and challenges. Therefore, this study was proposed to identify the problems and prospects in the implementation of 'Project UNNATI'.

Objective

1. To examine the challenges and opportunities in the implementation of the 'Project UNNATI'
2. To study the role of 'Project UNNATI' in creating employment for rural youth
3. To make suggestions and recommendations for the successful and better implementation of the 'Project UNNATI'

II. Methodology

The study was conducted in 10 states in India. Multistage random sampling techniques were used to select the study area as well as sample respondents. In the first stage 10 states were selected purposively based on the availability of highest number of trained candidates under 'Project UNNATI'. Similarly in the second stage, the districts were selected purposively based on the availability of highest number of trainees in the district. In the third stage 30 per cent of the trainees were selected by using simple random sampling. Thus, a total of 3,935 trainees from the 10 states were interviewed for the purpose of the study.

Details of the trainees have been collected from the state nodal officers of DDU-GKY, SRLM, RSETI and KVKs. and to overcome the administrative difficulties, the trainees were contacted over telephone to collect primary data. Primary data were collected on interaction with the trained candidates. The primary data were collected by using interview method through a structured schedule; however, in some of the locations to overcome the terrain difficulties telephonic interview method was employed. Both primary and secondary data were collected. The collected data has been analysed by using descriptive statistics and presented in the form of tables and bar charts and pie charts.

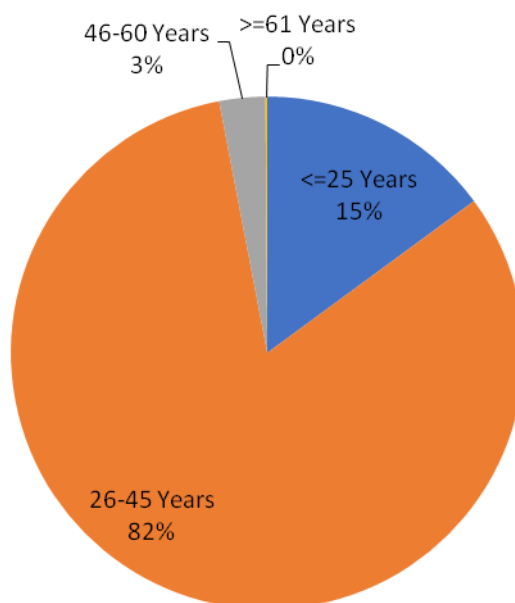
Table-1: State and Skillling Agency wise Sample Respondents

| State | SKILL TYPE | | | | | | Total |
|----------------|------------|-----|-------|---------|-----|------|-------|
| | DDUGKY | KVK | RSETI | RUDSETI | NAC | EGMM | |
| Assam | | 30 | 10 | | | | 40 |
| Karnataka | | 20 | 434 | | | | 454 |
| Madhya Pradesh | | 38 | 436 | 53 | | | 527 |
| Maharashtra | | | 635 | | | | 635 |
| Meghalaya | | | 81 | | | | 81 |
| Odisha | 72 | | 139 | | | | 211 |
| Rajasthan | 115 | | 957 | 244 | | | 1316 |
| Telangana | | 74 | 95 | | 45 | 67 | 281 |
| Uttarakhand | | | 108 | | | | 108 |
| West Bengal | | 132 | 108 | 42 | | | 282 |
| Total | 187 | 294 | 3003 | 339 | 45 | 67 | 3935 |

III. Results and discussions

From the figure, it could be inferred that majority of the sample respondents (82%) belong to the age group of 26-45 years, followed by those with less than 25 years (15%), followed by those in the age group of 46-60 years (3%). It is found that more than 80 percent of the respondents are in the productive age group and that they could benefit from the skill trainings. It is observed that in Telangana, those that were trained by EGMM and NAC, could secure wage employment in the construction field. This can be attributed to the fact that the younger lot are more adventurous and characterized by dynamism and determination to acquire new skills and explore greener pastures that help them in getting higher wages.

Figure-1: Distribution of respondents by Age Group



Source: Primary data

Table 2: Distribution of sample respondents by Gender

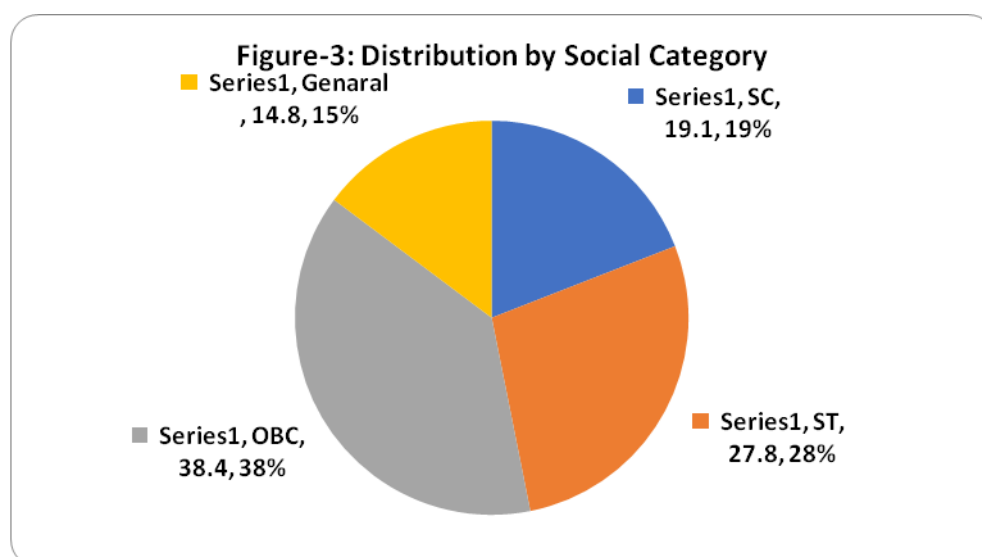
| State | Male | Female | Total |
|----------------|-------|--------|--------|
| Assam | 15 | 25 | 40 |
| | 37.5% | 62.5% | 100.0% |
| Karnataka | 128 | 326 | 454 |
| | 28.2% | 71.8% | 100.0% |
| Madhya Pradesh | 309 | 218 | 527 |
| | 58.6% | 41.4% | 100.0% |
| Maharashtra | 294 | 341 | 635 |
| | 46.3% | 53.7% | 100.0% |
| Meghalaya | 3 | 78 | 81 |
| | 3.7% | 96.3% | 100.0% |
| Odisha | 78 | 133 | 211 |
| | 37.0% | 63.0% | 100.0% |
| Rajasthan | 244 | 1072 | 1316 |
| | 18.5% | 81.5% | 100.0% |
| Telangana | 167 | 114 | 281 |
| | 59.4% | 40.6% | 100.0% |
| Uttarakhand | 7 | 101 | 108 |
| | 6.5% | 93.5% | 100.0% |
| West Bengal | 2 | 280 | 282 |
| | 0.7% | 99.3% | 100.0% |
| Total | 1247 | 2688 | 3935 |
| | 31.7% | 68.3% | 100.0% |

Source: Primary data

The above table indicates that 68.3 percent of the total sample respondents are women and 31.7 percent are men. The study results indicated that women participation is higher than men. It was observed during the focus group discussion that the women are very much interested to undertake Unnati trainings on trades like dairy farming, women tailoring, vegetable cultivation *etc.* Among the sample states, participation of the men in trainings is higher than the women in Telangana and Madhya Pradesh.

Figure 3 presents social category of the sample respondents. The study results indicate that a majority of the sample respondents (38.4 percent) belong to OBC category followed by ST 27.8 percent, SC 19.1 percent and 14.8 percent to general category. It is observed that ST category respondents are more in Madhya Pradesh and Odisha 49.1 percent and 48.8 percent respectively. During the focus group discussions, it was understood that ST households are participating in Mahatma Gandhi NREGS works and that most of them had completed 100 days during the previous financial year thereby becoming eligible to get trained under 'Project UNNATI'.

The proportion of respondents belonging to the SC category was more in Telangana (32.4%), followed by Rajasthan (23.9%), Uttarakhand (19.4%) and Maharashtra (17.2%).



Source: Primary data

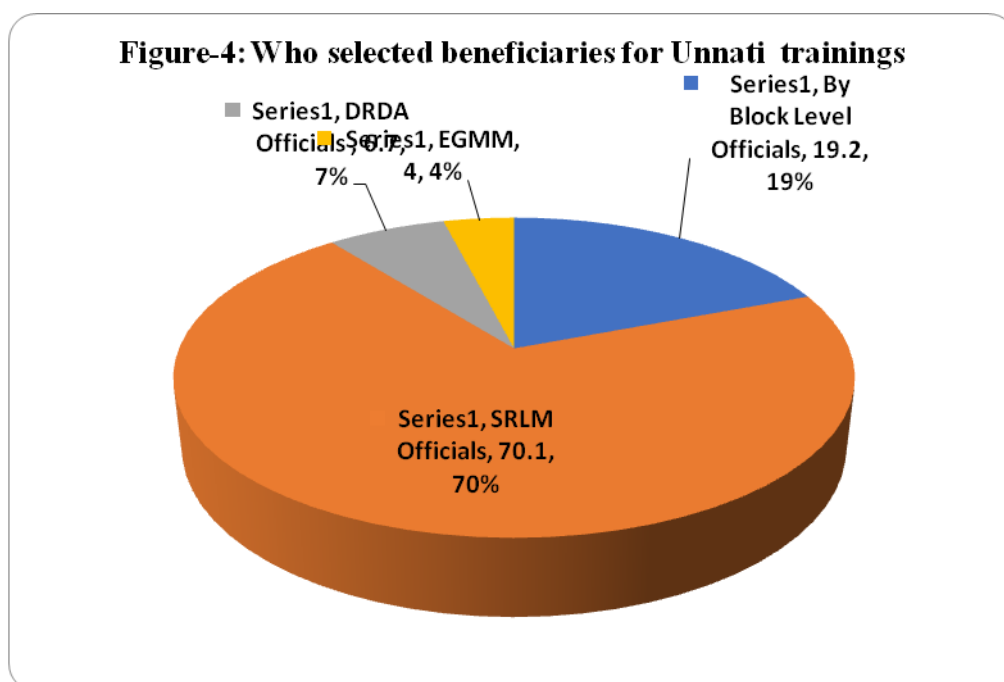
Table 3: Distribution of sample respondents by Education

| States | Illiterate | Primary | Secondary | Higher Secondary | Graduation | Post-Graduation | Vocational | Total |
|----------------|--------------|---------------|---------------|------------------|-------------|-----------------|------------|----------------|
| Assam | 5 12.5% | 8 20.0% | 19 47.5% | 4 10.0% | 4 10.0% | | | 40 100.0% |
| Karnataka | 47 10.4% | 184 40.5% | 147 32.4% | 61 13.4% | 14 3.1% | 1 0.2% | | 454 100.0% |
| Madhya Pradesh | 36 6.8% | 137 26.0% | 219 41.6% | 74 14.0% | 39 7.4% | 16 3.0% | 6 1.1% | 527 100.0% |
| Maharashtra | 16 2.5% | 102 16.1% | 288 45.4% | 191 30.1% | 31 4.9% | 6 0.9% | 1 0.2% | 635 100.0% |
| Meghalaya | 2 2.5% | 16 19.8% | 46 56.8% | 16 19.8% | | | 1 1.2% | 81 100.0% |
| Odisha | 24 11.4% | 113 53.6% | 56 26.5% | 17 8.1% | 1 0.5% | | | 211 100.0% |
| Rajasthan | 383 29.1% | 566 43.0% | 193 14.7% | 127 9.7% | 40 3.0% | 7 0.5% | | 1316 100.0% |
| Telangana | 14 5.0% | 40 14.2% | 68 24.2% | 85 30.2% | 68 24.2% | 6 2.1% | | 281 100.0% |
| Uttarakhand | 16 14.8% | 16 14.8% | 37 34.3% | 27 25.0% | 11 10.2% | 1 0.9% | | 108 100.0% |
| West Bengal | 25 8.9% | 192 68.1% | 44 15.6% | 10 3.5% | 11 3.9% | | | 282 100.0% |
| Total | 568 14.4% | 1374 34.9% | 1117 28.4% | 612 15.6% | 219 5.6% | 37 0.9% | 8 0.2% | 3935 100.0% |

Source: Primary data

The above table depicts that 14.4 percent of the respondents were illiterate, while 35 percent of them had primary education followed by 28.4 percent having secondary education, 15.6 percent higher secondary education, 5.6 percent cleared graduation and a very few of them acquired post-graduation qualification. The study result shows that the illiterate and those who had primary education together accounted for almost 50 percent of the respondents. It is most likely that the Skill trainings could help them to enhance their income level by undertaking different skill-oriented livelihood activities. Furthermore, during the FGDs it was noticed that this segment of the trainees was very keen to undergo the UNNATI trainings. Skilling agencies felt that the lower the level of education of the participant lower would be their level of understanding and that education plays a significant role in skill development trainings. If respondents have basic education their capacity to understand and comprehend things would be very high which may help in optimal utilisation of the skills and knowledge to undertake proper income generating activities.

SRLMs played a major role in the identification and selection of the trainees for the trainings. It is evident from the figure 4, that nearly 70% of the sample respondents were selected by the SRLM officials while 19.2 percent by Block Development Officers, 6.7 percent by DRDA officials, and 4 percent by EGMM.



Source: Primary data

Table 4: Recording of Attendance

| State | Skilling Agency | Yes | No | Total |
|----------------|-----------------|--------|--------|--------|
| Assam | KVK | | 30 | 30 |
| | | | 100.0% | 100.0% |
| | RSETI | 10 | | 10 |
| | | 100.0% | | 100.0% |
| Karnataka | KVK | 10 | 30 | 40 |
| | | 25.0% | 75.0% | 100.0% |
| | RSETI | 149 | 285 | 434 |
| | | 34.3% | 65.7% | 100.0% |
| Madhya Pradesh | KVK | 2 | 36 | 38 |
| | | 5.3% | 94.7% | 100.0% |
| | RSETI | 239 | 197 | 436 |
| | | 54.8% | 45.2% | 100.0% |
| Maharashtra | RSETI | 26 | 27 | 53 |
| | | 49.1% | 50.9% | 100.0% |
| | Total | 267 | 260 | 527 |
| | | 50.7% | 49.3% | 100.0% |
| Meghalaya | RSETI | 278 | 357 | 635 |
| | | 43.8% | 56.2% | 100.0% |
| | Total | 278 | 357 | 635 |
| | | 43.8% | 56.2% | 100.0% |
| Odisha | RSETI | 16 | 65 | 81 |
| | | 19.8% | 80.2% | 100.0% |
| | Total | 16 | 65 | 81 |
| | | 19.8% | 80.2% | 100.0% |
| Rajasthan | DDUGKY | 71 | | 72 |
| | | 98.6% | | 100.0% |
| | RSETI | 79 | 60 | 139 |
| | | 56.8% | 43.2% | 100.0% |
| | Total | 150 | 60 | 211 |
| | | 71.1% | 28.4% | 100.0% |
| | DDUGKY | 97 | 18 | 115 |
| | | | | |

| State | Skilling Agency | Yes | No | Total |
|-------------|-----------------|-------|--------|--------|
| | | 84.3% | 15.7% | 100.0% |
| | RSETI | 374 | 583 | 957 |
| | | 39.1% | 60.9% | 100.0% |
| | RUDSETI | 16 | 228 | 244 |
| | | 6.6% | 93.4% | 100.0% |
| | Total | 487 | 829 | 1316 |
| | | 37.0% | 63.0% | 100.0% |
| Telangana | KVK | | 74 | 74 |
| | | | 100.0% | 100.0% |
| | RSETI | 89 | 6 | 95 |
| | | 93.7% | 6.3% | 100.0% |
| | NAC | 41 | 4 | 45 |
| | | 91.1% | 8.9% | 100.0% |
| | EGMM | 43 | 24 | 67 |
| Uttarakhand | | 64.2% | 35.8% | 100.0% |
| | Total | 173 | 108 | 281 |
| | | 61.6% | 38.4% | 100.0% |
| | RSETI | 58 | 50 | 108 |
| | | 53.7% | 46.3% | 100.0% |
| West Bengal | Total | 58 | 50 | 108 |
| | | 53.7% | 46.3% | 100.0% |
| | KVK | | 132 | 132 |
| | | | 100.0% | 100.0% |
| | RSETI | 78 | 30 | 108 |
| Total | | 72.2% | 27.8% | 100.0% |
| | RUDSETI | | 42 | 42 |
| | | | 100.0% | 100.0% |
| | Total | 78 | 204 | 282 |
| | | 27.7% | 72.3% | 100.0% |
| Total | DDUGKY | 168 | 18 | 187 |
| | | 89.8% | 9.6% | 100.0% |
| | KVK | 2 | 292 | 294 |
| | | 0.7% | 99.3% | 100.0% |
| | RSETI | 1370 | 1633 | 3003 |
| | | 45.6% | 54.4% | 100.0% |
| | RUDSETI | 42 | 297 | 339 |
| | | 12.4% | 87.6% | 100.0% |
| | NAC | 41 | 4 | 45 |
| | | 91.1% | 8.9% | 100.0% |
| | EGMM | 43 | 24 | 67 |
| | | 64.2% | 35.8% | 100.0% |
| | Total | 1666 | 2269 | 3935 |
| | | 42.3% | 57.7% | 100.0% |

Source: Primary data

Biometric recording of the attendance of the trainees is mandatory as per 'Project UNNATI' guidelines. Every fortnight, the skilling agencies upload the attendance in Kaushal Panjee App to facilitate stipend payment to the trainees. The above table presented awareness of sample respondents on recording of attendance bio-metrically. The study results indicate that the attendance of 42.4 percent of the sample respondents was captured biometrically while 57.4 percent of the sample respondents' attendance was recorded manually.

Table 5: Stipend paid for trainees

| State | Skilling Agency | Yes | No | Total |
|----------------|-----------------|-------|--------|--------|
| Assam | KVK | | 30 | 30 |
| | | | 100.0% | 100.0% |
| | RSETI | 9 | 1 | 10 |
| | | 90.0% | 10.0% | 100.0% |
| Karnataka | Total | 9 | 31 | 40 |
| | | 22.5% | 77.5% | 100.0% |
| | KVK | | 20 | 20 |
| | | | 100.0% | 100.0% |
| Madhya Pradesh | RSETI | 149 | 285 | 434 |
| | | 34.3% | 65.7% | 100.0% |
| | Total | 149 | 305 | 454 |
| | | 32.8% | 67.2% | 100.0% |
| Total | KVK | | 38 | 38 |
| | | | 100.0% | 100.0% |

| State | Skilling Agency | Yes | No | Total |
|-------------|-----------------|-------|--------|--------|
| | RSETI | 40 | 396 | 436 |
| | | 9.2% | 90.8% | 100.0% |
| | RUDSETI | 6 | 47 | 53 |
| | | 11.3% | 88.7% | 100.0% |
| | Total | 46 | 481 | 527 |
| Maharashtra | RSETI | 46 | 589 | 635 |
| | | 7.2% | 92.8% | 100.0% |
| | Total | 46 | 589 | 635 |
| | | 7.2% | 92.8% | 100.0% |
| | | | | |
| Meghalaya | RSETI | 19 | 62 | 81 |
| | | 23.5% | 76.5% | 100.0% |
| | Total | 19 | 62 | 81 |
| | | 23.5% | 76.5% | 100.0% |
| | | | | |
| Odisha | DDUGKY | | 71 | 71 |
| | | | 100.0% | 100.0% |
| | RSETI | 17 | 122 | 139 |
| | | 12.2% | 87.8% | 100.0% |
| | Total | 17 | 193 | 210 |
| Rajasthan | DDUGKY | | 115 | 115 |
| | | | 100.0% | 100.0% |
| | RSETI | | 957 | 957 |
| | | | 100.0% | 100.0% |
| | RUDSETI | | 244 | 244 |
| Telangana | KVK | | 74 | 74 |
| | | | 100.0% | 100.0% |
| | RSETI | 39 | 56 | 95 |
| | | 41.1% | 58.9% | 100.0% |
| | NAC | | 45 | 45 |
| Uttarakhand | EGMM | 24 | 43 | 67 |
| | | 35.8% | 64.2% | 100.0% |
| | Total | 63 | 218 | 281 |
| | | 22.4% | 77.6% | 100.0% |
| | | | | |
| West Bengal | RSETI | | 108 | 108 |
| | | | 100.0% | 100.0% |
| | Total | | 108 | 108 |
| | | | 100.0% | 100.0% |
| | | | | |
| Total | KVK | | 132 | 132 |
| | | | 100.0% | 100.0% |
| | RSETI | 30 | 78 | 108 |
| | | 27.8% | 72.2% | 100.0% |
| | RUDSETI | 0 | 42 | 42 |
| | Total | 30 | 252 | 282 |
| | | 10.6% | 89.4% | 100.0% |
| | | | | |
| | DDUGKY | | 186 | 186 |
| | | | 100.0% | 100.0% |
| | KVK | | 294 | 294 |
| | | | 100.0% | 100.0% |
| | RSETI | 349 | 2654 | 3003 |
| | | 11.6% | 88.4% | 100.0% |
| | RUDSETI | 6 | 333 | 339 |
| | NAC | | 45 | 45 |
| | | | 100.0% | 100.0% |
| | EGMM | 24 | 43 | 67 |
| | | 35.8% | 64.2% | 100.0% |
| | Total | 379 | 3555 | 3934 |
| | | 9.6% | 90.4% | 100.0% |

Source: Primary data

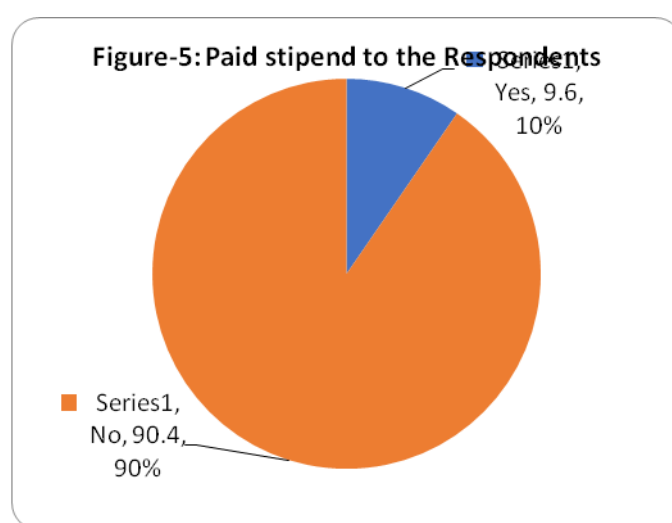
As per 'Project UNNATI' guidelines all candidates who have attended the trainings are entitled for stipend. However, from Table 4, it is very clearly evident that only 9.6 percent have received their stipend while a vast majority (90.4 percent) did not receive stipend.

Karnataka recorded a higher percentage (32.8%) of stipend disbursement to the trainees, while none of the respondents in Rajasthan and Uttarakhand received any stipend. The main reasons that were indicated for non-payment of stipend in Rajasthan are: technical problems in the software, and inability of the officials to get the issues resolved, *etc.*,

During the interaction with state and district officials, it was observed that the most common reason for non-payment of stipend is the mismatch of account numbers and Aadhar card numbers, non-registration and uploading of the attendance on the koushal panjee app, not being linked to the MGNREGS software, *etc.*

It was found that most of the respondents are aggrieved for non-payment of stipend even after more than one year of undergoing training. This had a negative impact on the participation of the eligible households to attend the trainings. During the FGDs the trainees as well as the officials of the Skilling agencies felt that this is the biggest hurdle in motivating the households.

The officials of the Skilling Agencies have suggested that, this issue of payment of stipend may be resolved on a top priority so as to enable the mobilisers in motivating the eligible households.



Source: Primary data

Table 6: Average score on different training components
(5 – Excellent; 4 Very Good; 3-Good; 2-Satisfactory; 1-Poor)

| State | Skilling Agency | | Overall Quality | Study Material | Faculty skills/Abilities | Learning Load | Practical Demo Sessions | Exposure visit | Others |
|----------------|-----------------|------|-----------------|----------------|--------------------------|---------------|-------------------------|----------------|--------|
| Assam | KVK | Mean | 4.00 | 5.00 | 3.83 | 4.56 | 1.46 | 1.13 | |
| | | N | 30 | 1 | 30 | 25 | 26 | 15 | |
| | RSETI | Mean | 4.30 | 3.90 | 4.80 | 5.00 | 4.20 | 3.10 | |
| | | N | 10 | 10 | 10 | 10 | 10 | 10 | |
| | Total | Mean | 4.08 | 4.00 | 4.08 | 4.69 | 2.22 | 1.92 | |
| | | N | 40 | 11 | 40 | 35 | 36 | 25 | |
| Karnataka | KVK | Mean | 4.35 | 3.60 | 3.95 | 3.65 | 4.05 | 3.65 | 2.00 |
| | | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| | RSETI | Mean | 4.11 | 3.40 | 3.97 | 3.48 | 3.45 | 3.20 | 2.00 |
| | | N | 434 | 434 | 433 | 434 | 426 | 423 | 329 |
| | Total | Mean | 4.12 | 3.41 | 3.97 | 3.49 | 3.47 | 3.22 | 2.00 |
| | | N | 454 | 454 | 453 | 454 | 446 | 443 | 349 |
| Madhya Pradesh | KVK | Mean | 3.00 | 2.42 | 3.05 | 3.03 | 2.97 | | |
| | | N | 38 | 38 | 38 | 38 | 38 | | |
| | RSETI | Mean | 2.96 | 2.62 | 2.97 | 2.94 | 2.99 | 3.53 | |
| | | N | 436 | 429 | 436 | 436 | 436 | 60 | |
| | RUDSETI | Mean | 3.04 | 2.60 | 2.47 | 2.72 | 2.87 | 2.80 | |
| | | N | 53 | 53 | 53 | 53 | 53 | 5 | |
| | Total | Mean | 2.97 | 2.60 | 2.92 | 2.92 | 2.98 | 3.48 | |
| | | N | 527 | 520 | 527 | 527 | 527 | 65 | |
| Maharashtra | RSETI | Mean | 3.56 | 3.33 | 3.34 | 3.24 | 3.28 | 3.49 | |
| | | N | 635 | 635 | 635 | 635 | 619 | 238 | |
| | Total | Mean | 3.56 | 3.33 | 3.34 | 3.24 | 3.28 | 3.49 | |

Problems and Prospects of Skill Development Of Rural Youth Through 'Project UNNATI' ..

| State | Skillng Agency | | Overall Quality | Study Material | Faculty skills/Abilities | Learning Load | Practical Demo Sessions | Exposure visit | Others |
|-------------|----------------|------|-----------------|----------------|--------------------------|---------------|-------------------------|----------------|--------|
| | | N | 635 | 635 | 635 | 635 | 619 | 238 | |
| Meghalaya | RSETI | Mean | 3.86 | 3.62 | 4.14 | 3.49 | 3.77 | 4.10 | 4.00 |
| | | N | 81 | 60 | 78 | 80 | 79 | 78 | 2 |
| | Total | Mean | 3.86 | 3.62 | 4.14 | 3.49 | 3.77 | 4.10 | 4.00 |
| | | N | 81 | 60 | 78 | 80 | 79 | 78 | 2 |
| Odisha | DDUGKY | Mean | 4.76 | 3.92 | 4.11 | 3.83 | 3.52 | 3.52 | |
| | | N | 71 | 71 | 71 | 71 | 71 | 71 | |
| | RSETI | Mean | 4.47 | 3.68 | 4.26 | 3.58 | 3.50 | 3.16 | |
| | | N | 139 | 118 | 139 | 139 | 139 | 56 | |
| | Total | Mean | 4.57 | 3.77 | 4.21 | 3.66 | 3.50 | 3.36 | |
| | | N | 210 | 189 | 210 | 210 | 210 | 127 | |
| Rajasthan | DDUGKY | Mean | 1.50 | 1.56 | 1.55 | 1.71 | 1.59 | 1.61 | 1.51 |
| | | N | 115 | 115 | 115 | 115 | 114 | 114 | 114 |
| | RSETI | Mean | 4.00 | 3.77 | 3.67 | 3.50 | 3.66 | 3.73 | 4.30 |
| | | N | 951 | 947 | 934 | 907 | 835 | 604 | 660 |
| | RUDSETI | Mean | 2.96 | 2.33 | 2.46 | 2.94 | 2.34 | 2.22 | 3.67 |
| | | N | 243 | 233 | 241 | 233 | 218 | 234 | 243 |
| | Total | Mean | 3.59 | 3.32 | 3.25 | 3.23 | 3.21 | 3.10 | 3.84 |
| | | N | 1309 | 1295 | 1290 | 1255 | 1167 | 952 | 1017 |
| Telangana | KVK | Mean | 3.72 | 3.13 | 4.05 | 3.27 | 3.34 | 3.32 | |
| | | N | 74 | 32 | 74 | 74 | 74 | 71 | |
| | RSETI | Mean | 4.06 | 3.66 | 4.16 | 3.43 | 4.21 | 3.47 | |
| | | N | 95 | 93 | 95 | 95 | 95 | 89 | |
| | NAC | Mean | 4.29 | 3.67 | 4.29 | 3.73 | 4.50 | 4.07 | |
| | | N | 45 | 45 | 45 | 44 | 44 | 44 | |
| | EGMM | Mean | 4.39 | 3.52 | 4.39 | 3.58 | 3.48 | 3.27 | |
| | | N | 67 | 58 | 67 | 67 | 67 | 67 | |
| | Total | Mean | 4.09 | 3.55 | 4.21 | 3.47 | 3.85 | 3.48 | |
| | | N | 281 | 228 | 281 | 280 | 280 | 271 | |
| Uttarakhand | RSETI | Mean | 3.84 | 3.37 | 3.56 | 3.22 | 3.50 | 3.53 | |
| | | N | 108 | 107 | 108 | 108 | 84 | 58 | |
| | Total | Mean | 3.84 | 3.37 | 3.56 | 3.22 | 3.50 | 3.53 | |
| | | N | 108 | 107 | 108 | 108 | 84 | 58 | |
| West Bengal | KVK | Mean | 3.91 | 3.51 | 3.20 | 3.03 | 3.30 | | |
| | | N | 132 | 132 | 132 | 132 | 132 | | |
| | RSETI | Mean | 4.27 | 4.19 | 3.94 | 3.70 | 3.84 | 4.00 | |
| | | N | 108 | 108 | 108 | 108 | 108 | 12 | |
| | RUDSETI | Mean | 4.62 | 4.48 | 4.40 | 4.26 | 4.21 | 4.60 | |
| | | N | 42 | 42 | 42 | 42 | 42 | 42 | |
| | Total | Mean | 4.15 | 3.91 | 3.67 | 3.47 | 3.64 | 4.46 | |
| | | N | 282 | 282 | 282 | 282 | 282 | 54 | |
| Total | DDUGKY | Mean | 2.74 | 2.46 | 2.53 | 2.52 | 2.33 | 2.34 | 1.51 |
| | | N | 186 | 186 | 186 | 186 | 185 | 185 | 114 |
| | KVK | Mean | 3.78 | 3.28 | 3.51 | 3.27 | 3.15 | 3.08 | 2.00 |
| | | N | 294 | 223 | 294 | 289 | 290 | 106 | 20 |
| | RSETI | Mean | 3.80 | 3.45 | 3.61 | 3.36 | 3.46 | 3.52 | 3.54 |
| | | N | 2997 | 2941 | 2976 | 2952 | 2831 | 1628 | 991 |
| | RUDSETI | Mean | 3.18 | 2.65 | 2.70 | 3.07 | 2.68 | 2.59 | 3.67 |
| | | N | 338 | 328 | 336 | 328 | 313 | 281 | 243 |
| | NAC | Mean | 4.29 | 3.67 | 4.29 | 3.73 | 4.50 | 4.07 | |
| | | N | 45 | 45 | 45 | 44 | 44 | 44 | |
| | EGMM | Mean | 4.39 | 3.52 | 4.39 | 3.58 | 3.48 | 3.27 | |
| | | N | 67 | 58 | 67 | 67 | 67 | 67 | |
| | Total | Mean | 3.71 | 3.32 | 3.49 | 3.30 | 3.33 | 3.30 | 3.37 |
| | | N | 3927 | 3781 | 3904 | 3866 | 3730 | 2311 | 1368 |

Source: Primary data

As a part of the study, the trainees' responses to different components of the training like skill and abilities of the faculty, demonstration sessions, rigour of the training in terms of number of sessions in a day, exposure visits, practical sessions, study materials *etc.* were evinced. It could be inferred from the above table that the respondents are of the opinion that the overall training quality ranged from good to very good. Nevertheless, during the FGD it was realised that the trainees not happy and disappointed at non-payment of stipend.

Table 7: Distribution of sample respondents by Opinion on Infrastructure quality at the time of Training

| State | Skilling Agency | | Class Room | Hostel | Food | Library | Recreation | Others |
|----------------|-----------------|------|------------|--------|------|---------|------------|--------|
| Assam | KVK | Mean | 4.30 | | | | | |
| | | N | 30 | | | | | |
| | RSETI | Mean | 5.00 | 4.80 | 4.20 | 4.40 | 3.80 | |
| | | N | 10 | 10 | 10 | 10 | 10 | |
| | Total | Mean | 4.48 | 4.80 | 4.20 | 4.40 | 3.80 | |
| | | N | 40 | 10 | 10 | 10 | 10 | |
| Karnataka | KVK | Mean | 4.55 | 2.67 | 3.80 | 2.55 | 3.89 | 3.00 |
| | | N | 20 | 6 | 20 | 11 | 18 | 20 |
| | RSETI | Mean | 3.58 | 3.14 | 3.64 | 2.79 | 2.51 | 3.00 |
| | | N | 434 | 66 | 427 | 57 | 53 | 329 |
| | Total | Mean | 3.63 | 3.10 | 3.65 | 2.75 | 2.86 | 3.00 |
| | | N | 454 | 72 | 447 | 68 | 71 | 349 |
| Madhya Pradesh | KVK | Mean | 3.00 | | 2.97 | | 2.45 | |
| | | N | 38 | | 38 | | 38 | |
| | RSETI | Mean | 3.05 | 2.71 | 2.92 | 2.91 | 2.92 | |
| | | N | 436 | 119 | 436 | 117 | 436 | |
| | RUDSETI | Mean | 2.89 | 2.65 | 2.58 | 2.74 | 2.81 | |
| | | N | 53 | 52 | 53 | 53 | 53 | |
| Maharashtra | RSETI | Mean | 3.26 | 3.32 | 3.15 | 3.23 | 3.06 | |
| | | N | 635 | 185 | 635 | 222 | 635 | |
| | Total | Mean | 3.26 | 3.32 | 3.15 | 3.23 | 3.06 | |
| | | N | 635 | 185 | 635 | 222 | 635 | |
| Meghalaya | RSETI | Mean | 3.73 | 3.33 | 3.70 | 3.50 | 3.23 | |
| | | N | 81 | 9 | 81 | 6 | 35 | |
| | Total | Mean | 3.73 | 3.33 | 3.70 | 3.50 | 3.23 | |
| | | N | 81 | 9 | 81 | 6 | 35 | |
| Odisha | DDUGKY | Mean | 4.41 | 3.79 | 3.82 | 3.36 | 3.39 | |
| | | N | 71 | 71 | 71 | 64 | 71 | |
| | RSETI | Mean | 3.63 | | 4.10 | | | |
| | | N | 139 | | 20 | | | |
| | Total | Mean | 3.89 | 3.79 | 3.88 | 3.36 | 3.39 | |
| | | N | 210 | 71 | 91 | 64 | 71 | |
| Rajasthan | DDUGKY | Mean | | 1.61 | 1.65 | 1.71 | 1.79 | |
| | | N | | 112 | 112 | 114 | 114 | |
| | RSETI | Mean | | 3.51 | 3.68 | 3.27 | 3.97 | 2.20 |
| | | N | | 260 | 702 | 158 | 261 | 20 |
| | RUDSETI | Mean | | 2.57 | 2.97 | 3.00 | 2.60 | |
| | | N | | 14 | 236 | 67 | 5 | |
| Telangana | KVK | Mean | 3.51 | 2.76 | 3.12 | 1.27 | 1.89 | |
| | | N | 74 | 21 | 74 | 11 | 27 | |
| | RSETI | Mean | 4.23 | 2.77 | 3.23 | 2.08 | 1.91 | |
| | | N | 95 | 30 | 95 | 36 | 46 | |
| | NAC | Mean | 4.51 | 4.02 | 3.47 | 2.50 | 3.53 | |
| | | N | 45 | 45 | 45 | 38 | 45 | |
| Uttarakhand | EGMM | Mean | 4.30 | 3.57 | 3.40 | 2.56 | 3.07 | |
| | | N | 67 | 67 | 67 | 62 | 67 | |
| | Total | Mean | 4.10 | 3.44 | 3.28 | 2.33 | 2.72 | |
| | | N | 281 | 163 | 281 | 147 | 185 | |
| West Bengal | RSETI | Mean | 3.55 | 3.06 | 3.37 | 3.10 | 3.41 | |
| | | N | 107 | 31 | 108 | 41 | 69 | |
| | Total | Mean | 3.55 | 3.06 | 3.37 | 3.10 | 3.41 | |
| | | N | 107 | 31 | 108 | 41 | 69 | |
| Total | KVK | Mean | 3.67 | | 3.05 | | | |
| | | N | 132 | | 132 | | | |
| | RSETI | Mean | 4.04 | | 3.56 | | | |
| | | N | 108 | | 108 | | | |
| | RUDSETI | Mean | 4.26 | | 3.88 | | | |
| | | N | 42 | | 42 | | | |
| | Total | Mean | 3.90 | | 3.37 | | | |
| | | N | 282 | | 282 | | | |
| | DDUGKY | Mean | 4.41 | 2.45 | 2.49 | 2.30 | 2.41 | |
| | | N | 71 | 183 | 183 | 178 | 185 | |
| | KVK | Mean | 3.67 | 2.74 | 3.12 | 1.91 | 2.58 | 3.00 |
| | | N | 294 | 27 | 264 | 22 | 83 | 20 |

| State | Skilling Agency | | Class Room | Hostel | Food | Library | Recreation | Others |
|-------|-----------------|------|------------|--------|------|---------|------------|--------|
| | RSETI | Mean | 3.44 | 3.26 | 3.39 | 3.09 | 3.14 | 2.95 |
| | | N | 2045 | 710 | 2622 | 647 | 1545 | 349 |
| | RUDSETI | Mean | 3.49 | 2.64 | 3.02 | 2.88 | 2.79 | |
| | | N | 95 | 66 | 331 | 120 | 58 | |
| | NAC | Mean | 4.51 | 4.02 | 3.47 | 2.50 | 3.53 | |
| | | N | 45 | 45 | 45 | 38 | 45 | |
| | EGMM | Mean | 4.30 | 3.57 | 3.40 | 2.56 | 3.07 | |
| | | N | 67 | 67 | 67 | 62 | 67 | |
| | Total | Mean | 3.53 | 3.12 | 3.29 | 2.86 | 3.05 | 2.96 |
| | | N | 2617 | 1098 | 3512 | 1067 | 1983 | 369 |

Source: Primary data

The above table presented the opinion of the respondents on infrastructure of the training agencies like hostel, food, library, classroom, *etc* and it could be inferred from the above table that the infrastructure at the training institutes was reasonably good.

Table 8: Choice of the Trainees on Type of Employment

| State | Skilling Agency | Self-Employment | Wage Employment | Total |
|----------------|-----------------|-----------------|-----------------|--------|
| Assam | KVK | 29 | 1 | 30 |
| | | 96.7% | 3.3% | 100.0% |
| | RSETI | 4 | 6 | 10 |
| | | 40.0% | 60.0% | 100.0% |
| Karnataka | KVK | 33 | 7 | 40 |
| | | 82.5% | 17.5% | 100.0% |
| | RSETI | 16 | 4 | 20 |
| | | 80.0% | 20.0% | 100.0% |
| Madhya Pradesh | KVK | 434 | | 434 |
| | | 100.0% | | 100.0% |
| | RSETI | 450 | 4 | 454 |
| | | 99.1% | 0.9% | 100.0% |
| Maharashtra | KVK | 38 | | 38 |
| | | 100.0% | | 100.0% |
| | RSETI | 436 | | 436 |
| | | 100.0% | | 100.0% |
| Meghalaya | KVK | 53 | | 53 |
| | | 100.0% | | 100.0% |
| | RSETI | 527 | | 527 |
| | | 100.0% | | 100.0% |
| Odisha | KVK | 635 | | 635 |
| | | 100.0% | | 100.0% |
| | RSETI | 635 | | 635 |
| | | 100.0% | | 100.0% |
| Rajasthan | KVK | 80 | 1 | 81 |
| | | 98.8% | 1.2% | 100.0% |
| | RSETI | 80 | 1 | 81 |
| | | 98.8% | 1.2% | 100.0% |
| Telangana | KVK | 71 | | 71 |
| | | 98.6% | | 100.0% |
| | RSETI | 139 | | 139 |
| | | 100.0% | | 100.0% |
| Tamil Nadu | KVK | 139 | 71 | 211 |
| | | 65.9% | 33.6% | 100.0% |
| | RSETI | 20 | 95 | 115 |
| | | 17.4% | 82.6% | 100.0% |
| Uttar Pradesh | KVK | 929 | 28 | 957 |
| | | 97.1% | 2.9% | 100.0% |
| | RSETI | 198 | 46 | 244 |
| | | 81.1% | 18.9% | 100.0% |
| West Bengal | KVK | 1147 | 169 | 1316 |
| | | 87.2% | 12.8% | 100.0% |
| | RSETI | 62 | 12 | 74 |
| | | 83.8% | 16.2% | 100.0% |
| Kerala | KVK | 87 | 8 | 95 |
| | | 91.6% | 8.4% | 100.0% |
| | RSETI | 6 | 39 | 45 |
| | | 13.3% | 86.7% | 100.0% |
| Gujarat | KVK | 67 | | 67 |
| | | 100.0% | | 100.0% |
| | RSETI | | | |
| | | | | |

| State | Skilling Agency | Self-Employment | Wage Employment | Total |
|-------------|-----------------|-----------------|-----------------|--------|
| | Total | 155 | 126 | 281 |
| | | 55.2% | 44.8% | 100.0% |
| Uttarakhand | RSETI | 108 | | 108 |
| | | 100.0% | | 100.0% |
| | Total | 108 | | 108 |
| | | 100.0% | | 100.0% |
| West Bengal | KVK | 132 | | 132 |
| | | 100.0% | | 100.0% |
| | RSETI | 108 | | 108 |
| | | 100.0% | | 100.0% |
| | RUDSETI | 42 | | 42 |
| | | 100.0% | | 100.0% |
| | Total | 282 | | 282 |
| | | 100.0% | | 100.0% |
| Total | DDUGKY | 20 | 166 | 187 |
| | | 10.7% | 88.8% | 100.0% |
| | KVK | 277 | 17 | 294 |
| | | 94.2% | 5.8% | 100.0% |
| | RSETI | 2960 | 43 | 3003 |
| | | 98.6% | 1.4% | 100.0% |
| | RUDSETI | 293 | 46 | 339 |
| | | 86.4% | 13.6% | 100.0% |
| | NAC | 6 | 39 | 45 |
| | | 13.3% | 86.7% | 100.0% |
| | EGMM | | 67 | 67 |
| | | | 100.0% | 100.0% |
| | Total | 3556 | 379 | 3935 |
| | | 90.4% | 9.6% | 100.0% |

Source: Primary data

The above table represents the preference of the trainees for self-employment or wage employment. The analysis indicates that 90.4 percent of the sample respondents are interested in self-employment and the rest 9.6 percent in wage employment.

Table 9: Handholding support from the training institute

| State | Skilling Agency | Yes | No | Total |
|-----------|-----------------|-------|-------|--------|
| Odisha | DDUGKY | 40 | 30 | 70 |
| | | 57.1% | 42.9% | 100.0% |
| | Total | 40 | 30 | 70 |
| | | 57.1% | 42.9% | 100.0% |
| Rajasthan | DDUGKY | 68 | 11 | 79 |
| | | 86.1% | 13.9% | 100.0% |
| | Total | 68 | 11 | 79 |
| | | 86.1% | 13.9% | 100.0% |
| Telangana | NAC | 29 | 13 | 42 |
| | | 69.0% | 31.0% | 100.0% |
| | EGMM | 63 | 1 | 64 |
| | | 98.4% | 1.6% | 100.0% |
| | Total | 92 | 14 | 106 |
| | | 86.8% | 13.2% | 100.0% |
| Total | DDUGKY | 108 | 41 | 149 |
| | | 72.5% | 27.5% | 100.0% |
| | NAC | 29 | 13 | 42 |
| | | 69.0% | 31.0% | 100.0% |
| | EGMM | 63 | 1 | 64 |
| | | 98.4% | 1.6% | 100.0% |
| | Total | 200 | 55 | 255 |
| | | 78.4% | 21.6% | 100.0% |

Source: Primary data

During the FGDs it was observed that, most of the placed candidates are happy with the post placement support from skilling agencies. It could be found from the table that 78.4 percent of the sample respondents expressed that the skilling agencies are providing post placement support to the candidates on various issues like assistance in change of employment on being not satisfied with the initial placement, seeking the welfare and wellbeing, orientation training so as to update with the changing demands of the job market *etc.* The remaining 21.6 percent of the sample respondents said that no post placement support was provided by the skilling agencies.

Table 10: Nature of Post Placement Support Accessed by the Trainees

| State | Skillling Agency | Help in change of employment on being not satisfied with the initial placement | Seeking the welfare and well being | Counselling to improve skills required for the job | Calling and enquiring about the level of comfort in job performance | Total |
|-----------|------------------|--|------------------------------------|--|---|--------|
| | | Percentage | | | | |
| Odisha | DDUGKY | 31.25 | 32.50 | 20.00 | 16.25 | 100.00 |
| | Total | 31.25 | 32.50 | 20.00 | 16.25 | 100.00 |
| Rajasthan | DDUGKY | 5.88 | 32.35 | 36.03 | 8.09 | 100.00 |
| | Total | 5.88 | 32.35 | 36.03 | 8.09 | 100.00 |
| Telangana | NAC | 15.52 | 20.69 | 22.41 | 15.52 | 100.00 |
| | EGMM | 26.19 | 24.60 | 30.16 | 15.87 | 100.00 |
| | Total | 22.83 | 23.37 | 27.72 | 15.76 | 100.00 |
| Total | DDUGKY | 15.28 | 32.41 | 30.09 | 11.11 | 100.00 |
| | NAC | 15.52 | 20.69 | 22.41 | 15.52 | 100.00 |
| | EGMM | 26.19 | 24.60 | 30.16 | 15.87 | 100.00 |
| | Total | 18.75 | 28.25 | 29.00 | 13.25 | 100.00 |

Source: Primary data

The above table indicates the different post placement support accessed by the trainees from the training institute. The following are the different post-placement support services provided by the training institute:

1. Assisting the trainee in finding a new job due to his dissatisfaction with the earlier placement.
2. Seeking the welfare and well-being of the trainee after placement
3. Checking with the trainee about his / her comfort levels in the discharge of duty
4. Organising Counselling sessions to refine the skills of the trainees in the event of a mismatch or identification of gaps in the skill set

Table 11: Initiation of Enterprise (Post Training)

| State | Skillling Agency | Yes | No | Total |
|----------------|------------------|-------|-------|--------|
| Assam | KVK | 20 | 10 | 30 |
| | | 66.7% | 33.3% | 100.0% |
| | RSETI | 5 | 5 | 10 |
| | | 50.0% | 50.0% | 100.0% |
| | Total | 25 | 15 | 40 |
| Karnataka | KVK | 14 | 6 | 20 |
| | | 70.0% | 30.0% | 100.0% |
| | RSETI | 200 | 234 | 434 |
| | | 46.1% | 53.9% | 100.0% |
| | Total | 214 | 240 | 454 |
| Madhya Pradesh | KVK | 6 | 32 | 38 |
| | | 15.8% | 84.2% | 100.0% |
| | RSETI | 181 | 255 | 436 |
| | | 41.5% | 58.5% | 100.0% |
| | RUDSETI | 12 | 41 | 53 |
| Maharashtra | RSETI | 352 | 283 | 635 |
| | | 55.4% | 44.6% | 100.0% |
| | Total | 352 | 283 | 635 |
| | | 55.4% | 44.6% | 100.0% |
| | Total | 352 | 283 | 635 |
| Meghalaya | RSETI | 61 | 20 | 81 |
| | | 75.3% | 24.7% | 100.0% |
| | Total | 61 | 20 | 81 |
| | | 75.3% | 24.7% | 100.0% |
| | Total | 61 | 20 | 81 |
| Odisha | RSETI | 62 | 77 | 139 |
| | | 44.6% | 55.4% | 100.0% |
| | Total | 62 | 77 | 139 |

| | | | | |
|-------------|---------|-------|-------|--------|
| | | 44.6% | 55.4% | 100.0% |
| Rajasthan | RSETI | 495 | 462 | 957 |
| | | 51.7% | 48.3% | 100.0% |
| | RUDSETI | 79 | 165 | 244 |
| | | 32.4% | 67.6% | 100.0% |
| | Total | 574 | 627 | 1201 |
| Telangana | KVK | 29 | 45 | 74 |
| | | 39.2% | 60.8% | 100.0% |
| | RSETI | 43 | 52 | 95 |
| | | 45.3% | 54.7% | 100.0% |
| | Total | 72 | 97 | 169 |
| Uttarakhand | RSETI | 60 | 48 | 108 |
| | | 55.6% | 44.4% | 100.0% |
| | Total | 60 | 48 | 108 |
| | | 55.6% | 44.4% | 100.0% |
| | Total | 120 | 96 | 216 |
| West Bengal | KVK | 29 | 103 | 132 |
| | | 22.0% | 78.0% | 100.0% |
| | RSETI | 49 | 59 | 108 |
| | | 45.4% | 54.6% | 100.0% |
| | RUDSETI | 6 | 36 | 42 |
| Total | Total | 14.3% | 85.7% | 100.0% |
| | | 84 | 198 | 282 |
| | KVK | 29.8% | 70.2% | 100.0% |
| | | 98 | 196 | 294 |
| | RSETI | 33.3% | 66.7% | 100.0% |
| | | 1508 | 1495 | 3003 |
| Total | RUDSETI | 50.2% | 49.8% | 100.0% |
| | | 97 | 242 | 339 |
| | Total | 28.6% | 71.4% | 100.0% |
| | | 1703 | 1933 | 3636 |
| | Total | 47% | 53% | 100.0% |

Source: Primary data

From the above table, it is evident that 47 per cent of the respondents have set up an enterprise after undergoing the skilling training, and the remaining 53 per cent of the respondents could not set up any enterprise.

Table 12: Sources of Finance to start an enterprise/IGA

| State | Skilling agency | Own resources | From financial institution | Private Money Lenders | Other sources | Total |
|----------------|-----------------|---------------|----------------------------|-----------------------|---------------|--------|
| Assam | KVK | 17 | 3 | | | 20 |
| | | 85.0% | 15.0% | | | 100.0% |
| | RSETI | 5 | | | | 5 |
| | | 100.0% | | | | 100.0% |
| | Total | 22 | 3 | | | 25 |
| Karnataka | KVK | 14 | | | | 14 |
| | | 100.0% | | | | 100.0% |
| | RSETI | 122 | 76 | 1 | | 200 |
| | | 61.0% | 38.0% | 0.5% | | 100.0% |
| | Total | 136 | 76 | 1 | | 214 |
| Madhya Pradesh | KVK | 6 | | | | 6 |
| | | 100.0% | | | | 100.0% |
| | RSETI | 172 | 3 | | 2 | 181 |
| | | 95.0% | 1.7% | | 1.1% | 100.0% |
| | RUDSETI | 12 | | | | 12 |
| Maharashtra | Total | 100.0% | | | | 100.0% |
| | | 190 | 3 | | 2 | 199 |
| | RSETI | 95.5% | 1.5% | | 1.0% | 100.0% |
| | | 335 | 13 | 4 | | 352 |
| | Total | 95.2% | 3.7% | 1.1% | | 100.0% |
| Meghalaya | RSETI | 335 | 13 | 4 | | 352 |
| | | 95.2% | 3.7% | 1.1% | | 100.0% |
| | Total | 45 | 5 | 8 | 1 | 61 |
| | | 73.8% | 8.2% | 13.1% | 1.6% | 100.0% |
| | Total | 45 | 5 | 8 | 1 | 61 |
| Odisha | RSETI | 73.8% | 8.2% | 13.1% | 1.6% | 100.0% |
| | | 40 | 20 | | | 62 |

| | | | | | | |
|-------------|---------|--------|-------|-------|-------|--------|
| | Total | 64.5% | 32.3% | | | 100.0% |
| | | 40 | 20 | | | 62 |
| Rajasthan | RSETI | 346 | 1 | 51 | 97 | 495 |
| | | 69.9% | 0.2% | 10.3% | 19.6% | 100.0% |
| | RUDSETI | 8 | | 43 | 28 | 79 |
| | | 10.1% | | 54.4% | 35.4% | 100.0% |
| | Total | 354 | 1 | 94 | 125 | 574 |
| | | 61.7% | 0.2% | 16.4% | 21.8% | 100.0% |
| Telangana | KVK | 21 | 7 | 1 | | 29 |
| | | 72.4% | 24.1% | 3.4% | | 100.0% |
| | RSETI | 29 | 14 | | | 43 |
| | | 67.4% | 32.6% | | | 100.0% |
| | Total | 50 | 21 | 1 | | 72 |
| | | 69.4% | 29.2% | 1.4% | | 100.0% |
| Uttarakhand | RSETI | 39 | 20 | | 1 | 60 |
| | | 65.0% | 33.3% | | 1.7% | 100.0% |
| | Total | 39 | 20 | | 1 | 60 |
| | | 65.0% | 33.3% | | 1.7% | 100.0% |
| West Bengal | KVK | 29 | | | | 29 |
| | | 100.0% | | | | 100.0% |
| | RSETI | 49 | | | | 49 |
| | | 100.0% | | | | 100.0% |
| | RUDSETI | 6 | | | | 6 |
| | | 100.0% | | | | 100.0% |
| | Total | 84 | | | | 84 |
| | | 100.0% | | | | 100.0% |
| Total | KVK | 87 | 10 | 1 | | 98 |
| | | 88.8% | 10.2% | 1.0% | | 100.0% |
| | RSETI | 1182 | 152 | 64 | 101 | 1508 |
| | | 78.4% | 10.1% | 4.2% | 6.7% | 100.0% |
| | RUDSETI | 26 | | 43 | 28 | 97 |
| | | 26.8% | | 44.3% | 28.9% | 100.0% |
| | Total | 1295 | 171 | 108 | 129 | 1703 |
| | | 76.0% | 10% | 6.3% | 7.6% | 100.0% |

Source: Primary data

The above table presents the pattern of financial mobilisation by the trainees towards establishing enterprises and it is very clear that 76 percent of the respondents mobilised finances from their own/known resources followed by financial institutes (10 percent), private money lenders (6 percent) and from other sources (8 percent).

Table 13: Ownership details of the land on which the enterprise was set up

| State | Skilling agency | Own | Leased -in | Any other | Total |
|----------------|-----------------|--------|------------|-----------|--------|
| Assam | KVK | 19 | | 1 | 20 |
| | | 95.0% | | 5.0% | 100.0% |
| | RSETI | 4 | | 1 | 5 |
| | | 80.0% | | 20.0% | 100.0% |
| | Total | 23 | | 2 | 25 |
| Karnataka | KVK | 14 | | | 14 |
| | | 100.0% | | | 100.0% |
| | RSETI | 199 | | | 200 |
| | | 99.5% | | | 100.0% |
| | Total | 213 | | | 214 |
| Madhya Pradesh | KVK | 3 | | | 6 |
| | | 50.0% | | | 100.0% |
| | RSETI | 20 | | 1 | 181 |
| | | 11.0% | | 0.6% | 100.0% |
| | RUDSETI | | | | 12 |
| Maharashtra | KVK | 23 | | 1 | 199 |
| | | 11.6% | | 0.5% | 100.0% |
| | RSETI | 350 | | 0 | 352 |
| | | 99.4% | | 0.0% | 100.0% |
| | Total | 350 | | 0 | 352 |
| Meghalaya | RSETI | 25 | | 1 | 61 |
| | | 99.4% | | 0.0% | 100.0% |

| | | | | | |
|-------------|---------|--------|-------|------|--------|
| | Total | 41.0% | | 1.6% | 100.0% |
| | | 25 | | 1 | 61 |
| | | 41.0% | | 1.6% | 100.0% |
| Odisha | RSETI | 58 | 4 | | 62 |
| | | 93.5% | 6.5% | | 100.0% |
| | Total | 58 | 4 | | 62 |
| Rajasthan | RSETI | 495 | | | 495 |
| | | 100.0% | | | 100.0% |
| | RUDSETI | 6 | 73 | | 79 |
| | | 7.6% | 92.4% | | 100.0% |
| | Total | 501 | 73 | | 574 |
| Telangana | KVK | 29 | | | 29 |
| | | 100.0% | | | 100.0% |
| | RSETI | 39 | 4 | | 43 |
| | | 90.7% | 9.3% | | 100.0% |
| | Total | 68 | 4 | | 72 |
| Uttarakhand | KVK | 29 | | | 29 |
| | | 100.0% | | | 100.0% |
| | RSETI | 39 | 4 | | 43 |
| | | 90.7% | 9.3% | | 100.0% |
| | Total | 68 | 4 | | 72 |
| West Bengal | KVK | 29 | | | 29 |
| | | 100.0% | | | 100.0% |
| | RSETI | 39 | 4 | | 43 |
| | | 90.7% | 9.3% | | 100.0% |
| | Total | 68 | 4 | | 72 |
| Total | KVK | 29 | | | 29 |
| | | 100.0% | | | 100.0% |
| | RSETI | 39 | 4 | | 43 |
| | | 90.7% | 9.3% | | 100.0% |
| | Total | 68 | 4 | | 72 |
| Uttarakhand | KVK | 29 | | | 29 |
| | | 100.0% | | | 100.0% |
| | RSETI | 39 | 4 | | 43 |
| | | 90.7% | 9.3% | | 100.0% |
| | Total | 68 | 4 | | 72 |
| West Bengal | KVK | 29 | | | 29 |
| | | 100.0% | | | 100.0% |
| | RSETI | 39 | 4 | | 43 |
| | | 90.7% | 9.3% | | 100.0% |
| | Total | 68 | 4 | | 72 |
| Total | KVK | 29 | | | 29 |
| | | 100.0% | | | 100.0% |
| | RSETI | 39 | 4 | | 43 |
| | | 90.7% | 9.3% | | 100.0% |
| | Total | 68 | 4 | | 72 |

Source: Primary data

The above table reveals that 94 per cent of the respondents have set up their enterprises on their own land, while 6 per cent of the landless respondents have established their enterprises on leased land. The entrepreneurs mentioned that the availability of land is not a criterion for setting up an enterprise, but the main concern is financial assistance after getting skill development training.

Table 14: Entrepreneurs' perception on the Rate of returns from the enterprise

| State | Skilling Agency | Insufficient | Just Sufficient | Sufficient | Total |
|----------------|-----------------|--------------|-----------------|------------|--------|
| Assam | KVK | 8 | 9 | 2 | 20 |
| | | 40.0% | 45.0% | 10.0% | 100.0% |
| | RSETI | 1 | 4 | | 5 |
| | | 20.0% | 80.0% | | 100.0% |
| | Total | 9 | 13 | 2 | 25 |
| Karnataka | KVK | 6 | 7 | 1 | 14 |
| | | 42.9% | 50.0% | 7.1% | 100.0% |
| | RSETI | 37 | 108 | 55 | 200 |
| | | 18.5% | 54.0% | 27.5% | 100.0% |
| | Total | 43 | 115 | 56 | 214 |
| Madhya Pradesh | KVK | 2 | 3 | 1 | 6 |
| | | 33.3% | 50.0% | 16.7% | 100.0% |
| | RSETI | 140 | 32 | 5 | 181 |
| | | 77.3% | 17.7% | 2.8% | 100.0% |
| | Total | 142 | 35 | 6 | 199 |
| Maharashtra | RSETI | 12 | | | 12 |
| | | 100.0% | | | 100.0% |
| Maharashtra | KVK | 154 | 35 | 6 | 199 |
| | | 77.4% | 17.6% | 3.0% | 100.0% |
| | RSETI | 162 | 141 | 48 | 352 |
| | | | | | |
| | Total | | | | |

| | | | | | |
|-------------|---------|--------|-------|-------|--------|
| | Total | 46.0% | 40.1% | 13.6% | 100.0% |
| | | 162 | 141 | 48 | 352 |
| | | 46.0% | 40.1% | 13.6% | 100.0% |
| Meghalaya | RSETI | 4 | 25 | 21 | 61 |
| | | 6.6% | 41.0% | 34.4% | 100.0% |
| | Total | 4 | 25 | 21 | 61 |
| Odisha | RSETI | 17 | 44 | 1 | 62 |
| | | 27.4% | 71.0% | 1.6% | 100.0% |
| | Total | 17 | 44 | 1 | 62 |
| Rajasthan | RSETI | 22 | 50 | 421 | 495 |
| | | 4.4% | 10.1% | 85.1% | 100.0% |
| | RUDSETI | 79 | | | 79 |
| Telangana | KVK | 14 | 12 | 3 | 29 |
| | | 48.3% | 41.4% | 10.3% | 100.0% |
| | RSETI | 25 | 11 | 7 | 43 |
| Uttarakhand | RSETI | 12 | 35 | 13 | 60 |
| | | 20.0% | 58.3% | 21.7% | 100.0% |
| | Total | 12 | 35 | 13 | 60 |
| West Bengal | KVK | 17 | 11 | 1 | 29 |
| | | 58.6% | 37.9% | 3.4% | 100.0% |
| | RSETI | 5 | 8 | 36 | 49 |
| Total | RSETI | 10.2% | 16.3% | 73.5% | 100.0% |
| | | 6 | | | 6 |
| | RUDSETI | 100.0% | | | 100.0% |
| Total | KVK | 28 | 19 | 37 | 84 |
| | | 33.3% | 22.6% | 44.0% | 100.0% |
| | RSETI | 47 | 42 | 8 | 98 |
| Total | RSETI | 48.0% | 42.9% | 8.2% | 100.0% |
| | | 425 | 458 | 607 | 1508 |
| | RUDSETI | 28.2% | 30.4% | 40.3% | 100.0% |
| Total | RUDSETI | 97 | | | 97 |
| | | 100.0% | | | 100.0% |
| | Total | 569 | 519 | 615 | 1703 |
| Total | Total | 33.4% | 30.5% | 36.1% | 100.0% |
| | | | | | |
| | | | | | |

Source: Primary data

From the table, it could be inferred that one-third of the respondents believe that the returns from their enterprise are too meagre to meet the household expenditure and develop the business. However, 30.5 per cent and 36 per cent of the trainees believed that the returns from their enterprise are just sufficient and sufficient, respectively.

Table 15: Physical verification of the enterprise either by the representatives of the Training Institute or the Financial Institution

| State | Skilling Agency | Yes | No | Total |
|----------------|-----------------|-------|-------|--------|
| Assam | KVK | 7 | 13 | 20 |
| | | 35.0% | 65.0% | 100.0% |
| | RSETI | 5 | 5 | 10 |
| Karnataka | KVK | 4 | 10 | 14 |
| | | 28.6% | 71.4% | 100.0% |
| | RSETI | 115 | 84 | 200 |
| Madhya Pradesh | KVK | 119 | 94 | 214 |
| | | 55.6% | 43.9% | 100.0% |
| | RSETI | 4 | 175 | 181 |
| Total | RSETI | 2.2% | 96.7% | 100.0% |
| | | | | |
| | RUDSETI | | 12 | 12 |

| | | | | |
|-------------|---------|--------|--------|--------|
| | Total | | 100.0% | 100.0% |
| | | 4 | 193 | 199 |
| | | 2.0% | 97.0% | 100.0% |
| Maharashtra | RSETI | 166 | 146 | 352 |
| | | 47.2% | 41.5% | 100.0% |
| | Total | 166 | 146 | 352 |
| Meghalaya | RSETI | 18 | 43 | 61 |
| | | 29.5% | 70.5% | 100.0% |
| | Total | 18 | 43 | 61 |
| Odisha | RSETI | 35 | 27 | 62 |
| | | 56.5% | 43.5% | 100.0% |
| | Total | 35 | 27 | 62 |
| Rajasthan | RSETI | 314 | 181 | 495 |
| | | 63.4% | 36.6% | 100.0% |
| | RUDSETI | | 79 | 79 |
| Telangana | KVK | 8 | 19 | 29 |
| | | 27.6% | 65.5% | 100.0% |
| | RSETI | 20 | 19 | 43 |
| Uttarakhand | RSETI | 46.5% | 44.2% | 100.0% |
| | | 28 | 38 | 72 |
| | Total | 38.9% | 52.8% | 100.0% |
| West Bengal | RSETI | 60 | | 60 |
| | | 100.0% | | 100.0% |
| | Total | 60 | | 60 |
| Total | KVK | 100.0% | | 100.0% |
| | | | 29 | 29 |
| | RSETI | | 100.0% | 100.0% |
| Total | RSETI | 49 | | 49 |
| | | 100.0% | | 100.0% |
| | RUDSETI | 6 | | 6 |
| Total | RUDSETI | 100.0% | | 100.0% |
| | | | 55 | 55 |
| | Total | 65.5% | 34.5% | 100.0% |
| Total | KVK | 19 | 77 | 98 |
| | | 19.4% | 78.6% | 100.0% |
| | RSETI | 781 | 680 | 1508 |
| Total | RSETI | 51.8% | 45.1% | 100.0% |
| | | 6 | 91 | 97 |
| | RUDSETI | 6.2% | 93.8% | 100.0% |
| Total | Total | 806 | 897 | 1703 |
| | | 47.3% | 53% | 100.0% |

Source: Primary data

While 47 per cent of the respondents mentioned that representatives from either the training institute or the financial institute have visited their enterprise for a physical verification, 53 per cent of the trainees have mentioned that none have visited.

IV. Conclusion

Skill development is rapidly gaining importance in the current times, and it is clear that Education and Skills are fundamental to improve employment opportunities, reduce poverty, boost productivity, and promote environmentally sustainable development in rural areas. Thus, education and skills are most important for developing a country, especially in countries like India, which have a large population of youth. As the Indian economy grows, many skilled persons will be required to sustain this growth. Skilling rural India provides a fundamental key to addressing unemployment in India and should be a top developmental priority for the nation, focusing on skills relevant to the rural economy in the farming and non-farming sectors and targeting women, farmers and youth, all of whom have the potential to create prosperous livelihoods. 'Project UNNATI' is an ideal programme for skilling the Mahatma Gandhi NREGS beneficiaries for improving their skill-based livelihoods. It needs coordinated and concerted efforts from all the skilling agencies (RSETIs, DDU-GKY, and KVKs), stakeholders and the trainees to make it a successful programme. If 'Project UNNATI' is able to reach a larger number of beneficiaries, it will make a difference in the employment scenario in the rural areas and can contribute to reduce the dependency on Mahatma Gandhi NREGS. 'Project UNNATI' can support the 'Make in

India' campaign by providing the skilled workforce in the country. The convergence and coordination in implementation of 'Project UNNATI' can play a key role in the development and enhancement of skills of the rural youth and enable them to shift from unskilled to permanently skilled workforce. There is a huge demand for skilled workforce in the construction, manufacture, retail and the hospitality sectors and the skilling agencies can focus on the technical and non-technical skills too. The skilling agencies need to focus and develop more entrepreneurship skills amongst the rural workforce, in order to ensure more employment opportunities in the country. The Start-up India and Stand-up India schemes need to be advertised well in the market in order to have more people taking advantage of such a model. Some successful entrepreneurs imbibed technical skills and soft skills at DDU-GKY, RSETIs, KVKs and proved themselves as an achiever.

Trainings like women tailoring, computer courses, electronic trades *etc*, where support of machinery is required, were conducted as on-campus trainings while trainings on trades like sheep and goat rearing, mushroom cultivation, vermin-culture, *etc* were organised as off-campus trainings. Stipend was not paid to a majority of the trainees (90%) and this has become a big deterrent for others to join the trainings. However, certificates were issued to almost all the trainees who have successfully completed the training.

V. Recommendations

- Trainees may be strictly selected as per the eligibility criteria *i.e.*, 18-45 years
- Given the challenges in mobilizing participants, strategies must be designed to address issues such as a shortage of eligible candidates, the absence of RSETIs, and problems with hostel and residential facilities. Appropriate strategies and approaches may be designed to create awareness and motivate the candidates. The infrastructure, too, may be improved.
- Multiple agencies are involved in the implementation of 'Project UNNATI', hence, a strong coordination among the agencies (SRLM, MGNREGS, and skilling partners of the Skills Division of the MoRD *i.e.*, the DDU-GKY, RSETI and KVK), and their personnel should be ensured.
- The Ministry of Agriculture and Farmers Welfare (MoA & FW) through its KVKs / ICAR institutes / Agriculture Universities is expected to provide skill training to eligible beneficiaries under this project. But the ground reality in all the sample states is that the MoA & FW agencies have organised less than 1% of the targeted trainings.
- Non-Payment of Stipend: As per the 'Project UNNATI' guidelines, stipend has to be paid to the trainees that have recorded a minimum of 75% attendance during the trainings. However, stipend was paid to less than 10% of the trained candidates. This has become a deterrent for the others to undertake the skill training.
- As per the 'Project UNNATI' guidelines, the SRLMs will have to submit the attendance of the candidate once every 15 days on the web-based MIS created for this purpose. The PO on receipt of attendance, would be crediting the stipend into the account of the candidate. However, in spite of the attendance being uploaded through the App on the web portal, the Mahatma Gandhi NREGA Programme Officers are unable to access the information to generate the FTO for making payment against the attendance.
- There is a need to resolve on a priority, all the technical problems in the procedures for payment of stipend. To eliminate the technical glitch in accessing of the information with respect to attendance of the candidates by the Mahatma Gandhi NREGA Programme Officers, a user-friendly mechanism should be evolved. Prompt payment of stipend would certainly enhance the interest of the members of the eligible households.
- The eligibility may be extended to even those households that have accessed 80 days of employment during the previous year.
- The base year may be extended to even the last financial year so that a good number of eligible households would be available.

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