



Review Article

Skill Development in Rural Area- Challenges & Opportunities

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Abstract

India is the youngest nations in the world, with more than 54% of the total population below 25 years of age and over 62% of the population in the working age group (15-59 years). Good quality of demographic dividend is also available here for growth of country. In urban areas, more opportunities are available for skill development but in rural areas, no chance available for skill development with changing demands of time while India lives in its villages because nearly 70% population lives in rural area. Agriculture is a major source of earning for all families in rural area. In agriculture sector, Disguised Unemployment is a barrier for development of country. India is having more potential for standing in queue of developed country through better implementation of skill development programme if provide proper attention on especially rural areas because we can divert work force in service sector with help of skill development programme.

Skill Development, Knowledge and Information & Communication Technology, these three are important conditions for bringing new changes in rural areas. In real word, at the time of making policies by government, rural areas consider as an engine of economy but unfortunately, India's rural area is still fighting for own development. After changing of present scenario in rural areas than we can expect about to empower India. In rural areas, if one side more opportunities available as more work force, raw material, sufficient place, etc. and other side more challenges also available here as unemployment, lack of vocational education, lack of training programmes, lack of proper work conditions, etc.

In this paper, opportunities & challenges are highlighted for the purpose of better implementation of skill development in rural areas. If skill development programme successfully implemented in rural areas, India will be powerful within short period.

Keyword- Skill Development, Rural area, India, Economy.

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Introduction

Skill development is more important key for opening the door of success in rural areas. India is the youngest nations in the world, with more than 54% of the total population below 25 years of age and over 62% of the population in the working age group (15-59 years). In our country, good quality of demographic dividend is indicating about to growth of country. Nearly 70% population of India lives in rural areas & our rural economy mostly depends on agriculture sector.(1)

"India lives in its villages" - Mahatma Gandhi

Agriculture is a major source for earning of rural area's people but another side unfortunately in our country, agriculture is also known as a game of weather. Without good weather, we can't think about expansion of agriculture sector. In agriculture sector, Disguised Unemployment is a barrier for development of country. Hence, skill development can play an

important role for facing implicit challenges in agriculture sector. It facilitates a cycle of high productivity, increased employment opportunities, income growth for development of a country. With help of better implementation of skill development programme, we can face all types of challenges here. Skill development programme provides chance to a person for acquiring livelihood with better way. In rural area especially, skill development is as a tonic for boost of economy. Skills development programme is also essential to address the opportunities and challenges to meet new demands of changing economy and new technologies in the context of globalization. (2)

In this paper, opportunities & challenges are highlighted for the purpose of better implementation of skill development in rural area. If skill development programme is successfully implemented in rural areas, India will be powerful within short period.

Review of Literature

Skill development is an emerging topic in rural areas. After globalisation, many changes are appearing in our Indian economy. The level of competition in every sector is intensifying with sharp growth rate. In this competitive era, every sector want to save own existence for forever but due to extreme level of global competition Indian rural area is suffering more much because many of available earning source has closed. For bringing new-new changes in rural areas, skill development is just as a weapon of marketing sector for fighting with global level competition. If, we don't attentive about this issue, rural sector can be face lot of problems in future. Today, skill

development require in rural area for brings new revolution

These following studies are describing about available challenges & opportunities in Indian rural areas. (3)

According to ILO that for intensifying rate of employability, education, training & lifelong learning are important terms. These things move the country toward path of sustainable development.

“Education, vocational training and lifelong learning are central pillars of employability, employment of workers and sustainable enterprise development” (4)

- International Labour Organisation

According to Aya okada (2012) that In this globalized economy era, competition has become increased among firms and industries in developing and developed countries alike, requiring their workers to have higher levels of skills to enable them to engage in innovation, improve the quality of products/services, and increase efficiency in their production processes or even to the point of improving the whole value chain process & rapid technological change demands a greater intensity of knowledge and skills in producing, applying and diffusing technologies. Finally, all these have changed the nature, contents, and types of skills that industry demands. Most of countries are following to reform their education systems, to upgrade the skills of their workforces. (5)

According to Ms. Sunita Sanghi & Ms. A. Srija. (2015) Skill development is an important driver to address poverty reduction by increasing employability, productivity and helping sustainable enterprise development and inclusive

growth of India & the evidence from developed countries suggests that investment in education and skills helps economy to move to high growth sectors and break the low wage, low skill development syndrome.

Mary Kavar described that skills development & training can have multiple meanings as they include wide ranging elements. Education includes each individual the development of their potential, laying the foundation for employability, training provides core work skills and the underpinning knowledge, industry-based and professional competencies that facilitate the transition into the world of work & lifelong learning ensures that individual skills and competencies are maintained and improved as work, technology, and skill requirements change.(6)

B Anbuthambi & N Chandrasekaran described that Skill development as an important pillar for growth is often ignored and put in the backburner and perennially looked upon as a non-scalable model due to the high capital required and the low ROI & it is a huge challenge not only for the government, but also for the private sector and educational institutions to rise up and specialize in making youth employable and ensuring no mismatch between demand and supply. Skill matching is essential term for achieving goal of this programme.(7)

Report of FICCI is indicating about the skill development issue in India is more relevant to demand & supply factor. In demand side main challenges, consistent efforts are being made towards expansion of economic activities and creation of large employment opportunities & in supply

side main challenges, a simple look at the projected youth population provides a fair reason to believe that India has the strength to cater to this demand. Coordination is must require between demand & supply factor for successful implementation of skill development programme. (8)

Objectives of the Study

The main objectives of this study are mentioned below.

- To study the present system of rural area for skill development.
- To know the challenges with respect to the skill development in rural areas.
- To assess the opportunities available for skill development in rural areas.(9)

Skill development system in India

The first level of skill development is short term courses. After completion of short term courses, person is identified as semi skilled employee. Semi skilled person is suitable for routine nature work. The second level of skill development is vocational training. Skilled employee is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. The third level of skill development is diploma & degree holders and also known as highly skilled person. Highly skilled person consider for working efficiently and supervises efficiently the work of skilled employees & the highest level of skill development is specialization in specific subject. Highly skilled person with specialization is suitable for supervising & training purpose on highly skilled person. Various level of skill development, we can understand with help of following pyramid.(10)



Challenges

In India, rural area is facing a lot of challenges in the present scenario. In India, the list of challenges for rural areas is greater. But few of challenges are described below.

1- Lack of training infrastructure- The quality of training infrastructure in rural areas is worse in comparison of urban areas. Usually, rural area's people are want to join training programme in own village because they never compromise with agriculture. Due to lack of training infrastructure here, many of skill development centres are running at block level, tehsil level or district level only. Rural area is suffering with lack of proper availability of transportation, lack of electricity, lack of ICT facility, lack of proper roads, lack of medical facilities, etc. We can't think about skill development, without having proper training infrastructure. It is a major challenge of this programme. (11)

2- Lack of good quality of trainer- In rural, unavailability of good quality of trainer is a big challenge of this programme. Most of good quality trainers are working in urban area. They don't want to serve in rural area. Rural area's training centre is facing this issue. Training of trainer, it is also big headache. The training of trainer is usually provided

with keep in mind of urban area. After completion of training, trainer faces lot of problems with respect of rural environment because they don't aware with changing dimension of demand & supply part. (12)

3- Tendency of hereditary work- It is a big challenge in rural areas. Many of people in rural areas want to follow hereditary work for livelihood as agriculture. Only few people want to move in service sector during off agriculture season. This tendency is a big barrier for enhancement of skill development programme. Some reasons are working behind it. If, we remove all these reasons, definitely rural area will be look as a shining star of economy.

4- Lack of training institute - In rural areas, the location of many of training centres is more far away & many of women & girls feel own self insecure to going there. So, women usually engage with agriculture and its allied work due to unavailability of training institute. It is also challenging condition here. Only women & girls are not suffering with this issue, some time youngsters also face this problem.

5- Lack of participation of stakeholders- In rural, lack of participation of stakeholders with respect of skill development programme is a big

challenge. Many of stakeholders are focusing toward urban & semi urban areas. Rural area's people are facing this issue. Many of PPP model training centres are not working properly & also no control on these centres. After opening of new centres, it works well only for few months & after that decide to shut down. Trainee faces lot of problems. For solving this issue, awareness among rural area's people & support from stakeholders, both are essential.

6- Lack of adequate investment- In skill development programme, inadequate investment in rural area's centre is creating difficulty for smooth running. Stakeholders are not taking adequate interest. Firstly in rural area's centres, Trainee face more problem as unavailable as generator for electricity, furniture, equipments, machines, necessary tools, lab, etc. After that successfully completion of training, funding is also not available for running own business or profession. It is a critical issue of this programme.(13)

Opportunities in rural areas

More opportunities are available in India for rural young people to develop own skill. The available opportunities for skill development programme with respect of rural areas are as under.

1- Skill development in rural areas contributes to improve productivity & working conditions in agriculture sector. This programme also facilitate for young, women & other weaker sections as tonic for increasing income.

2- In rural areas, women work as a main household worker as their husband migrates for earning in out of agriculture season. If, we provide them skill

development training, definitely rate of migration can reduce easily. Skill development programme is capable for reducing migration & urbanisation both. That will help us also for safety of environment. (14)

3- Skill development programme can increase agricultural production & its allied production. It also helps for expand access to market and engage in off-farm activities which can generate supplemental income. Skill development programme can consider as accelerator of economy.

4- According to 15th census, Total 68.9 crore rural areas people were literate & in urban areas, 85.1. The percentage of increasing literacy in rural areas was 10.2% but increasing percentage in urban areas was 5.1%. The rural urban literacy gap which was 21.2 percentage points in 2001 has come down to 16.1 percentage points in 2011. Its mean, increasing literacy in rural areas is a good sign for creating good platform of skill development. (15)

5- Nearly 70% population live in rural area. In this population more than 62% people contain of the population in the working age group (15-59 years). We have more potential for production through good quality of demographic dividend. If we implement this programme successfully, goal can easily obtain. India will appear as new shining star among in the developed country. (16)

6- In rural areas, more quantity of raw materials & place for establishment of industries are available on cheap cost. If, we initiate skill development programme, condition of villages can improve with better way. All villagers can achieve

employment during off agriculture season in local areas.

7- Expansion of technology in rural area is a bright opportunities for skill development. With help of technology, we can design flexible training programme for better learning. (17)

Suggestion

After study of finding of challenges & opportunities in rural area in present scenario, the following suggestions can recommend for better implementation of this programme to stakeholders.(18)

S.No.	Training Centre	Government	Employer
1-	Increase focus on training of trainers.	Provide vocational training during school education.	Enhancement of refresher course facilities for skills upgrading for existing employee belonging from rural areas..
2-	Must Provide ICT training and also develop English language speaking capacity.	Develop good quality of infrastructure for providing the best training as transport, electricity, modern training rooms & equipments & medical facilities, etc.	Encouragement of social security programme in entrepreneurship.
3-	Provide training keep in mind of changing dimension of demand.	Provide post training financial support.	Increase link up with rural training centre.
4-	Increase link up with companies.	Include informal training centre in skill develop programme & restrict on unregistered centre.	Intimate to training centre about required training.
5-	Develop infrastructure for providing the best training.	Develop an integrated approach for skill development into all government policies	Promote own services into rural areas.
6-	Tie up with good quality of global training institute.	Develop food processing zone near rural areas.	Treat all trainees as a friend not servant.
7-	Training programme must design in regional language.	Create a Skill inventory Information System.	Provide reward to the best skilled person in each year.
8-	Follow mobile based training in rural areas.	Encouragement of entrepreneurial programs in rural areas.	Provide help in starting level of job especially rural areas people.
9-	Call successful & well trained candidate for motivation.	Mandatory to spend percentage of net profit in business for skill development activities as corporate social responsibility (CSR) & follow village adopt system by representatives.	Focus in rural on agri-allied start up.
10-	Increase industrial tours programme & help for getting chance to on the job training to new a trainee.	Open skill development hub near rural areas.	Coordinate with government policies.
11-	Give flexible training in terms & hours for encourage participation, particularly among women & remote and difficult areas.	Creating more awareness in rural areas and mobilisation.	Must participate in programme organised by government. Example- workshop, seminar & meeting, etc.
12-	Must participate in programme organised by government. Example- workshop, seminar & meeting, etc.	Provide loan facilities after training.	Follow & help in village adopt system for skill development.

Conclusion

Rural area is now changing rapidly with help of skill development programme; most of population is now following modern technology for bringing new changes own self. Pattern of agriculture is also changing, with help of changing dimensions of new technologies, products, markets, business environment, etc. Today, it is also need of rural area for better implementation of skill development programme. Many of rural area's people are also showing interest for participating in this programme. But, due to lack of basic infrastructure & unavailability of centres in own village or nearby areas, they are more away from skill development programme. If, stakeholders help for removing this issue, better results will appear within short period. After taking it, Productivity & employability will increase & also provide support for growth of India. India is having more potential for standing in queue of developed country through better implementation of skill development programme if provide proper attention on especially rural areas because we can divert work force in service sector with help of skill development programme. Skill Development, Knowledge and Information & Communication Technology, these three are important conditions for bringing new changes in rural areas. In real word, at the time of making policies by government, rural areas consider as an engine of economy but unfortunately, India's rural area is still fighting for own development. After changing of present scenario in rural areas than we can expect about to empower India. Skill development training will help to village people for getting a life

enjoyment. After completion of training programme more loan facility should provide to candidate for running own business. Most of trainee has suffered with this issue. Finally, they feel own self unlucky.

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