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**STANDING COMMITTEE ON LABOUR, TEXTILES AND SKILL  
DEVELOPMENT**

**(2022-23)**

**(SEVENTEENTH LOK SABHA)**

**MINISTRY OF SKILL DEVELOPMENT & ENTREPRENEURSHIP**

**Action Taken by the Government on the Observations/  
Recommendations of the Committee contained in their Thirty-  
Sixth Report (Seventeenth Lok Sabha) on 'Implementation of  
Pradhan Mantri Kaushal Vikas Yojana (PMKVY)' pertaining to the  
Ministry of Skill Development & Entrepreneurship.**

**FORTY-FOURTH REPORT**



**LOK SABHA SECRETARIAT**

**NEW DELHI**

**July, 2023/ Ashadha, 1945 (Saka)**

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Ministry of Skill Development & Entrepreneurship.**

*Presented to Lok Sabha on 21.07.2023*

*Laid in Rajya Sabha on 21.07.2023*



**LOK SABHA SECRETARIAT**

**NEW DELHI**

**July, 2023/ Ashadha, 1945 (Saka)**

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\* Not appended with this cyclostyled copy.

**COMPOSITION OF THE STANDING COMMITTEE ON LABOUR, TEXTILES AND  
SKILL DEVELOPMENT**

**(2022-23)**

**Shri Bhartruhari Mahtab - Chairperson**

**MEMBERS  
LOK SABHA**

2. Shri Subhash Chandra Baheria
3. Kunwar Pushpendra Singh Chandel
4. Shri Pallab Lochan Das
5. Shri Feroze Varun Gandhi
6. Shri Satish Kumar Gautam
7. Shri Bache Gowda B.N.
8. Dr. Umesh G. Jadhav
9. Shri Dharmendra Kumar Kashyap
10. Adv. Dean Kuriakose
11. Shri Pakauri Lal
12. Prof. Sanjay Sadashivrao Mandlik
13. Shri Dayakar Pasunoori
14. Shri Khalilur Rahaman
15. Dr. D. Ravikumar
16. Shri Naba (Hira) Kumar Sarania
17. Shri Bholu Singh
18. Shri Ganesh Singh
19. Shri Nayab Singh
20. Shri K. Subbarayan
21. Shri Giridhari Yadav

**RAJYA SABHA**

22. Shri Naresh Bansal
23. Shri Neeraj Dangi
24. Shri R. Dharmar
25. Prof. Manoj Kumar Jha
26. Shri Elamaram Kareem
27. Ms. Dola Sen
28. Shri M. Shanmugam
29. Shri Shibu Soren
30. Shri Vijay Pal Singh Tomar
31. Shri Binoy Viswam

**SECRETARIAT**

- |    |                         |   |                             |
|----|-------------------------|---|-----------------------------|
| 1. | Shri T.G. Chandrasekhar | - | Additional Secretary        |
| 2. | Shri Sanjay Sethi       | - | Director                    |
| 3. | Shri Aditya Runthala    | - | Assistant Executive Officer |

## **INTRODUCTION**

I, the Chairperson, Standing Committee on Labour, Textiles and Skill Development (2022-23) having been authorized by the Committee, present on their behalf this Forty-Fourth Report on Action Taken by the Government on the Observations/ Recommendations of the Committee contained in their Thirty- Sixth Report (Seventeenth Lok Sabha) on 'Implementation of Pradhan Mantri Kaushal Vikas Yojana (PMKVY)' pertaining to the Ministry of Skill Development & Entrepreneurship.

2. The Thirty-Sixth Report was presented to Hon'ble Speaker on 5<sup>th</sup> September, 2022 and presented to Lok Sabha and laid in Rajya Sabha on 8<sup>th</sup> December, 2022. The Ministry of Skill Development & Entrepreneurship furnished their replies on 10<sup>th</sup> January, 2023 indicating Action Taken on the Observations/ Recommendations contained in the Thirty-Sixth Report. The Committee considered and adopted the Draft Report at their sitting held on 17 July, 2023.

3. An analysis of the action taken by the Government on the Observations/ Recommendations contained in the Thirty-Sixth Report (Seventeenth Lok Sabha) is given at Appendix-II.

4. For ease of reference, Observations/ Recommendations of the Committee have been printed in thick type in the body of the Report.

**New Delhi;**  
**17 July, 2023**  
**26 Ashadha, 1944 (Saka )**

**BHARTRUHARI MAHTAB**  
**CHAIRPERSON**  
**STANDING COMMITTEE ON LABOUR,**  
**TEXTILES AND SKILL DEVELOPMENT**

## **CHAPTER- I**

### **REPORT**

This Report deals with the action taken by the Government on the Observations/Recommendations of the Committee contained in their Thirty-Sixth Report (Seventeenth Lok Sabha) on “Implementation of Pradhan Mantri Kaushal Vikas Yojana (PMKVY)” relating to the Ministry of Skill Development and Entrepreneurship.

2. The Thirty-Sixth Report was presented to Hon’ble Speaker on 5<sup>th</sup> September, 2022 and presented to Lok Sabha/ laid in Rajya Sabha on 8<sup>th</sup> December, 2022. It contained 17 Observations/Recommendations. Replies of Government in respect of all the Recommendations have been received and are categorized as under:-

(i) Recommendations/Observations which have been accepted by the Government – <b>Rec. Para Nos. 1, 2, 3, 4, 5, 6, 7, 8, 10, 12, 13, 14, 15, 16 and 17</b>	<b>Chapter II</b> <b>Total:15</b> <b>Percentage:88.24</b>
(ii) Recommendations/Observations which the Committee do not desire to pursue in view of the Government’s reply – <b>Nil</b>	<b>Chapter III</b> <b>Total:00</b> <b>Percentage:00</b>
(iii) Recommendations/Observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration – <b>Rec. Para No. 9</b>	<b>Chapter IV</b> <b>Total:01</b> <b>Percentage: 5.88</b>
(iv) Recommendations/Observations in respect of which replies of the Government are interim in nature - <b>Rec. Para No. - 11.</b>	<b>Chapter V</b> <b>Total:01</b> <b>Percentage:5.88</b>

**3. The Committee desire that Action Taken Notes in respect of Observations/ Recommendations contained in Chapter-I and final action taken reply in respect of the Recommendations contained in Chapter V of**

**this Report, for which interim reply has been given by the Government, be furnished to them at the earliest.**

**4. The Committee will now deal with some of their earlier Observations/ Recommendations which either require reiteration or merit further comments.**

**I. MODIFICATIONS UNDER PMKVY/FUND ALLOCATION AND UTILISATION**

**(Recommendation Para Nos. 1 & 2)**

5. In their Thirty-Sixth report, the Committee, while appreciating the efforts of the Ministry in redesigning PMKVY 3.0 with a demand driven bottom up approach to skill development by encouraging candidates to opt for local skills with local jobs, found that despite the revamping of the Scheme in its 3.0 version, some of the core issues, such as poor placement figures and underutilization of allocated funds, that plagued PMKVY 2.0, continue to persist in PMKVY 3.0. Observing that out of 3,99,860 certified candidates, only 30,599 were reportedly placed and against the total amount of Rs. 686.02 crore released, the actual utilization of fund was Rs. 294.98 crore only as on 30th June, 2022, the Committee desired that the Ministry ought to pay serious attention towards addressing the impediments so as to leverage the placement/self-employment of the trained/certified candidates to a sizeable extent as well as to maximize utilisation of the earmarked funds.

6. The Committee also noted with concern that for the financial year 2021-22 against the allocated amount of Rs.1,438 crore under PMKVY 3.0, the actual utilization of fund was Rs. 1,043.21 crore only. While taking note of the reasons for decrease in the number of enrolments resulting in low disbursement and underutilization and also the measures initiated by the Ministry in this direction, the Committee desired that the efforts be further fortified with sustained emphasis on regular monitoring and strict follow up action so as to ensure optimal utilisation of the earmarked funds for smooth implementation of PMKVY 3.0 and PMKVY 4.0.

7. In their Action Taken Note furnished to the Committee, the Ministry of Skill Development & Entrepreneurship have stated as follows:-

“Ministry of Skill Development and Entrepreneurship (MSDE) has launched Pradhan Mantri Kaushal Vikas Yojana 3.0 (PMKVY 3.0) on 15.01.2021 with an aim to provide skilling to 8 lakh youth of the country.

COVID-19 pandemic caused disruptions in economy, livelihood and labour market. The overall skill ecosystem was impacted due to COVID-19 induced lockdown. The implementation of the PMKVY 3.0 was also impacted due to restrictions during COVID-19 pandemic and training was paused/temporarily suspended from time to time subject to the State specific lockdowns/directives.

In order to mitigate the impact of COVID-19 pandemic and to restore the skilling activities, MSDE has taken various initiatives under the skill ecosystem such as introduction of On-line skill training through e-Skill India portal and Bharat Skill portal, Customized Crash Course Programme for COVID Warriors (CCCP for CW), Skill Hubs Initiative (SHI), Operation and Maintenance of Pressure Swing Absorption (PSA) Oxygen Plants, On-line/Digital (Blended) Mode of training, etc.

Additionally, in order to achieve the envisaged target of PMKVY 3.0, the last date of enrollment of candidates was extended multiple times during FY 2021-22 and the last date was 31.03.2022.

**.....Placements under PMKVY 3.0:**

.....PMKVY has two training components, namely; Short Term Training (STT) and Recognition of Prior Learning (RPL). Under PMKVY, placement opportunities are being provided to STT certified candidates and, since RPL involves the process of certification of already existing skills, it is not linked with placements. Under STT of PMKVY 3.0, around 1.12 lakh candidates have been certified and out of which, 30,853 candidates have been reported placed.

**.....Financials under PMKVY 3.0:** The financial performance was also impacted due to the disruptions caused by COVID-19 pandemic. Funds were not utilized by the States/UTs as it was earmarked in the scheme.

The financial outlay of PMKVY 3.0 was Rs. 948.90 crore, out of which, Rs. 692.68 crore was disbursed to the implementing agencies which is around 73% of the total outlay. Out of the total outlay of the scheme, 75% i.e. Rs. 712 crore (approx.) was for Central component and 25% i.e. Rs. 237 crore was for State component. Under Central component, Rs. 644.27 crore was disbursed to the implementing agency i.e. National Skill Development Corporation which is around 90% of allocation (i.e., Rs. 712 crore). Under State component, Rs. 48.41 crore was disbursed to State Govt./State Skill Development Mission (SSDM) as per their demand which is around 20% of allocation (i.e., Rs. 237 crore).

Ministry has rationalized the training cost under pilot SHI to Rs. 7,300/- per candidate, which is less than the STT cost under PMKVY 3.0. The cost was rationalized considering the sharing of available infrastructure and trainers/assessors of Central/State Boards/Departments. This rationalization of cost under SHI resulted in savings of the earmarked funds.

In addition, under PMKVY 3.0, there was a provision to carry-forward unspent funds of PMKVY 2.0 to PMKVY 3.0. Few States/UTs have utilized the unspent funds of PMKVY 2.0 for the implementation of PMKVY 3.0, which resulted in further savings of the earmarked funds for PMKVY 3.0.

The component-wise funds disbursed and utilized under PMKVY 3.0, as on 30.09.2022, are given below:



<b>Component</b>	<b>Disbursed [In Cr.]</b>	<b>Utilized (As reported) [In Cr.]</b>
Central Component	Rs. 644.27	Rs. 334.77
State Component	Rs. 48.41	Rs. 14.06
<b>Total</b>	<b>Rs. 692.68</b>	<b>Rs. 348.83</b>

**Steps taken for optimal utilization of funds under PMKVY:**

i) With regard to utilization of funds under PMKVY 3.0, it is submitted that the Ministry has made multiple communications with the States/UTs and has requested them to ensure optimal utilization of allocated funds in order to achieve the objective of the Scheme. Furthermore, States/UTs have been repeatedly requested to clear liabilities under PMKVY 2.0 by utilizing the existing funds available with them. If the States/UTs have surplus funds available after clearing all liabilities of PMKVY 2.0, the same may be utilized for clearing liabilities under PMKVY 3.0.

ii) Further, a dedicated team at MSDE has been constituted for continuous monitoring of the implementation of PMKVY 3.0 and to connect regularly with the State Govt. / State Skill Development Mission (SSDMs) for providing assistance on all issues including utilization of funds.

In addition to the above, it is submitted that the PMKVY 3.0 was implemented during the COVID-19 pandemic. Though, the Ministry made all sincere efforts to mitigate its impact through various initiatives, the physical and financial performance of the PMKVY 3.0 was hugely impacted due to disruptions caused by the pandemic. Presently, based on the learning from implementation of earlier phases of PMKVY (i.e. 1.0, 2.0 & 3.0), Ministry has redesigned and upgraded the new version of PMKVY, i.e., PMKVY 4.0. Further, it is submitted that Ministry will take all necessary steps for the successful and effective implementation of the upcoming PMKVY 4.0, both in terms of physical achievements and financial utilization. At present, the proposal of PMKVY 4.0 has been appraised and recommended by Expenditure Finance Committee (EFC). The note for approval of PMKVY 4.0 has been submitted to Cabinet.

**8. The Committee take cognizance of the submission of the Ministry that despite their sincere efforts to mitigate the huge impact of COVID-19 pandemic, when PMKVY 3.0 was under implementation, the physical and financial targets, as envisaged, could not be achieved. The Committee also take cognizance of the fact that despite repeated requests of the Ministry to ensure optimal utilisation of allocated funds and make use of the unspent allocation of PMKVY 2.0, very few States/UTs have responded, thereby adding to the shortfall in utilization of funds. The Committee, in this regard, recommend that special and focused attention**

**ought to be paid towards strengthening coordination with States/UTs, particularly such States/UTs which did not utilize the unspent funds of PMKVY 2.0 for PMKVY 3.0 so that the bottlenecks are ironed out and utilization of funds earmarked for PMKVY is maximized in the coming years.**

**9. Now that the COVID-19 situation has normalized substantially, the Committee expect the Ministry to take appropriate measures for ensuring successful and effective implementation of the upcoming PMKVY 4.0, by way of effective utilization of the financial allocation for achieving the targets envisaged.**

## **II. TRAINING, CERTIFICATION AND PLACEMENT**

### **(Recommendation Para Nos. 3, 4 & 5)**

10. In their earlier Report, the Committee, expressed concern regarding the placement figures for PMKVY 2.0 and 3.0, as in the case of PMKVY 2.0, out of the 91,38,665 certified candidates, only 21,32,715 candidates were reportedly placed, whereas, in the case of PMKVY 3.0, out of the 3,99,860 certified candidates, only 30,599 had reportedly got placed. Observing that the placement statistics is the real barometer for measuring the success of the Scheme, the Committee desired the Ministry to make more concerted efforts in unison with all the stakeholders to ensure that the placement of the certified candidates is enhanced to an appreciable extent. The Committee also impressed upon the Ministry to endeavour to make the certification process more transparent and effective so that it facilitates more self employment besides ensuring fair wages to the skilled candidates.

11. The Committee were equally concerned to note that in the case of the placements under the CSSM component of PMKVY 3.0 out of the 97,288 candidates certified, only 7,956 reportedly got placed. One of the changes envisaged under PMKVY 3.0 was the decentralization of implementation at the District and State level. Based on the number of candidates placed, the Committee observed that the changes had not had the desired impact on creating employment, though, the Ministry had been supporting States & other stakeholders for promoting placement by organizing Rozgar Melas/ Kaushal Melas; by developing the ASEEM portal with linkages to other job aggregator portals and entrepreneurship support agencies; undertaking Apprenticeship

promotion programmes and Special Projects with captive placement opportunities, etc. The Committee exhorted the Ministry to intensify their efforts in supporting and hand holding the States and other Stakeholders so that the placement/self-employment of the Trained/Certified candidates was enhanced to a greater extent.

12. The Committee further noted that Aatmanirbhar Skilled Employee Employer Mapping (ASEEM) was envisaged and conceived to align Skilled Employees and the Employers through a collaborative platform with the objective to provide a platform that matches supply of skilled workforce with the market demand, thereby facilitating better livelihood opportunities. As intimated by the Ministry, around 29 lakh Skilled Candidates/ Jobseekers were mapped with more than 350 Employers and around 56,000 candidates had reported to have secured Employment through ASEEM Portal. Observing that the functioning of the portal being not upto the mark due to large gap in the number of candidates registered vis-à-vis those who actually secured employment, the Committee desired the Ministry to make earnest efforts to take further corrective action so as to boost the number of employers, across all the sectors, registered on the portal and encourage them to make use of the portal for the purpose of hiring/employing more skilled candidates.

13. In their Action Taken Note furnished to the Committee, the Ministry of Skill Development & Entrepreneurship have stated as follows:-

“The Observation/recommendation of the Committee is noted for compliance.  
..... Placements under PMKVY 3.0:The main objective of the implementation of PMKVY is to deliver skills to youth of the country to make them employable for better livelihood. Ministry through various initiatives has facilitated the placement of the short term certified candidates.

PMKVY has two training components, namely; Short Term Training (STT) and Recognition of Prior Learning (RPL). Under PMKVY, placement opportunities are being provided to STT certified candidates and, since RPL involves the process of certification of already existing skills, it is not linked with placements. Under STT of PMKVY 3.0, around 1.12 lakh candidates have been certified and out of which, 30,853 candidates have been reported placed.

In order to enhance the placement opportunities in the scheme, following steps have been taken:

- i. Under STT Component of PMKVY, placement is linked with payout to training providers. The last tranche, i.e., 30 percent of total payout is disbursed to training providers only on ensuring placement of the candidates.

- ii. Under Common Norms, post-placement support @ Rs. 1,500 per month for Special Areas / Special Groups for wage employment is being provisioned.
- iii. Rozgar Melas are organized with the support of Sector Skill Councils (SSCs), training providers and implementing agencies to directly link the candidates with the potential employers.
- iv. In addition, Ministry has launched Aatmanirbhar Skilled Employee Employer Mapping (ASEEM) portal, which acts as a central directory of skilled workforce registered and certified under Skill India Portal (SIP), across all schemes at the central and state level.
- v. Under PMKVY, training is provided to candidates as per the skilling demand of industry. Ministry through NSDC has facilitated the setting up of 37 Sector Skill Councils (SSCs) as autonomous industry led bodies to develop National Skill Qualification Framework (NSQF) aligned job roles and course curriculum, conduct skill gap studies and assess and certify trainees.
- vi. Ministry through National Skill Development Corporation (NSDC) has been constantly working towards ensuring higher participation from employers, staffing companies, third-party aggregators etc. to increase the placement opportunities.
- vii. Further, it is submitted that Ministry has also launched special training programmes under PMKVY 3.0 namely Customized Crash Course Programme for COVID Warriors (CCCP for CW) and Skill Hubs Initiative (SHI).....

The details of transparency in certification process under PMKVY 3.0 are given below:

In order to make the scheme transparent and effective, the life cycle of training process of candidates (enrolment – training – assessment – certification – placement) is monitored on real-time basis through the Skill India Portal (SIP) which is linked with Aadhaar-enabled biometric attendance.

Further, to make the certification process more transparent, trained candidates go through assessment process which is conducted by a third party assessment agency empanelled by Sector Skill Councils. On clearing the assessment process, each candidate is given a certificate which has unique QR code in individual Digi Locker of the candidates”.

“.....Under CSSM Component of PMKVY 3.0, out of 45,040 trained candidates, 9,223 have been reportedly placed in STT. Further, it is submitted that the overall implementation of the scheme was impacted due to COVID pandemic. However, the performance of the State component is not as it was envisaged during the formulation of the scheme. Ministry has decentralized the scheme and targets were allocated based on the demands received from District Skill Committees (DSCs).

Also, apart from the budgetary support, the Ministry assists the States/UTs through Monthly/Weekly Review Workshops/ Meetings of the State Training Providers (TPs), Capacity building workshops for SSDMs, deployment of State Engagement Officers (SEOs) / State Engagement Coordinators (SECs) in States/UTs for technical and information support to District Skill Committees

(DSCs). A dedicated team at MSDE has been constituted for continuous monitoring of the implementation of PMKVY 3.0 and to connect regularly with the State Govt. / State Skill Development Mission (SSDMs) for providing assistance on all issues including utilization of funds

“ ..... it is submitted that interlinking of Udyam, e-Shram, National Career Service (NCS) and Atmanirbhar Skilled Employee-Employer Mapping (ASEEM) has been envisaged by Hon’ble Finance Minister in Budget Speech 2022-23 to widen the services which may further formalize the economy and enhance entrepreneurial opportunities for all.

A meeting was held under the Joint Chairmanship of Hon’ble Minister of SDE and Education, and Hon’ble Minister of Labour& Employment on 19.10.2022 to discuss the integration of Portals. During the meeting, it was resolved that ASEEM portal is to be subsumed under Skill India Digital (SID) and NCS would act as primary government portal for jobs and employment. Further, all portals (including Udyam and e-Shram) would be interlinked with each other”.

**14. The placement figures under Central Component in general and State Component in particular under PMKVY has been a cause of concern for the Committee since long. As admitted by the Ministry, the performance of the State Component of the Scheme has not been as it was envisaged. The Committee observe from the reply that decentralization of the Scheme and allocation of targets based on the demands received from the District Skill Committees (DSCs) have not yielded the desired results by way of improving placements. Also, the outcome of the other efforts being made by the Ministry to assist the States/UTs through measures that include *inter-alia* holding Monthly/Weekly Review Workshops, Capacity building workshops for SSDMs etc., do not seem to have yielded positive results by way of making the Scheme popular and placement oriented. The Committee, therefore, impress upon the Ministry to intensify the measures and strengthen collaborative efforts so as to reverse the trend of low level of placements under the Scheme.**

**15. The Committee further note that the process of interlinking of UDYAM, e-Shram, National Career Service (NCS) and Aatamanirbhar Skilled Employee- Employer Mapping (ASEEM) portal is underway.**

**Further, the ASEEM portal is also to be subsumed under Skill India Digital (SID). As the interlinking of portals will facilitate candidates to seamlessly register for skilling, training and apprenticeship opportunities and avail these facilities as per their requirements, the Committee desire that coordinated efforts be made in consultation with all stakeholders with a view to completing the interlinking of portals in a time bound manner and thereby facilitate in enhancing entrepreneurial opportunities for all, as announced in the Budget Speech, 2022-23.**

### **III. STATE/DISTRICT LEVEL RESPONSIBILITY**

#### **(Recommendation Para No. 8)**

16. In their earlier report, the Committee noted that in PMKVY 3.0, District Skill Committees (DSCs) were established for decentralization and better implementation of the Scheme. Apart from the budgetary support, the Ministry also assist the States through Monthly/Weekly Review Workshops/ Meetings of the State Training Providers (TPs), Capacity building workshops for SSDMs, deployment of State Engagement Officers (SEOs)/State Engagement Coordinators (SECs) in States/UTs for technical and information support to DSCs. DiSPAK (District Skill Planning Aid Kit) has also been developed by the Ministry to support and enable DSCs to make comprehensive District Skill Development Plans (DSDPs). DiSPAK application is planned to be deployed in a phased manner in two phases. The registration Module was live and 673 districts had been registered. While Phase I was made live on 25.07.2022, Phase II was in development stage. The Committee urged the Ministry to expedite the operationalization of the second phase and ensure that all the districts are onboarded on the application so as to submit their detailed DSDPs within a specific timeline. The Committee further desired the Ministry to make extensive use of ICT tools for improving co-ordination, monitoring and implementation of the Scheme particularly since it has been decentralized to the District level.

17. In their Action Taken Note furnished to the Committee, the Ministry of Skill Development & Entrepreneurship have stated as follows:-

“The Observation/recommendation of the Committee is noted for compliance.

Further, it is submitted that as on 17.11.2022, 696 district have been on-boarded on DiSPAK portal. Ministry is coordinating with other

districts (and States/UTs concerned) for on boarding the remaining districts on DiSPAK portal.

Phase-II of the DiSPAK portal has also been developed and its User Acceptance Test is being done.”

**18. While taking note of the Ministry’s collaborative efforts with States/UTs to on-board all Districts on DiSPAK portal, the Committee find that as on 17.11.2022, 696 Districts have been on-boarded but still a lot needs to be done in this direction as the remaining Districts are yet to be on-boarded. The Committee desire that coordination and monitoring mechanism be further strengthened so as to ensure that all Districts are on-boarded on DiSPAK portal in a time bound manner and thereby enable District Skill Committees (DSCs) to submit their respective comprehensive District Skill Development Plans (DSDPs). The Committee also note the progress made with regard to developing Phase-II of DiSPAK portal and call upon the Ministry to operationalize the plan at the earliest.**

#### **IV. CHALLENGES REPORTED BY INDUSTRY**

##### **(Recommendation Para No. 9)**

19. In their earlier Report, the Committee had noted that various constraints had been reported by the industry partners/stakeholders in increasing the uptake of the trained candidates in the respective job roles. The industry partners had appraised that the training course and curriculum under PMKVY have not been aligned with the actual industry requirements and the practical skills imparted under PMKVY training are not as per the industry needs. On their part, the Ministry stated that they are taking several measures to address these issues which inter-alia include encouraging the Industry for buy-in and contribution for skilling, including sharing of training infrastructure, demand aggregation, and introduction of On-Job-Training (OJT); providing flexibility in course curriculums by introducing courses in partnership with industry, Government Ministries/Departments; and Enhancement of apprenticeship opportunities for candidates. The Committee desired that the Ministry continue to align their efforts with the needs of the Industry through regular consultation and take all requisite steps to address the concerns expressed by



the Industry so as to maximise uptake/placement of the trained/certified candidates.

20. In their Action Taken Note furnished to the Committee, the Ministry of Skill Development & Entrepreneurship have stated as follows:-

“The Observation/recommendation of the Committee is noted for compliance.

Further, in respect of industry alignment of courses and documents for placement verification, the following is submitted:

i) Industry Alignment of Course Curriculum: Sector Skill Councils (SSCs) have been setup as autonomous industry-led bodies with domain knowledge to create Occupational Standards or Qualification Packs (QPs), develop competency framework, conduct Training for Trainers Programs, conduct skill gap studies and assess and certify trainees.

The Governing Council of the SSCs has senior representatives from relevant Industry and Corporate. During the approval process of a Qualification Pack, the curriculum undergoes industry validation and review before the approval from NCVET (National Council of Vocational Education and Training).

Further, SSCs have been suggested to prioritize upgradation of Qualification Packs (QPs) for PMKVY 4.0, including mandatory On-Job Training Component (OJT) in all relevant QPs and to revise QPs in bracket of 30 hours, as mandated by NCVET, for easy and standardized credit transfer linkages.

ii) Placement Verification Process under PMKVY: The placement verification process under PMKVY entails capturing only relevant proofs of placements such as salary slips, bank statements, appointment letters and others. The process also includes Training Partners to verify a continuous placement of a candidate for a period of 3 months. The same is carried out through uploading the said placement documents on the Skill India Portal.”

**21. The Committee note that despite establishing the institutional mechanism of Sector Skill Councils (SSCs) as autonomous industry-led bodies for creating Occupational Standards or Qualification Packs etc., the training courses and curriculum are not in alignment with the actual requirements of the industry. As this raises concerns on the effectiveness of SSCs, the Committee express the need for re-assessing and reviewing the measures initiated/taken by the Ministry/NSDC towards making the training courses suitable and in tune with the requirements of the industry. The Ministry/ NSDC need to take a lead**



**role in strengthening the coordination mechanism with the Industry/stakeholders providing regular feedback on the training curriculum, practical skills, process of placement verification and other related issues; and the Ministry/NSDC should take timely and speedy action on such feedback. The Committee reiterate that the Ministry/NSDC, training providers as well as the fora representing the industry need to work together with a sense of commitment so as to ensure that the training imparted is appropriate and relevant.**

## **V. DROPOUTS**

### **(Recommendation Para No. 10)**

22. In their earlier report, the Committee noted with serious concern that during the implementation of PMKVY 1.0, 2.0 & 3.0, approx. 20% of the total enrolled candidates dropped out of the training programme. According to the evaluation study report of the Scheme conducted by Indian Institute of Public Administration (IIPA), New Delhi most of the reasons identified for dropping the courses emanated from medical grounds, family issues, social problem, distance from residence to training centres, upgradation of social status as married and attached livelihood demands, accessibility to a job, and no improvement noticed on skills, etc. A number of female candidates had reportedly left the course for reasons owing to pregnancy, marriage and short duration of the courses. Agreeing with the Ministry's contention that they cannot control all of the factors that are leading to candidates dropping out, the Committee opined that earnest efforts be made to identify the areas where the Ministry could effectively intervene and lend support to prevent dropouts. Further, in case of the female drop outs, the Committee suggest that the Ministry may rope in ASHA and Anganwadi Centres to create awareness about the benefits of skilling and encourage the female members who drop out owing to pregnancy, to resume training as soon as possible post delivery.

23. In their Action Taken Note furnished to the Committee, the Ministry of Skill Development & Entrepreneurship have stated as follows:-

“The Observation/recommendation of the Committee is noted for compliance. Currently, PMKVY 4.0 Scheme is in the process of redesigning and launching. It intends to be more candidate centric and consider reasons for candidate dropouts post enrollment into the skill training programme. The following measures are intended to be introduced in the fourth version of the scheme to overcome the challenges in dropouts:

- i) The focus of PMKVY 4.0 would be on implementing up-skilling/re-skilling type courses which are shorter duration courses.
- ii) Focus on introduction of digital/blended type learning to give flexibility to the candidates.
- iii) As the scheme is candidate centric, On Job Training (OJT), cluster based programme, flexibility in course curriculum with focus on digital content through blended mode of training and special focus on new age, multi skilling courses and vernacular content will be incorporated.”

**24. The reply of the Ministry is silent on the specific recommendation of the Committee with regard to engaging ASHA and Anganwadi Centres to pursue/convince female dropouts to resume training post delivery. The concern highlighted by the Committee has not been addressed. Also, considering the fact that the re-designed PMKVY 4.0 will be more candidate centric, the Committee reiterate and stress that all out efforts be made to pursue/encourage female dropouts to resume post delivery training through ASHA and Anganwadi Centres and also provide other necessary assistance to them to the extent possible in order to have a skilled female workforce.**

#### **VI. KAUSHAL AND ROZGAR MELAS**

##### **(Recommendation Para Nos. 12 and 13)**

25. The Committee noted that the Ministry seek to increase the employment opportunities available for the youth by organizing Kaushal and Rozgar Melas. While Kaushal Mela is a camp-based approach, used for mobilization of candidates, building awareness, and enrolling suitable candidates whereas Rozgar Mela is part of an employment strategy to fast-track the meeting of job employers and job seekers. As intimated by the Ministry, Regular offline and online media channels are used for creating publicity around Kaushal and Rozgar Melas. Observing that around 1,669 Kaushal Melas and 1,577 Rozgar Melas were organized in the process of implementation of the Scheme, the Committee desired that the publicity for conducting the Melas be scaled up, particularly in remote and backward areas and local public representatives be invited to participate in the process to increase the coverage and trust. The Committee also desired that the Kaushal and Rozgar Melas should be integrated with cultural and national events as well as local festivals in order to increase the rate of participation.

26. In their Action Taken Note furnished to the Committee, the Ministry of Skill Development & Entrepreneurship have stated as follows:-

“The Observation/recommendation of the Committee is noted for compliance.

Further, it is submitted that organizing Kaushal and Rozgar Melas is an on-going process. National Skill Development Corporation (NSDC) under the aegis of the Ministry is organizing Kaushal and Rozgar Melas with the support of Sector Skill Councils and private players. Recently, Kaushal Melas have been organized at Kamakhya Nagar, Dhenkanal, Odisha, Bundi, Rajasthan and Koderma, Jharkhand.

Also, Ministry is organizing Pradhan Mantri National Apprenticeship Mela (PMNAM) across the country. States/UTs have been advised to organize PMNAM every 2<sup>nd</sup> Monday in 1/3 of total number of districts with the flexibility for choosing the district/location and the day of Mela based on local conditions/festivals, etc. so that all districts are covered once in a quarter, and four times in a year.

So far, 6 PMNAM have been organized since its inception in June 2022. Apprenticeship Melas create opportunities for apprenticeship for youth in the establishments / industries to bridge the skill gap by imparting on-the-job training and to make them industry-ready and employable. The status of PMNAM is given below:

S. No.	Parameters	Numbers
1	No of PMNAM	6
3	Locations/ Districts	1,180
4	Establishments participated	10,273
5	Candidates Foot fall	2,13,508
6	Shortlisted candidates	82,188
7	Contracts generated in the portal from day of Mela*	2,47,686*

*\*Pan India data –Apprenticeship Contract tracked for 20 days after Mela day which may also include contracts generated outside PMNAM.”*

27. Observing that only 2,57,767 candidates got shortlisted by the participating employers in the 1,577 Rozgar Melas organized by the NSDC, the Committee opined that the number of candidates finding employment through Rozgar Melas could be substantially increased by encouraging the industries/establishments and other employers to participate in such Melas and offer employment opportunities. Further, as Rozgar Melas can be instrumental in opening up employment opportunities for candidates coming from rural/remote areas, the Committee called upon the Ministry and other Stakeholders to leverage their efforts towards that end.

28. In their Action Taken Note furnished to the Committee, the Ministry of Skill Development & Entrepreneurship have stated as follows:-

“The Observation/recommendation of the Committee is noted for compliance.

Further, it is submitted that Ministry along with NSDC has been constantly working towards ensuring higher participation from employers, staffing companies, third-party aggregators etc. In addition, NSDC is also planning to organize a workshop with various employers, staffing companies, associations, etc. to understand their needs and challenges by ensuring continued participation in the upcoming Kaushal Melas and Rozgar Melas.

NSDC is also encouraging employers to register on NSDC digital and post their vacancies on regular basis and is in the process of collaborating with various Job portals, with the aim of increasing job opportunities for candidates. NSDC will focus on executing Kaushal Melas and Rozgar Melas in remote and rural location to provide job opportunities to the youth.

In addition to the above, the following steps are being undertaken by NSDC to ensure higher placement numbers during the event:

- i. Pre-screening of candidates before the event.
- ii. Group counselling and motivational sessions during the event to guide candidates.
- iii. Candidate and job profile matchmaking (AI intervention).
- iv. Candidates' registration on NSDC digital along with access to the employer database."

**29. The Committee are pleased to observe that pursuant to their recommendations, the Ministry/ National Skill Development Corporation (NSDC) has taken/proposed to initiate a number of steps to increase employment opportunities for candidates through Kaushal Melas, Rozgar Melas and other means which include *inter alia* organizing workshops with various employers, staffing companies, associations, etc.; encouraging employers to register and post vacancies on NSDC portal on regular basis; executing Kaushal Melas and Rozgar Melas in remote and rural locations; registration of candidates on NSDC portal with access to employer database; candidate and job profile match making through AI intervention, etc. The Committee urge the Ministry to maintain the momentum for increasing job opportunities for candidates and simultaneously meeting the requirement of employers keeping in view the needs and challenges faced by them. The Committee further desire that**

the process of collaborating with various job portals be expedited and completed in a time bound manner, and thereby help both the employers and the job seekers. The Committee also impress upon the Ministry to launch awareness campaigns about organizing Kaushal Melas and Rozgar Melas to attract more candidates as well as employers so as to ensure achieving the objectives of these Melas.

30. The Committee also note that the reply of the Ministry does not touch upon the need expressed for inviting local public representatives at Kaushal and Rozgar Melas. The Committee desire that appropriate action be taken by the Ministry in this regard with a view to gainfully utilizing their feedback and suggestions during the Melas.

New Delhi;  
17 July, 2023  
26 Ashadha, 1944 (Saka )

**BHARTRUHARI MAHTAB**  
**CHAIRPERSON**  
**STANDING COMMITTEE ON LABOUR,**  
**TEXTILES AND SKILL DEVELOPMENT**

**APPENDIX-II**

**(Vide Para No. 3 of the Introduction)**

**ANALYSIS OF ACTION TAKEN BY THE GOVERNMENT ON OBSERVATIONS/  
RECOMMENDATIONS CONTAINED IN THE THIRTY-SIXTH REPORT  
(SEVENTEENTH LOK SABHA) OF THE STANDING COMMITTEE ON LABOUR,  
TEXTILES AND SKILL DEVELOPMENT**

		<b>Total</b>	<b>Percentage</b>
<b>I.</b>	Total number of Recommendations	<b>17</b>	
<b>II.</b>	Recommendations/Observations which have been accepted by the Government – <b>Rec. Para Nos. 1, 2, 3, 4, 5, 6, 7, 8, 10, 12, 13, 14, 15, 16 and 17</b>	<b>15</b>	<b>88.24%</b>
<b>III.</b>	Recommendations/Observations which the Committee do not desire to pursue in view of the Government’s reply – <b>Nil</b>	<b>00</b>	<b>00%</b>
<b>IV</b>	Recommendations/Observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration – <b>Rec. Para No. 9</b>	<b>01</b>	<b>5.88%</b>
<b>V</b>	Recommendations/Observations in respect of which replies of the Government are interim in nature - <b>Rec. Para No. 11.</b>	<b>01</b>	<b>5.88%</b>
			<b>100%</b>