

## **Make in India and Skill India – “A hand in glove schemes of GOI designed to transform India Economy”**

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### ***Abstract***

*India is a country bestowed with rich dividend of democracy, demography and demand; but it has been futile in generating jobs, starting up of new ventures and meeting the demand of skilled labour, but these are the factors are co-related and key ingredient for any economy to succeed. To mitigate this shortcoming, over the last couple of years Government of India, have come with diverse initiatives, there by focusing mainly on “Make in India” & “Skill India” with a main aim to solve major challenges which could hinder the progress of our country. Make in India is an initiative launched by the Government of India to encourage domestic as well as Multinational Corporation to manufacture their products in India. The focal point behind the scheme was to focus on job creation and skill enhancement in twenty four various sectors of the economy. The initiative also aims at high quality standards and minimising the impact on the environment. Make in India hopes to attract capital and technological investment in India and to a certain extent it’s been fruitful. To complement Make in India, Skill India was launched. Skill India is a pre-requisite for the Make in India. The two schemes must synergize for the growth and development. This paper highlight on the progresses done after the implementation of the scheme and future estimated demand in terms of skill workforce and the sectors where the demand lies in years to come.*

**Key Words:** *Make in India (MII), Skill India (SI), Sectors for Estimated Demand of Workforce.*

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### **1. Introduction:**

The Make in India initiative was launched by Prime Minister Shri Narendra Modi on 25<sup>th</sup> September 2014 as part of a wider set of nation-building initiatives. Formulated to make over India into a global design and make India as a manufacturing hub, MII was a timely response to a crucial situation in the year 2013, with much-hyped emerging markets bubble burst and India’s growth rate had fallen to its lowest level in a decade <sup>[1]</sup>. The focal point behind the scheme was to

focus on job creation and skill enhancement in twenty four sectors of the economy. The initiative also aims at high quality standards and minimising the impact on the environment. India being one of the “youngest” nation of the world today with more than 54% of the total population below 25 years of age and over 64% of the population in the working in the age group 15-59 years<sup>[2]</sup>. To complement Make in India, Skill India was launched on 15<sup>th</sup> July 2015 with a aim to train over forty crore people with different skills by 2022. The two schemes must synergize for the growth and development. An analysis is been done to see the progress of the two schemes and also to look for the sector where the estimated demand for the work force is more.

## **2.0.Objectives of the study:**

- 1) To determine the factors which influence the skilled labor for make in India Economy
- 2) To analyze those factors for job creation and skill enhancement.
- 3) To identify the highlights on the progresses done after the implementation of the scheme

## **3.0 Methodology :**

- This paper intends to study progresses done after the implementation of the Make in India & Skill India scheme and future estimated demand in terms of skill workforce and the sectors where the demand lies in years to come.
- Secondary data from Government of India, the reports of International organizations, reports of private agencies, surveys, journals and websites have been taken to endorse these points.

## **4.0 Make in India :**

Prime Minister Shri Narendra Modi launched the Make in India a major national initiative on 25<sup>th</sup> September 2014 designed to facilitate investment, foster innovation, enhance skill development, protect intellectual property and build best in class manufacturing infrastructure. It targets twenty five sectors of the economy which range from automobile to Information Technology & Business Process Management. It also seeks to facilitate job creation, foster innovation, enhance skill development and protect intellectual property. The logo of ‘Make in India’ – a lion made of gear wheels – itself reflects the integral role of manufacturing in government’s vision and national development.<sup>[3]</sup>

### **4.1The Progress of MII since its Inception:**

#### **4.1.1: Foreign Direct Investment Inflow:**

Emphasis here was on the Foreign Direct Investment (FDI) inflow.

The table below shows the inflow of FDI from the Financial Year 2012-13 to 2015-16.

**Table 4.1: Total FDI Inflow From 2012-2016.**

Sl.No	Financial Year	Total FDI Inflow (in US\$ billion)	Growth
1.	2012 - 13	34.30	
2.	2013 - 14	36.05	5.10%
3.	2014 - 15	45.15	25.24%
4.	2015 - 16	55.46	22.83%

**Source: Press Information Bureau (PIB) GOI**

Make in India initiative brought around US\$ 55.46 billion in 2015-16 through FDI inflow with increase in the growth rate of 22.83% as compared to mere 5.10% in the year 2013-14. As per the reports from Ministry of Commerce & Industry.<sup>[4]</sup>

#### 4.1.2: Sectoral Break up of FDI in terms of Percentage:

The table below shows the sectoral break up of various sectors were the inflow of FDI Equity Inflow in terms of percentage.

**Table 4.2: FDI Equity inflow in terms of percentage from Oct 2014-May 2016.**

Sector	Oct-14 to Mar-15	Apr-15 to Mar-16	Apr-16 to May-16
Services Sector	19.72%	17.22%	34.84%
Telecommunications	2.61%	3.31%	16.62%
Drugs & Pharmaceuticals	2.49%	1.89%	8.47%
Automobile Industry	10.41%	6.32%	5.56%
Computer Software & Hardware	11.54%	14.76%	5.29%
Construction (Infrastructure) Activities	4.58%	11.28%	3.67%
Non-Conventional Energy	1.47%	1.94%	2.37%
Food Processing Industries	1.44%	1.26%	2.27%
Hotel & Tourism	2.22%	3.33%	2.24%
Trading	10.79%	9.61%	2.20%

**Source: PIB**

As seen in the above table, Lion’s share of the FDI Equity inflow went to Services Sector from 19.72% in 2014-15 to 34.84% in 2016, followed by Telecommunications mere by 2.61% in 2014-15 to 16.62% in 2016, and Drugs & Pharmaceuticals from 2.47% in 2014-15 to 8.47% in 2016 and so on.

#### 4.1.3: Sectoral Break up of FDI in terms of Million US Dollars:

The table below shows the sectoral break up of various sectors were the inflow of FDI Equity Inflow in **million US Dollars from October, 2014 to May 2016**

**Table 4.3: Sector-Wise FDI Equity Inflows in terms of million US Dollars from October, 2014 to May 2016**

Sl. No.	Sector	Oct-14 to Mar-15	Apr-15 to Mar-16	Apr-16 to May-16	Total
1	Services Sector	3,201.67	6,889.46	1,862.19	11,953.32
2	Computer Software & Hardware	1,874.19	5,904.36	282.66	8,061.21
3	Trading	1,751.91	3,845.32	117.71	5,714.94
4	Construction (Infrastructure)	744.20	4,510.71	196.38	5,451.29
5	Automobile Industry	1,689.92	2,526.82	297.42	4,514.17
6	Telecommunications	424.05	1,324.40	888.62	2,637.08
7	Chemicals (Other Than Fertilizers)	348.66	1,469.95	92.34	1,910.95
8	Hotel & Tourism	360.07	1,332.69	119.47	1,812.23
9	Drugs & Pharmaceuticals	405.15	754.26	452.86	1,612.26
10	Miscellaneous Industries	555.97	668.77	60.54	1,285.28
11	Information & Broadcasting	205.22	1,009.34	39.20	1,253.76
12	Hospital & Diagnostic Centres	354.74	742.35	74.28	1,171.37
13	Power	258.27	868.80	19.01	1,146.08
14	Non-Conventional Energy	239.50	776.51	126.45	1,142.46
15	Industrial Machinery	378.91	568.26	48.03	995.20
16	Food Processing Industries	233.23	505.88	121.19	860.30
17	Mining	227.53	520.67	0.77	748.98
18	Consultancy Services	157.02	517.47	61.89	736.38
19	Metallurgical Industries	162.64	456.31	79.51	698.46
20	Electrical Equipments	165.06	444.88	43.14	653.08
	Other 38 sectors	2,501.21	4,363.78	361.53	
	<b>Grand Total</b>	<b>16,239.13</b>	<b>40,000.98</b>	<b>5,345.21</b>	<b>61,585.32</b>

Note: Amount in US\$ million

Source: PIB

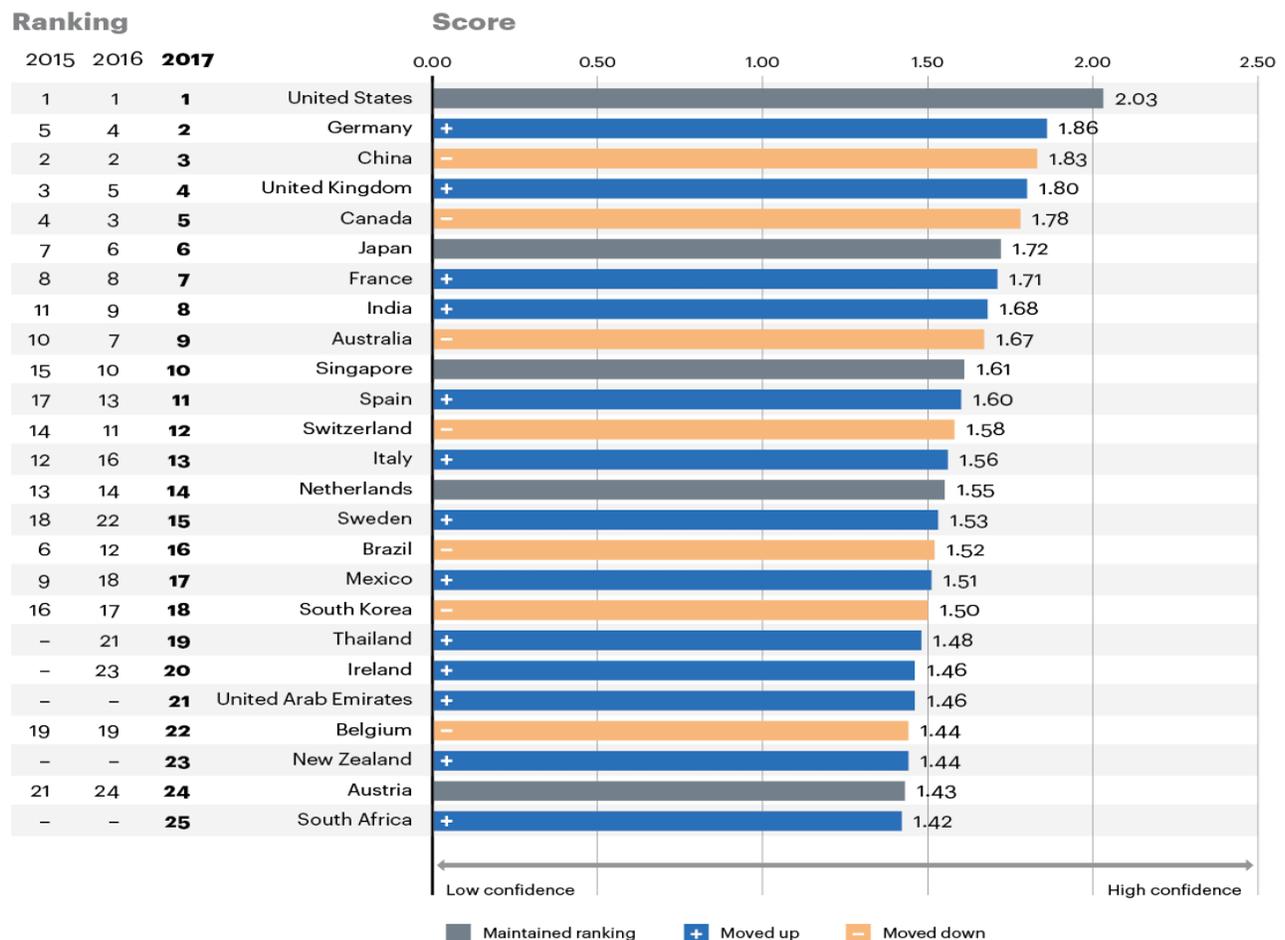
Large chunk share of FDI inflow of past three years was in service sectors in terms of Dollars 11,953.32, followed by Computer software & hardware, Trading, Construction and so on. So the total FDI flow rose from 16,239.13 million dollars in year 2014-15 to 61,585 million dollars in the year 2016.

#### 4.1.4: Global position of India in terms of FDI:

The Table below shows the position of India’s ranking in the Global context in terms of confidence of doing business.

**Table 4.4: A. T Kearney FDI Confidence Index for the Year 2017**

Figure 1  
**2017 A.T. Kearney FDI Confidence Index®**



Note: Values are calculated on a 0 to 3 scale, with 3 being the highest level of confidence in a market as a future destination for FDI.  
 Source: 2017 A.T. Kearney Foreign Direct Investment Confidence Index

According to A.T. Kearney Foreign Direct Investment (FDI) Confidence Index, India moved up to 8<sup>th</sup> position in 2017, whereas in 2016 it was in 9<sup>th</sup> place and 2016 it was in 11<sup>th</sup> place. The top two emerging market performers on the Index are China and India—both in the top 10 this year—and these are also the two emerging markets about which investors are most optimistic on economic prospects compared with a year ago.<sup>[5]</sup>

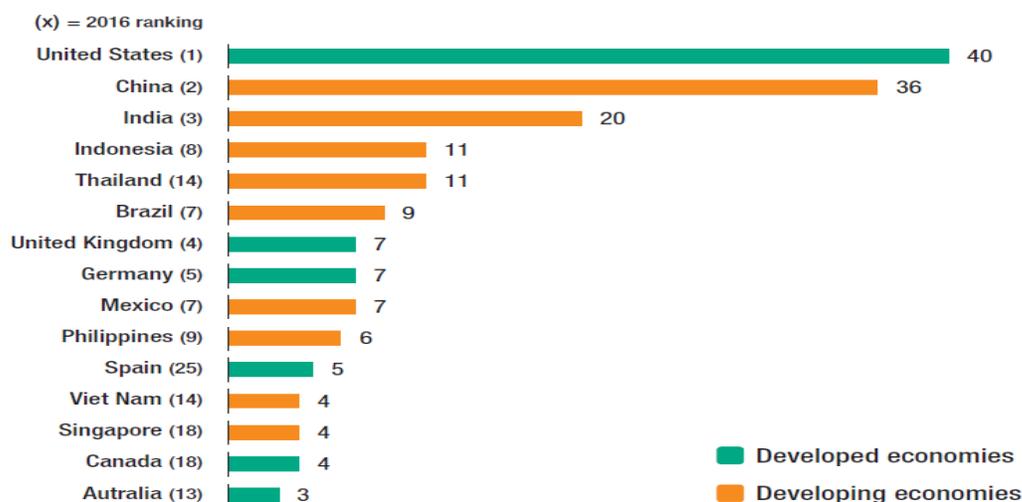
#### 4.1.5: Projected global position of India in terms of FDI:

According to the World Investment Report 2015 released by the United Nations Conference on Trade and Development (Unctad). During 2014, FDI inflows into India jumped 22% to \$34 billion at a time when global FDI fell by 16% to \$1.23 trillion. Unctad projected Global FDI flows to rise 11% to \$1.4 trillion in 2015. India’s rank as a top prospective host country for FDI also rose to third place from fourth place in an Unctad survey for the period 2015-17.<sup>[6]</sup>

Table Below shows India’s position in the years to come:

**Table 4.5:** Global Investment Prospects Assessment 2016–2018

**Figure 3.** MNEs’ top prospective host economies for 2017–2019  
 (Per cent of executives responding)



Source: ©UNCTAD, business survey.

According to the above table, India continues to take steps to open up its economy to foreign investors, and this is expected to foster FDI and moves to third position in terms of ease of doing business and fostering FDI. The momentum created by the huge increase in announced Greenfield investments, including in manufacturing, is likely to carry through into realized FDI in 2016 and beyond.<sup>[7]</sup>

## **5.0 Ease of doing Business:**

Among the chosen 189 countries for this index, India was ranked 134 in 2015 on the World Bank's Ease of Doing Business index (BODB), since then there has been a remarkable improvement. Government of India since 2014 has brought in a lot of reforms and amendments aimed at making it easier to do business in India. The program represents a great deal of effort to create a more business-friendly environment. The efforts have yielded substantial results with India jumping 4 places on the World Bank's BODB ranking, from 164 in 2015 to 155 in 2016. <sup>[3]</sup>

## **5.1 Intellectual Property Rights:**

Make in India was adopted with the vision statement of envisages an India where creativity and innovation are stimulated by Intellectual Property for the benefit of all; an India where intellectual property promotes advancement in science and technology, arts and culture, traditional knowledge and biodiversity resources; an India where knowledge is the main driver of development, and knowledge owned is transformed into knowledge shared. India covers various IPRs as, Patent, Design, Trade Mark, Geographical Indications, Copy rights, Semiconductor Integrated Circuits Layout-Design, etc.

### **Following are some of the achievements in context with Intellectual Property Rights:**

- Patent application filing at Indian Patent Office has been increasing consistently over the years which demonstrate the confidence of the global industry in the Indian patent ecosystem. Patent filings have increased by 10% in 2015-16 from 2014-15.
- Trademark filings shot up by 35% in 2015-16 compared to 2014-15; reflecting the growth in the Indian economy. Increasing trend is continued in first two-quarter of 2016-17 with 10.91% increase in Trademarks filing, as compared to first two-quarter of 2015-16.
- The Geographical Indications Registry has been awarded the ISO 9001: 2008 for registration and better protection of Geographical Indications relating to goods.

A lot of other facilities as simplified procedure, E-filing, concession start ups and small enterprise, etc, have eased the process. <sup>[3]</sup>

## **5.2 Dedicated Freight Corridors:**

'Dedicated Freight Corridors' are planned to be 'freight-only' corridors which will make it cheaper, faster, and more reliable to move goods between industrial heartlands in the North and ports on the Eastern and Western coasts.

### **Following are some of the points to ponder:**

- These freight-only railway lines along congested transport corridors were envisaged to ramp up the average speed of freight, which had reduced considerably to 20 kmph.
- A Special Purpose Vehicle, ‘Dedicated Freight Corridor Corporation of India Limited’ (DFCCIL) has been setup under the Ministry of Railways to facilitate the functioning of these corridors.
- The cost for these Dedicated Freight Corridors along the Eastern and Western routes, spanning 3,360 route km, has been estimated at USD 12 Billion. With overall progress of over 35% achieved so far, these corridors seek to bring a paradigm shift in Railway Freight Operations in the country, thus providing relief to the heavily congested Golden Quadrilateral. <sup>[3]</sup>

### **6.0 Skill India:**

India is projected to dominate the growth in the working-age population in Asia Pacific by 2050, becoming home to over a billion people eligible to enter the job market. <sup>[8]</sup> (Based on UNDP report). From the year 2010 to 2030, India’s population is going to rise from 749 million to 962 million, showing 28% increase in the world’s total working age population, while from 1991 to 2013 the size of working population was increased by 300 million, but number of employed only increased to 140 million, the nation captivated less than half the new entrants into the labour market. <sup>[9]</sup> This demographic gain is predicted to last only until 2040. India therefore has a very narrow time frame to harness its demographic dividend and to overcome its skill shortages. So in order to reap this rich demographic dividend there is an urgent need to equip the population of India with employable skills to make them an asset for the country so that they can contribute to the growth of the country. India, however, has a big challenge ahead as it is estimated that only 4.69% of the total workforce in India has undergone formal skill training as compared to 68% in UK, 75% in Germany, 52% in USA, 80% in Japan and 96% in South Korea. <sup>[9]</sup>

Thus, it has now become a matter of extreme importance for India to utilize its demographic dividend and overcome the Skills gap within a limited timeline. The Skill India Initiative was launched by Prime Minister Narendra Modi on 15<sup>th</sup> July 2015, with a vision to increase the rate of employment by making individuals become job-ready prior to venturing into professional realm and also to increase productivity, enable the youth to get blue collar jobs, enhance skill development at primary and secondary education and improve employment scenario within rural demography. <sup>[10][11]</sup>

## Skill India is aided with these functional arms –

- National Skill Development Agency (NSDA)
- National Skill Development Corporation (NSDC)
- National Skill Development Fund (NSDF) and
- 33 Sector Skill Councils (SSCs)
- 187 training partners registered with NSDC.

The Ministry also intends to work with the existing network of skill development centres, universities and other alliances in the field. Further, collaborations with relevant Central Ministries, State governments, international organizations, industry and NGOs have been initiated for multi-level engagement and more impactful implementation of skill development efforts.<sup>[10]</sup>

### 6.1 Journey So Far:

#### 6.2 Agencies of Skill India:

##### 6.2.1 National Skill Development Corporation (NSDC)

Skill India is just over two years now, National Skill Development Corporation (NSDC) is a one of its kind, Public Private Partnership in India. It aims to promote skill development by catalyzing creation of large, quality, for-profit vocational institutions. It has a target to skill 150 million Indians by 2022. It is now part of the Ministry of Skill Development & Entrepreneurship. Below the table shows the progress of Skill India:

**Table 6.1: NSDC’s Performance**

Sl. No	Items	Details
1.	Proposals Approved	290
2.	Sector Skill Councils (SSC)	40
3.	Candidates Trained This Year (data includes Loan model TPs, PMKVY- 1, Udaan, Innovation TPs and SSC Non-PMKVY certifications till 30th Nov’16)	10,18,572
4.	Centers Active (Break Up)	4,821 (This includes 625 mobile centers)
5.	States Covered	29
6.	UT Covered	5
7.	Districts Covered	540
8.	Placement Percentage	49%
9.	Courses Active (as on 8 Dec’16)	2,263

The above table shows the summary of NSDC's performance for the year 2016-17, wherein it covered all the states of India with five union territory. With 2,263 courses and training 10,18,572 candidates with a placement rate of 49%.

### **6.2.2 Sector Skill Councils (SSCs):**

SSCs are set up as autonomous bodies and Not-for-Profit organizations by the NSDC and are led by industry leaders in respective sectors. They create Occupational Standards, develop competency framework, conduct Train the Trainer Programs, affiliate Vocational Training Institutes, conduct skill gap studies in their sector leading to a Labor Market Information System and most importantly Assess and Certify trainees on the curriculum aligned to National Occupational Standards developed by them. Sector Skill Councils are designed to be national partnership organizations that bring together all the stakeholders – industry, labor and academia.

As on date 40 Sector Skill Councils are approved covering all the priority and high growth sectors like Automotive, Retail, Healthcare, Leather, Food Processing, etc. and informal sectors like Beauty & Wellness, Security, Domestic Workers & Plumbing. The list includes 20 High Priority Sectors identified by the Government and 25 of the sectors under make in India.

### **Achievements of SSCs:**

- 36 SSCs have created 1826 qualification packs with 4886 unique National Occupational Standards which are validated by over 2028 companies.
- Sector Skill Councils have assessed and certified 27,70,723 trainees
- SSCs have tie-ups for in-house training of organization employees – like Retail, Rubber, Plumbing; Automotive etc. over 500 companies have indicated that they will prefer SSC certificate holders.

### **6.2.3 National Skill Development Fund (NSDF):**

The National Skill Development Fund was set up in 2009 by the Government of India for raising funds from Government and Non-Government sectors for skill development in the country. The Fund is contributed to by various Government sources, and other donors/contributors to enhance, stimulate and develop the skills of Indians. The Fund meets its objectives through National Skill Development Corporation (NSDC) which is an industry led 'Not For Profit Company' set up for building skill development capacity and forging strong linkages with the market.

## **Achievements of NSDF:**

- Till January, 2017, NSDF has released over Rs. 3800 crore to NSDC towards skill development programmes including Skilling, STAR, PMKVY, and UDAAN Scheme (J&K oriented).
- As on 6.2.2017, NSDC with 290 training partners and 4526 training centre's have trained around 91.91 lakh persons across India.<sup>[12]</sup>

## **6.3 Schemes & Initiatives of Skill India :**

### **6.3.1 Pradhan Mantri Kaushal Vikas Yojana (PMKVY):**

Launched on 15<sup>th</sup> July 2015, PMKVY is the flagship outcome-based skill training scheme of the Ministry of Skill Development & Entrepreneurship (MSDE). The objective of this skill certification and reward scheme is to enable and mobilize a large number of Indian youth to take up outcome based skill training to become employable and earn their livelihood. Owing to its successful first year of implementation, the Union Cabinet has approved the Scheme for another four years (2016-2020) to impart skilling to 10 million youth of the country with an outlay of Rs 12,000 Crores.<sup>[13]</sup>

### **6.3.2 Pradhan Mantri Kaushal Kendras (PMKK)**

PMKK Scheme for setting up of model skill centre in every district of the country. Focus on elements of quality, sustainability and connect with stakeholders in skills delivery process through smart class room, updated curriculum, interactive sessions and industry seminar & webinars. The government proposes to extend the number from current 60 to cover more than 600 districts across the country.<sup>[13]</sup>

### **6.3.3 Udaan :**

The Special Industry Initiative (SII) for J&K is funded by Ministry of Home Affairs and implemented by National Skill Development Corporation (NSDC). The program is a part of the overall initiative for addressing economic issues in J&K. Udaan program is a special initiative to address the needs of the educated unemployed in J&K. The aim is to provide skills and job opportunities to the youth. Simultaneously, the aim is also to provide exposure to corporate India towards the rich talent pool available in J&K.

The target was to reach out to 40,000 youth in J&K over a period of 5 year. As on 30 November 2016, 24,312 candidates have joined training of which 5,480 are currently undergoing training in 18 cities across India. 17,111 candidates have completed training of which 9,632 candidates have been offered job in various sectors.<sup>[13]</sup>

## 7 Findings and Discussion:

This report was commissioned by National Skill Development Corporation (NSDC), under the Ministry of Skill Development & Entrepreneurship. The objective of the report was to understand the incremental skill requirement across 24 sectors between 2013-17 and 2017-22. The study estimated incremental human resource requirement of 103.4 million during 2017-2022 across these sectors.<sup>[13]</sup>

A summary of the findings are presented in the Table below.

(Estimates in millions)

**Table 7.1:** Break Up of Incremental Human Resource Requirement across 24 Sectors

Sl.No	Sector	Projected Employment		Incremental Human Resource Requirement [2017-22]
		2017	2022	
1.	Agriculture	229	215.5	-13.5
2.	Building Construction & Real Estate	60.4	91	30.6
3.	Retail	45.3	56	10.7
4.	Logistics, Transportation & Warehousing	23	31.2	8.2
5.	Textile & Clothing	18.3	25	6.7
6.	Education & Skill Development	14.8	18.1	3.3
7.	Handloom & Handicraft	14.1	18.8	4.7
8.	Auto & Auto Components	12.8	15	2.2
9.	Construction Material & Building Hardware	9.7	12.4	2.7
10.	Private Security Services	8.9	12	3.1
11.	Food Processing	8.8	11.6	2.8
12.	Tourism, Hospitality & Travel	9.7	14.6	4.9
13.	Domestic Help	7.8	11.1	3.3
14.	Gems & Jewellery	6.1	9.4	3.3
15.	Electronics & IT Hardware	6.2	9.6	3.4
16.	Beauty and Wellness	7.4	15.6	8.2
17.	Furniture & Furnishing	6.5	12.2	5.7
18.	Healthcare	4.6	7.4	2.8
19.	Leather & Leather Goods	4.4	7.1	2.7
20.	IT & ITeS	3.8	5.3	1.5
21.	Banking, Financial Services & Insurance	3.2	4.4	1.2
22.	Telecommunication	2.9	5.7	2.8
23.	Pharmaceuticals	2.6	4	1.4
24.	Media and Entertainment	0.7	1.3	0.6
	<b>TOTAL</b>	<b>510.8</b>	<b>614.2</b>	<b>103.4</b>

**Source: Environment Scan Report, 2016 (NSDC)**

## 8. Suggestions:

Based on the findings of the above studies, the ministries should identify training needs up to 2022, and develop a skill action plan across all sectors. The table illustrates that the projected demand for labor is around 510 million; showing a growth of 103 million by 2022. The employment in agriculture is showing reverse trend, whereas the sectors which will attract most of the jobs are building, construction and real estates. <sup>[14][18]</sup>

## 9.0 Conclusion:

Young people are the innovators, creators, builders and leaders of the future. But they can transform the future only if they have skills, health, decision-making, and real choices in life. India is projected to dominate the growth in the working-age population in Asia Pacific by 2050, becoming home to over a billion people eligible to enter the job market. To get the advantage of this demographic dividend, never before have there been so many young people, never again is there likely to be such potential for economic and social progress. By being sheer concepts couple of years ago, the Government of India through these initiatives, MII and Skill India are trying to capitalize the enormous human potential of the country towards talent matchmaking and Up skilling more than forty crore individuals in diverse fields with projected demand of 103 million candidates by the year 2022. India now is considered as largest growing economy, opening itself towards world, by ease of doing business and inviting FDIs in various sectors, the aforementioned facts can surely restore the faith of people within the system as well as for this mission. Only time alone will answer was Make in India and Skill India – “A hand in glove schemes of GOI designed to transform India Economy”.

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