

EDUCATION, SKILL AND JOBS IN URBAN INDIA

*A Study of Youth in Low Income Localities
in Delhi and Ranchi*



INSTITUTE FOR HUMAN DEVELOPMENT

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Sponsored by

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Prepared by



INSTITUTE FOR HUMAN DEVELOPMENT
256, 2nd Floor, Okhla Industrial Estate, Phase-III, New
Delhi-110020 Tel: +91 11 41064679, +91 9871177540
E-mail: mail@ihdindia.org | Website: www.ihdindia.org

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Website: www.ihdindia.org

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**Ravi Srivastava
Balwant Singh Mehta**

Research Support
**Apoorva Gupta
Subodh Kumar
B.K.N. Singh**

About the Authors

RAVI SRIVASTAVA currently Director, Centre for Employment Studies, Institute for Human Development, Delhi. He was earlier Professor of Economics and Chairperson, Centre for the Study of Regional Development, Jawaharlal Nehru University, and full-time Member (2006-09) of the National Commission for Enterprises in the Unorganised Sector (NCEUS), in the rank of Secretary, Government of India. He has published six books, five monographs, and more than a hundred papers in the areas of labour economics, agriculture, rural development, and poverty.

BALWANT SINGH MEHTA, is 'Senior Fellow' at the Institute for Human Development (IHD). He has authored ten books and over fifty articles in reviewed national and international journals on employment, inequality, poverty, education, child welfare and information and communications technology for development- and human development-related issues.

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Executive Summary

BACKGROUND

Located in the South Asian subcontinent, India at present is home to the largest population of youth in the world. The 'National Youth Policy of India' (2014) defines youth as persons belonging in the age group of 15-29 years. According to Census data from 2011, the youth constitute 28% of the total population in the country and have a contribution of over 34% in the country's national income estimates. In 10 years since the last census was held in the country, there has been a definite increase in these estimates.

At present, India is passing through a transitional phase in its demographic profile. The United Nation Population Fund (UNFPA) describes demographic dividend as, "the economic growth potential that can result from shifts in a population's age structure, mainly when share of the working age population (15-64 years) is larger than the non-working age (14 & younger, 65 & older) share of the population". This change in the demography has opened a window of opportunity which favours India.

Economists and researchers argue that if the 'youth' is properly skilled and absorbed in the labour market; it can contribute to higher economic growth of the country. The country is going to continue having a larger youth population for the next two decades, which poses an imminent challenge as well – of leveraging the potential of the abundant human resource.

However, the results are not encouraging. Data from the recent survey on employment-unemployment in India has reported a much higher unemployment rate among youth, especially a higher rate among educated youth. The Periodic Labour Force Survey (PLFS) for the period 2017-18, reported a significant increase in unemployment rates for the youth segment of the population. It has highlighted around 6.1% unemployment rate for India's labour force, and 17.8% for the youth (15-29 years). A more serious concern is the increasing joblessness among educated youth, which went up nearly three times from 6.1% in 2011-12 to 17.8% in 2017-18. In particular, the unemployment rate among educated youth and young women in urban areas is significantly higher than others.

Given that the rates of unemployment are higher both among educated and trained youth and large numbers of young women drop out or are not prepared to enter the labour force, supply side responses

alone may not have a significant impact on the unemployment situation. This necessitates that one examines and study the demand for employment and characteristics of the labour market in its present form, taking into account the perspective and experiences of young men and women.

Moreover, the employment situation cannot be analysed only in terms of employed-unemployed binary. There is a movement of youth between education/training, labour force participation, different types of employment, job search, and unemployment. Often, they concurrently fall into these categories, but the government survey data is geared towards capturing only one of these statuses on a time cum priority rule basis (employed, unemployed, out of labour force) at any given time. This means that the government surveys do not reveal how the different statuses are influenced by one another.

Job searches are common even among the youth who are currently acquiring education or training, or are employed and are thus not restricted to the “unemployed” youth alone. On the other hand, even if a person is recorded as being out of the labour force (despite education/training), her/his reasons for being in that category need to be understood so that the person’s entry/re-entry into the labour force and work force is facilitated. Thus, a fresh survey was needed to gauge how the youth traverse the path towards employment.

OBJECTIVES

The broad objective of the study is to assess the interaction between the urban youth and the labour market in the context of present Indian employment-unemployment landscape. It shall bring to light assessments regarding four categories of youth: a) those who are currently students, b) those who are presently looking for jobs, c) those who are already employed and d) not in employment, education and training (NEET).

The following are the specific objectives of the study:

- How do the unemployed, as well as other categories of youth engage in job-search and go about trying to find a job?
- How do the youth look at additional training/education? What are the kinds of education/training that young people are looking at? Why? Does additional training / education facilitate faster entry to better jobs?
- How is job search constrained by various factors, including the socio-economic background of the youth?
- What is the profile of the youth who are not able to access education or training in line with their aspirations?
- How long does it take before the youth take up their first employment?
- What is the background and job status of those currently employed? Does this employment match their initial job expectations? If not how do the youth go about further job search, education or training, or do they simply adjust their expectations?
- Who are the young women/men who are not prepared to seek a job, even after they have completed their education or training?

- What restrains them from joining the labour force, or alternatively, if they have been in employment, why did they opt to drop out?
- What are the steps that can bring back the job-leavers back into the labour force?

METHODOLOGY

The Institute for Human Development had carried out a survey of households in two urban areas – Delhi and Ranchi in 2010 and a resurvey has been carried out in 2019-20. The initial survey covered 2000 households in Delhi and 1000 households in Ranchi. On the other hand, the resurvey has covered roughly similar magnitude of households, including all households previously surveyed. We have prepared a job search module and propose to add this module to the larger survey. This module was canvassed among the youth (between the ages of 15 to 29 years) in the sample households. Our estimates from the last survey suggest that about 75 percent of all sampled households had a youth and the average number of youth in such households was about 2 to 3.

In the study, 1245 youth from Delhi and 675 from Ranchi were interviewed. In addition, 6 case studies each in Delhi and Ranchi were documented to gather the qualitative information through in-depth interviews and case studies to supplement the quantitative analysis. The sample has been drawn from the households residing in informal settlement and largely engaged in informal sector for their livelihood. Hence, the sample has greater representation of low-income households and vulnerable people such as scheduled tribes (STs) and scheduled castes (SCs).

KEY FINDINGS OF THE STUDY

The following are the key findings that emerged from the analysis:

Profile

The distribution of the 1920 youth respondents shows that a majority of them belonged to the ages between 15-19 years. A relatively higher number of male youth were covered in comparison to females – 54.46% in Delhi and 50.52% in Ranchi, respectively. The gender difference was significantly higher in the former. This skewed sex ratio was also reflected across the age groups in both the cities.

Out of the 1245 samples surveyed in Delhi, a majority belonged to SC group (495 samples), while in Ranchi out of the 675 samples, the other backward classes (OBCs) (292 samples) and STs (261 samples) were predominant. The overall caste-based distribution showed the informal workers largely belonged to marginalised social groups. More than 78% respondents were from Hindu religious denomination. Three fourth of them were unmarried.

The educational background of the respondent's parents was largely below secondary level and only 9.3% had a qualification which was graduate and above. About 63% of the youth's parents were either self-employed or casual daily wage workers and a majority of the households (88%) had monthly per capita income of less than Rs 5000.

More than one-third (36%) of the respondents belonged to not student, not employed and not seeking job category followed by 35% of those who were students, helping us gauge the issues which lay in the interaction of the urban youth with the country's labour market.

Education and Training

The educational attainment and the vocational training of the respondents show that the pool of respondents were largely literate with only 3.4% being illiterate and the pattern of educational attainment was quite similar to that reflected in the findings of the PLFS. The males led in early education parameters (below primary, primary, middle school) but there were a higher number of females in higher education (secondary school to post graduate level).

More than three-fourth respondents attended programmes that had Hindi as the medium of instruction and had largely opted for arts and humanities as their area of study. Most of them attended government or public educational institutions that were located within the same district as their place of residence, showing lesser attraction amongst the youth towards moving outside the district and the state for educational opportunities.

During the period of survey we found that 64% were not enrolled in any educational degree/training. Amongst the ones who were enrolled, a higher number of them belonged to the social group of general caste and were aged mostly between 15-9 years. A majority of the respondents at 98% haven't undertaken any formal training.

Those participating in education (other than vocational training) were mostly concentrated in secondary and higher secondary (45.3%) and 25% in technical/professional diploma. The courses were being pursued mostly at government or public institutions and were largely located within the same district as their place of residence (86 percent), full-time (92%), and taught in Hindi (72%). The average annual fees for the courses was higher in Delhi (at around ₹16500) than it was in Ranchi (slightly more than ₹6300). Most respondents showed preference towards personally financing these courses instead of opting for loans or receiving scholarships. Only youth belong to richer households (4th and 5th monthly per capita expenditure [MPCE] quintile) are pursuing degree courses, technical and formal trainings, which has high fees compared to general education.

Those who had undergone or were undergoing formal training had either been trained for up to 24 weeks (41%) or 48-98 weeks (41%). But data from PLFS (2017-18) on the other hand shows only 4.4% from Delhi and Jharkhand receiving training that was under 24 weeks.

At time of survey, around 55% were in process of undergoing training and the most had opted for fields such as beauty and wellness (19%), IT-ITeS (19%), Electrical, power & electronics (16%), healthcare & life sciences (12%) among others. A majority of the respondents had chosen their fields primarily because of personal interest (43.3%) and its relevance to job market (36%).

About 40% were enrolled at private unaided institutes, followed by 30% at government/public ones and more than three-fourth were located within the same district. The reputation of the institute (37%) and its proximity to place of residence (20%) were the two major reasons which guided their choice of institution.

Amongst those trainees, 60% were full-time and the average cost across both Delhi and Ranchi was ₹15000 per person annually. However, majority of them (87%) financed their training courses personally, reflecting a severe dearth of information and poor implementation of government's free or funded skill training programmes for the lesser advantaged youth of the country.

Employment and Job Aspirants

The four sets of youth and their job aspirations – those who are employed, those who are students and aspirants of jobs, those who are unemployed and actively seeking jobs, and the NEET category has been discussed in detail.

Out of the total youth surveyed, 24.1% were employed at the time and there was a significant difference between males (38%) and females (8.5%). Amongst those employed, they were mostly either salaried workers in private sector (49%) or self-employed in non-farm activities (41.3%) and were primarily between the age groups of 25-29 years and 20-24 years. The share of those belonging to SC/ST social group was higher in casual labour than general caste and OBCs. More than 96% of these jobs were full time and only in a dismally low number of cases (4%) they were provided structured training by their employers.

The survey has shown that high percentage of youth are involved in similar jobs as their parents – self-employment (75%), salaries (66%) and one-third as casual labourers. The results show that an increasing number of people engaged in casual labourer work are sending their children for higher education and trainings, and this is reflected in their outcomes as one-third of youth from poor casual labour families are now working as salaried workers.

Amongst job aspirants who are currently students, survey results showed that there were a higher number of aspirants with graduate degree in Ranchi than in Delhi. Additionally, the number of female graduates was also higher in Ranchi city. Further the study shows that more educated youth (secondary and above) are the ones seeking jobs. The rate of students seeking jobs is higher in Delhi as compared to Ranchi. A majority of them proposed continuing their studies, especially in non-technical/professional/post-graduation fields (44%), followed by graduate teacher training (11.7%) and others. Many revealed that they were aware about future job opportunities available to them after their education. Only a few institutes where they were studying had a placement cell (12.5%).

More than 90% of the current students want to seek employment after completion of their courses and primarily aspire for a government job (27%), teaching job (15%), profession/technical jobs (10%), and private jobs (8%) among other options. A good salary was a major reason guiding their choice of jobs for more than half of the respondents. About 44% believe that they possess sufficient skills/education for the employment they aspire and those from Delhi have greater surety (61%) than those from Ranchi (24%).

Out of the total youth surveyed, 156 (or 8%) fell in category of youth who are unemployed and seeking jobs and females were relatively higher in number within this category. More than 41% had graduate degree and above. The study showed that unemployment rate was concentrated amongst those qualified graduate and above. Most of them used online applications/internet for searching jobs. In the past only a handful of them had turned down job offers (7%) and a leading cause was the location/ distance

from the residence (44%). The major constraint that they were facing was of non-availability of jobs that matched with their education/expertise/skill and high competition with other job seekers. Still about 60% felt that their level of education was sufficient for accessing job market and only 28% thought that formal vocational training might help them. But in latter case, the scenario was rather bleak in Delhi as 57% felt the requirement for formal training to access jobs.

The aspirations of those who are currently employed but looking for other opportunities were only a small sample size of 38 in the study and thus, couldn't be studied in detail. Their search mainly encompassed looking for jobs that would pay them more than what they were earning and ensure upward mobility. More females than male reported this reason. Most of them, especially males were employing the use of online applications and internet (55%) for searching jobs, while females seemed to favour newspaper advertisements more. The major constraints that they were facing were the un-match between education/skills expertise (38.5%), followed by unavailability of jobs in local areas (25.6%).

NEET and Engendering Unemployment

The NEET – those who are neither student, nor employed and nor seeking jobs – constituted 36.4% of the total respondents in the study. It was found that the category mainly comprised of female youth (52.8%), and was the case more so in the city of Delhi. Most of them belonged to ages between 25-29 years in both the cities. Only about 9% of them had sought employment in the past and amongst them more than 89% had sought full-time jobs. They had searched for these jobs through the means of word of mouth/personal contacts (43% cases).

A crucial finding here was that those who relied on informal contacts or newspaper advertisements rather than internet/online methods were the ones who primarily opted out of the labour market. The major reasons which guided their withdrawal from labour market were disinterest in about 47% cases, followed by family's disapproval for their decision to seek job (24.5%). Further, only around one-tenth of the respondents in this category said that they would consider taking up employment, provided that suitable opportunities were available for them.

For those who opted out of the labour market, family and child care responsibilities were a leading reason (44%) and so was family/husband's disapproval with their employment (31%). These two reasons were prominent amongst female respondents and brought prevailing gender norms of Indian society, despite the regions that were surveyed being cities that are often considered to be more progressive than rural regions of the country, into sharp focus. Over 69% women sought encouragement from their husband/family members as a support within their households.

Another crucial aspect which emerged during the course of the survey and needs to be considered is how urban landscapes consistently fail women in terms of ensuring their safety. Poor network of public transportation and dimly lit streets induce constant fear of harassment and eve-teasing, shaping the lives and choices of women in countless number of ways. More than 85% of such said they would prefer full-time jobs that are located near their home (66. 7%). While outside the home, over 44% women required their safety concerns to be addressed outside of their workplace i.e., while traveling, so that they could have greater mobility which at present is restricted due to fear of violence and physical danger.

WAY FORWARD

The following are the recommendations which have been made on the basis of the findings of the study:

1. Most of the youth belonging to marginalised social groups, such as those from low-income households and the SC/ST/OBCs in urban areas are unable to pursue higher education due to the high annual fees for courses and in some cases are bounded by the severe compulsion to work for being able to financially support their families. There are limited options available for accessing education, especially higher education, by those belonging to lower-income households. This is particularly common in the case of girls. The government should take initiatives to meet this gap and strengthen the implementation and quality of existing programmes for SC/ST/OBC communities and girl-child's education.
2. Despite the existence of many government skill development schemes, a large number of youth were found to have self-financed their trainings, which they believed could ensure salaried jobs to them in the future. Hence, there is an urgent need for focusing on the implementation and spreading of awareness among youth, particularly those belonging to poor families, regarding government funded skill development programmes and/or other funded trainings. Employment generation programmes such as Skill India, Pradhan Mantri Kaushal Vikas Yojana (PMKVY) need strengthening and continuation in the urban areas.
3. In addition, the placement of trainees or linking of the skill development programme with industries and provision of subsidised loans for self-employment activities is the need of the hour. Creation of technology based avenues which will allow economies to harness the potential of the next generation of workers is crucial with the 4th Industrial Revolution (4IR) being underway. But despite its capacity to empower people, promoting technology based solutions shouldn't be seen as an end in itself.
4. The more educated youth (secondary and above) constitute a majority of job seekers as compared to others, indicating that either suitable jobs are not available for them or that they lack skills (56%) for the jobs available in the market. Hence, on one hand, there is need to create more productive jobs, and on the other hand, more focus on the appropriate skill training as per the market demand. Educational courses and trainings have to be reconciled with the evolving requirements of the markets.
5. The availability of local jobs is one of the major constraints, as even after skill trainings the trainees get placements to far distant places at a low monthly salary. In such cases, those who got placed by the agencies did not join the job or leave job after some-time. Therefore, after skill training, placement at the nearby places or relevant industries, or emphasis should be given more on locally self-employment activities.
6. Females comprise a major part (52.8%) of the NEET category. The primary reasons guiding their relation with the labour market are their family and child care responsibilities and general disagreeableness amongst families/husbands in 'letting' women work. In addition, those who were interested were unable to find full time employment near to their place of residence. Therefore, lessons on importance of sharing family and care responsibilities should be a part of school or college education to encourage more women to participate in the labour market.

7. An employment programme which borrows learnings from the successes of social policies such as Beti Bachao, Beti Padhao can be initiated. The new policy formulated should seek to bring about a favourable attitudinal and behavioural change in society with regards to females seeking employment and gaining financial independence.
8. Other important issues such as enabling support from family members/husband within households and implementing safety measures outside the home are the need of the hour. Better framing of rules for the provision of transport for female employee should be made in order to address the safety concerns attached with their mobility.
9. The data pertaining to planning and monitoring of development and skill programmes that target youth as their beneficiaries must be updated regularly. It is only through the process of information and data gathering that evidence based policy-making can be initiated.

There's a need to redouble our efforts in generating jobs which offer decent working conditions for the young workers entering the labour market. We must inspire the confidence of the future generations in their ability to fulfil their aspirations.

Introduction

1.1. SETTING THE CONTEXT: YOUTH AND EMPLOYMENT IN INDIA

In a recent report published by the International Labour Organization (ILO) on “Global Employment Trend for Youth 2020”, it was noted that there has been a continued decline in the participation of youth in labour force across countries. The population of youth has increased from 1.0 billion to 1.3 billion in the period between 1999 and 2019, but the number of youth engaged in the labour force (either employed or unemployed) has seen a decrease from 568 million to 497 million during the same period. A similar trend has been noted in the case of youth in India. But the significance of the issue is rather amplified.

The positive development has been the growing enrolment of youth in secondary and tertiary level of education, which has resulted in better-skilled employees and proliferation of decent employment in many countries. Contrarily, the trend also shows a sizable increase in youth who are NEET, a large proportion of whom are women. It is estimated that around one in every fifth youth currently has a NEET status and female youth are twice as likely as young men to be within this category. The global youth unemployment rate is 13.6%, which is almost three times higher than that of adults. Although, there is considerable regional variation in youth unemployment and is seen to be more prevalent among young women.

Youth with vocational and technical training are more likely to be working in high skilled and decent jobs than those possessing a non-technical degree. Thereby, youth with lower skills and vocational training may find themselves having to switch from one type of informal or precarious jobs to another particularly in non-farm sector and urban areas. This precarious situation of youth labour force is more pronounced within the South Asian and Arab region, where a large proportion of workforce is engaged in informal work and a wide gender gap prevails. Moreover, the existing social norms and other cultural factors in these regions also restrict female youth from pursuing higher education and working outside their homes.

Located in the South Asian subcontinent, India at present is home to the largest population of youth in the world. The “National Youth Policy of India” (2014) defines youth as persons belonging in the age group of 15-29 years. According to Census data (2011), the youth constitute 28% of the total population in the country and have a contribution over 34% in the country’s national income estimates. In ten years since the last census was held in the country, there has been a definite increase in these estimates.

At present, India is passing through a transitional phase in its demographic profile. The United Nations Population Fund (UNFPA) describes demographic dividend as, “the economic growth potential that can result from shifts in a population’s age structure, mainly when share of the working age population (15-64 years) is larger than the non-working age (14 & younger, 65 & older) share of the population”. This change in the demography¹ has opened a window of opportunity which favours India.

Economists and researchers argue that if the ‘youth’ is properly skilled and absorbed in the labour market; it can contribute to higher economic growth of the country (Sharma & Mehta, 2018). The country is going to continue having a larger youth population for the next two decades, which poses an imminent challenge as well – of leveraging the potential of the abundant human resource.

However, the results are not encouraging and the data from the recent survey on employment-unemployment in India has reported a much higher unemployment rate among youth, especially a higher rate among educated youth. The PLFS for the period 2017-18, reported a significant increase in unemployment rates for the youth segment of the population. It has highlighted around 6.1% unemployment rate for India’s labour force, and 17.8% for the youth (15-29 years). A more serious concern is the increasing joblessness among educated youth, which went up nearly three times from 6.1% in 2011-12 to 17.8% in 2017-18.

In particular, the technical degree holders have been noted to fare the worst with their unemployment rate at 37.3%, closely followed by those who are post-graduate and above (36.2%), graduates (35.2%), and youth with formal vocational (33.0%). For young women, the employment-unemployment situation is more serious. Women are moving out of the labour force in greater numbers, but among those who remain in the labour force, unemployment rates are higher than those among men. This holds true even for women who are educated or have received training.

Given that the rates of unemployment are higher both among educated and trained youth and large numbers of young women drop out or are not prepared to enter the labour force, supply side responses alone may not have a significant impact on the unemployment situation. This necessitates that one examines and studies the demand for employment and characteristics of the labour market in its present form, taking into account the perspective and experiences of young men and women.

One would imagine that the young population with ‘industry-relevant’ formal vocational training would have better job prospects. But only 1.8% of the population reported receiving formal vocational/technical training in 2017-18 with youth comprised more than half of the people who received formal vocational/technical training, which is in sharp contrast to 50-80% in developed nations. Around 33% of the formally trained youth was unemployed in 2017-18. Nearly a third of trained young men and more than a third of trained young women were unemployed. Among youth who did not receive such training, 62.3% were out of the labour force. Further, the growing number of NEET is also posing a serious challenge, as number has increased from 70 million in 2004-05, to 116 million in 2017-18.

The government has increasingly been wary of this and has taken steps to deal with this concern. In the recent years, government has launched Skill India campaign which includes an array of initiatives under its purview to bridge the gap between lack of skill training and joblessness. A key initiative under the

¹ Source: <https://www.unfpa.org/data/demographic-dividend/IN>

campaign is the PMKVY scheme. The PMKVY was envisioned to impart employable skills and help the youth in securing better livelihoods.

Although the PMKVY intends to provide training free of cost, most of the youth who have received formal training have had to personally bear the cost of training. The PLFS (2017-18) data shows that only 16% of the youth who received formal training were funded by the government. Around 73% of the trainees underwent full-time training. The training period for more than half of the youth exceeded a year, and about 30% underwent training for more than two years.

It was apparent as early as 2016 that there are several issues with the initiative when a government appointed committee to rationalise Sector Skill Councils (SSCs)² and improving 'Skill India' which was led by Mr. Sharda Prasad found that the programme's targets were too ambitious. Additionally, it was found that the spending of the funds allocated for the programme were not subject to adequate monitoring mechanisms.

On a whole, most youth still remain outside the ambit of formal training and many of those who are able to personally finance themselves in order to undergo months of vocational training remain jobless. The subsequent decline in budgetary allocations for PMKVY is an indicator that the government itself is not convinced with the working of the scheme.

1.2. URBAN YOUTH

The youth in urban area constitute a major part of the population with nearly 40% of the total urban population were young people in 2011. As per PLFS data, one out of every five youth had graduate and above qualification and one out of four youth were educated up to higher secondary level in the youth (Table 1.1). This shows that majority of the urban youth were highly educated. However, there were substantial differences across the income category (MPCE groups) of the households, where the youth who belongs to poorest category had just 8% graduates compared to 41% of the richest category. Similarly, at the level of higher secondary, there were only 17% youth from the poorest category compared to 31% from the highest category.

Table 1.1: Education Level of Youth in Urban Areas across MPCE Groups, 2017-18

Education Level	Q1 (Poorest)	Q2	Q3	Q4	Q5 (Richest)	Total
Not literate	10	7	4	2	1	5
Literate below primary	5	3	3	1	0	2
Primary	13	10	7	4	2	7
Middle	27	27	22	16	9	20
Secondary	20	20	21	21	15	19
Higher secondary	17	21	26	29	31	25
Graduate and above	8	12	17	26	41	21
Total	100	100	100	100	100	100

Source: PLFS, 2017-18

This is reflecting from their participation in the labour market, as youth from poorest households engaged into casual work (worst form of work without irregular income and any social security and regularity

² All the 3 volumes of the Sharda Prasad Committee (2016) can be accessed [here](#)

of job) eight times more than the youth belongs to the richest category (Table 1.2). On the other hand, almost three-fourth of the youth from richest category was engaged in regular salaried jobs (regular income and job security with social security benefits) compared to around one-third of the youth from poorest category. The representation of youth in regular jobs is increasing with level of households income indicating that youth belongs to poorer households are compel to work whatever available as also seen above in their poor educational level.

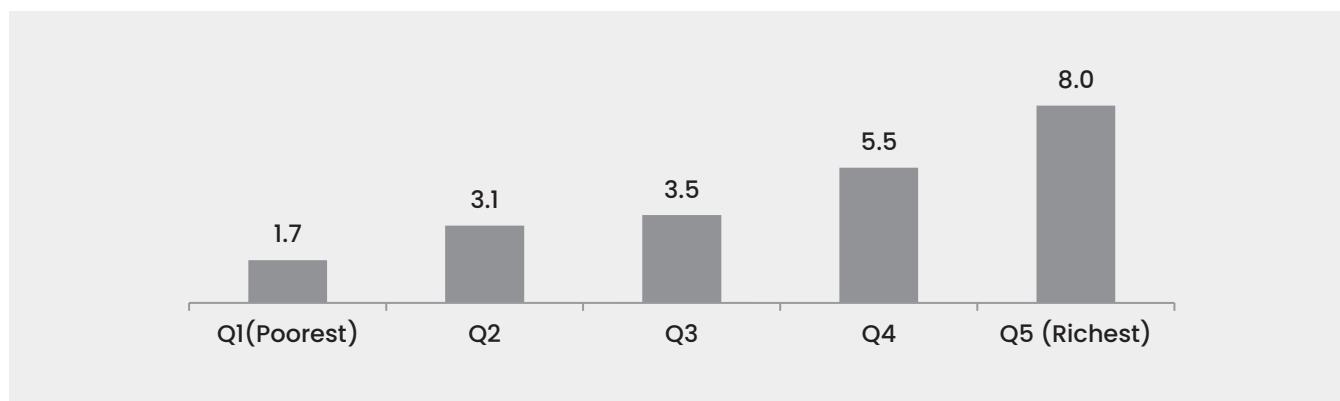
Table 1.2: Status of Youth Employment in Urban Areas across MPCE Groups, 2017-18

Status	Q1 (Poorest)	Q2	Q3	Q4	Q5 (Richest)	Total
Self-employed	33.5	33.0	30.9	26.6	21.2	28.8
Regular	37.5	41.6	55.3	65.3	74.7	55.6
Casual	29.0	25.4	13.8	8.1	4.1	15.6
Total	100.0	100.0	100.0	100.0	100.0	100.0

Source: PLFS, 2017-18

As the youth belong to higher income category can afford to wait a little longer period than poorer households, as the unemployment rate among youth from higher income category was 22% compared to 19% of the youth from poorest category. This difference is significantly high among educated youth and women. Further, the formal training also highlighted that only 1.7% youth from poorest category were formally trained compared to 8% of the youth from richest income category (Figure 1.1).

Figure 1.1: Formal Training (%) of Youth in Urban Areas across MPCE Quintile, 2017-18



Source: PLFS, 2017-18

The above discussion shows that the rates of unemployment are higher among both educated and trained youth and large numbers of young women drop out or are not prepared to enter the labour force, supply side responses alone may not have a significant impact on the unemployment situation and one needs to examine and study the demand for employment and labour market characteristics, taking into account the perspective and experience of the young men and women.

In addition, the job searches are common even among the youth who are currently acquiring education or training, or are employed and are thus not restricted to the “unemployed” youth alone. On the other hand, even if a person is recorded as being out of the labour force (despite education/training), her/his reasons for being in that category need to be understood so that the person’s entry/re-entry into the labour force and work force is facilitated.

Moreover, the analysis of employment situation has to go beyond the traditional employed-unemployed binary. This is necessary because the youth move between different categories such as education/training, labour force participation, (different types of) employment, job search, unemployment, often concurrently, but the government survey data is geared primarily towards capturing only one of these statuses on a time cum priority rule basis (employed, unemployed, out of labour force) at any given time.

This means that the official government surveys and the data generated from it is unable to accurately reveal how the different statuses are influenced by the other. Thus, a fresh survey was needed to gauge how the youth traverse the path towards employment. This is more important in the case of urban youth, as in urban centres over 90% of the employed youth are engaged in the informal sector and those who are educated were unemployed in greater numbers as compared to their rural counterparts.

1.3. OBJECTIVES OF THE STUDY

Some of the key issues that we need specific information from the youth who may currently be in education, training, unemployed, out of the labour force, or employed and looking for a different/better job, are the following:

- How do the unemployed, as well as other categories of youth engaged in job-search, go about trying to find a job?
- How do the youth look at additional training/education? What are the kinds of education/training that young people are looking at? Why? Does additional training/education facilitate faster entry to better jobs?
- How is job search constrained by various factors, including the socio-economic background of the youth?
- What is the profile of the youth who are not able to access education or training in line with their aspirations?
- How long does it take before the youth take up their first employment?
- What is the background and job status of those currently employed? Does this employment match their initial job expectations? If not how do the youth go about further job search, education or training, or do they simply adjust their expectations?
- Who are the young women/men who are not prepared to seek a job, even after they have completed their education or training?
- What restrains them from joining the labour force, or alternatively, if they have been in employment, why did they opt to drop out?
- What are the steps that can bring back the job-leavers back into the labour force?

1.4. METHODOLOGY

We believe that such a survey needs to be carried out at a pan-India level. However, given time and financial resource constraints, we have carried out a limited survey in select urban areas.

The Institute for Human Development had carried out a survey of households in two urban areas – Delhi and Ranchi in 2010 and a resurvey is being carried out in 2019-20. The initial survey covered 2000 households in Delhi and 1000 households in Ranchi. The resurvey has covered roughly similar magnitude of households, including all households previously surveyed. We have prepared a job search module and propose to add this module to the larger survey. This module was canvassed among the youth (between the ages of 15 to 29 years) in the sample households. Our estimates from the last survey suggest that about 75% of all sampled households had a youth and the average number of youth in such households was about 2 to 3. We have conducted a detail training of field investigators for the youth module before the survey.

In the study, 1245 youth from Delhi and 675 from Ranchi were interviewed in the survey. The questionnaire module was modified as a standalone questionnaire by adding a household block, and a demographic Block on individual characteristics. In addition, 6 case studies each in Delhi and Ranchi were covered to gather the qualitative information of the study objective. The sample has been drawn from the households residing in informal settlement and largely engaged in informal sector for their livelihood. Hence, the sample has greater representation of low income households and vulnerable people such as STs and SCs.

1.5. REPORT OUTLINE

The report is structured in five chapters, with the present chapter aimed at setting the backdrop of the study. Chapter 2 deals with the profile and background characteristics of sample youth. Chapter 3 discusses the profile of youth in education and skill training by presenting details of their current enrolments in educational institutions and/or vocational training. Chapter 4 delves into the employment status and job aspirations amongst the youth. Chapter 5 discusses about the ‘nowhere youth’ i.e., the youth who are not students, nor employed and seeking jobs and gender. The final chapter concludes the report with some important policy recommendations.

Profile of Sample Youth

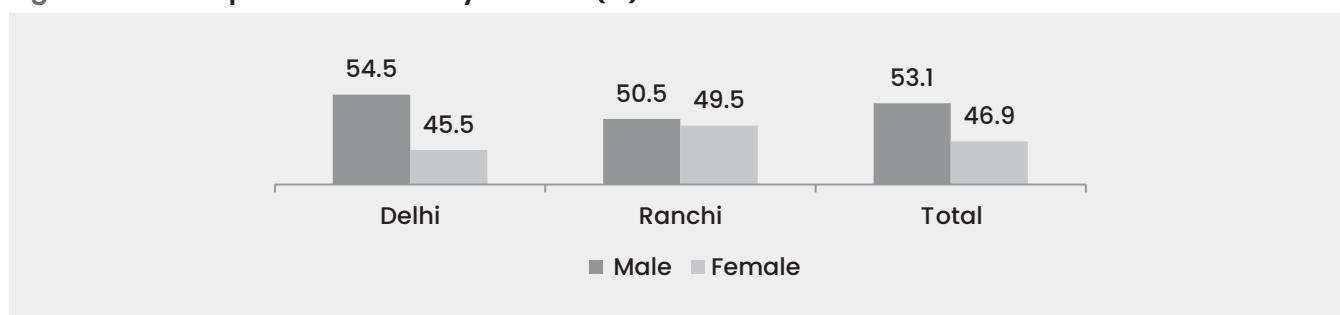
This chapter discusses the background information of the respondents – their age, gender, socio-religious group, marital status, their parental background characteristics, and current status of youth. Apart from factors such as socio-economic groups and gender, other factors such as parental educational background also play an important role in the overall development of the youth.

For the purpose of the study, a total number of 1920 youth were interviewed during the survey which included 1245 youth from Delhi and 675 from Ranchi. The sample youth primarily belong to the broad category of the urban poor. This has allowed the study to capture how urban youth from lower-income households are interacting with the labour market. It simultaneously also informs about other factors which are key to attaining employment such as education, training, methods of job search, and their aspirations among others.

2.1. GENDER DISTRIBUTION

The gender specific distribution of the sample (as seen in Figure 2.1) shows that there was a relatively greater number of male youth covered in the survey than the female youth. In particular, the gender difference was significantly higher in Delhi compared to Ranchi. This is reflecting of the typical characteristics of informal workers i.e., a higher proportion of seasonal migrants, specifically male in Delhi as compared to Ranchi. Past studies have shown that female migrants usually migrate shorter distances in comparison to males.³

Figure 2.1: Sample Distribution by Gender (%): Delhi and Ranchi



Source: IHD Survey, 2019-20

³ <http://www.shram.org/uploadFiles/20150205104629.pdf>

2.2. AGE DISTRIBUTION

The age-wise distribution of the youth (Table 2.1) shows that there was relatively higher number of respondents belonging to the age group between 20-24 years in Delhi (39.4%) while in Ranchi, the youth between ages 15-19 years (41.9%) were higher in numbers. Overall, youth belonging to the age group of 15-19 years were relatively more (38% of the total sample) as compared to the other two older age groups of youth in both the cities.

Table 2.1: Sample Profile of Youth by Age-Group in Delhi and Ranchi

Age Group	Delhi		Ranchi		Total	
	N	%	N	%	N	%
15-19 yrs.	447	35.9	283	41.9	730	38.0
20-24 yrs.	491	39.4	214	31.7	705	36.7
25-29 yrs.	307	24.7	178	26.4	485	25.3
Total	1245	100.0	675	100.0	1920	100.0

Source: IHD Survey, 2019-20

A cursory look at the overall gender specific distribution of the sample (as seen in Table 2.2a) shows that a greater number of male youth (53.07%) in comparison to their female counterparts (46.93%). This only confirms continuity of skewed sex ratio of Delhi (866 male per 1000 female) and Ranchi (921 male per 1000 female) as noted in the 2011 Census data as well. In addition, the age-distribution reflects a higher representation of the younger male and female youth (15-19 year age group) as compared to older ones i.e., those within the age groups of 20-24 years and 25-29 years, in the survey.

Table 2.2a: Gender Profile of Youth by Age-Group: Delhi and Ranchi

Age Group	Male		Female		Total	
	N	%	N	%	N	%
15-19 yrs.	374	36.7	356	39.5	730	38.0
20-24 yrs.	370	36.3	335	37.2	705	36.7
25-29 yrs.	275	27.0	210	23.3	485	25.3
Total	1019	100.0	901	100.0	1920	100.0
%	53.07		46.93		100.00	

Source: IHD Survey, 2019-20

Table 2.2b delves further into the gender and age group distribution of the sample in the two cities being studied. In both Delhi and Ranchi, it is noted that a majority of the respondents were male – 54.46% and 50.52%, respectively. Amongst the male, there was greater number of respondents from the age group of 20-24 in Delhi (25.7%) and from the younger age group of 15-19 years in Ranchi (13.4%). The pattern

remained the same when it came to female respondents in both the cities. The skewed sex ratio also persists across the age-groups both in Delhi and Ranchi.

Table 2.2b: Gender and Age-Group Wise Sample Distribution in Delhi and Ranchi

Age Group	Male		Female		Total	
	N	%	N	%	N	%
<i>Delhi</i>						
15-19 yrs.	237	23.3	210	23.3	447	23.3
20-24 yrs.	262	25.7	229	25.4	491	25.6
25-29 yrs.	179	17.6	128	14.2	307	16.0
Total	678	66.5	567	62.9	1245	64.8
%	54.46		45.54		100.00	
<i>Ranchi</i>						
15-19 yrs.	137	13.4	146	16.2	283	14.7
20-24 yrs.	108	10.6	106	11.8	214	11.1
25-29 yrs.	96	9.4	82	9.1	178	9.3
Total	341	33.5	334	37.1	675	35.2
%	50.52		49.48		100.00	

Source: IHD Survey, 2019-20

2.3. CASTE DISTRIBUTION

Table 2.3 presents the social groups (caste) distribution of the sample youth. There were a greater number of respondents belonging to the SC/ST (42.4), followed by OBCs (34.1%), and the least from General caste (21.7%). The SCs were highest in Delhi, while it is OBCs and STs in Jharkhand. There are a higher number of samples from ST/SC/OBC social groups due to the locality effect as it has mainly been drawn from low-income households. Overall, the caste distribution of sample indicates the characteristics of informal workers, that most of them largely belong to marginalised social groups.

Table 2.3: Caste Distribution of Sample Youth: Delhi and Ranchi (Age 15-29 years)

Social Group	Delhi		Ranchi		Total	
	N	%	N	%	N	%
SC	495	39.8	47	7.0	542	28.2
ST	11	0.9	261	38.7	272	14.2
OBC	363	29.2	292	43.3	655	34.1
General	342	27.5	75	11.1	417	21.7
Others	34	2.7	0	0.0	34	1.8
Total	1245	100.0	675	100.0	1920	100.0

Source: IHD Survey, 2019-20

2.4. RELIGIOUS DISTRIBUTION

Across both the cities, the majority of the respondents (78.6%) identified themselves as belonging to the Hindu religion (Table 2.4), while 15.3% of them were Muslims, 6.1% were from other religions like Christians, Sikhs, and Buddhists.

Table 2.4: Religious Distribution of Sample Youth: Delhi and Ranchi (Age: 15-29 years)

	Delhi		Ranchi		Total	
	N	%	N	%	N	%
Hindu	1040	83.5	469	69.5	1509	78.6
Muslim	178	14.3	116	17.2	294	15.3
Others	27	2.2	90	13.4	117	6.1
Total	1245	100.0	675	100.0	1920	100.0

Note: Others include Sikhs Christian, and Buddhist religions

Source: IHD Survey, 2019-20

2.5. MARITAL STATUS

A little more than one third of the respondents (76.6%) were unmarried, while 23.1% were married (Table 2.5). In both Delhi and Ranchi, a majority of the respondents were unmarried – 74.2% and 81%, respectively.

Table 2.5: Marital Status of Youth: Delhi and Ranchi (Age 15-29 years)

Marital Status	Delhi		Ranchi		Total	
	N	%	N	%	N	%
Unmarried	924	74.2	547	81.0	1471	76.6
Married	315	25.3	128	19.0	443	23.1
Others *	6.0	0.4	0.0	0.0	6.0	0.5
Total	1245	100.00	675	100.0	1920	100.0

Note: Others are divorced/separated or widows/widowers

Source: IHD Survey, 2019-20

A further breakdown of the marital status of the youth according to their gender (Table 2.6) shows that a majority of the male and female respondents were unmarried (83.3% and 69%, respectively). Amongst those married, there was a greater number of female youth in both the cities who were married compared to their male counterparts – 33% in Delhi and 26.9% in Ranchi. Over the years, the age of marriage for both male and female youth has gone up, which may be due to their higher participation in education and work pursuit. This needs to be explored further and has been discussed in the following sections of the report.

Table 2.6: Martial Status of Youth by Gender (in %) in Delhi and Ranchi (Age 15-29 years)

Marital status	Delhi		Ranchi		Total	
	Male	Female	Male	Female	Male	Female
Unmarried	80.5	66.7	88.9	73.1	83.3	69.0
Married	18.9	33.0	11.1	26.9	16.3	30.7
Others*	0.6	0.4	0	0	0.4	0.2
Total	100.0	100.0	100.0	100.0	100.0	100.0
N	678	567	341	334	1019	901

Note: *includes divorced/separated or widows/widowers

Source: IHD Survey, 2019-20

2.6. PARENTAL EDUCATIONAL BACKGROUND

The educational qualification of youth's parents shows that slightly more than half (53.6%) of them were either illiterate or having a low level of educational qualification (up to primary). The illiteracy rate was higher amongst parents of the respondents in Ranchi (almost 5 percentage points) as compared to Delhi. On the other hand, only around 9% of the parents had received graduate and above level education both in Ranchi and Delhi. This indicates low level of educational qualification amongst the parents of the respondents, in both Ranchi and Delhi (Table 2.7).

Table 2.7: Educational Background of Parents/Household Head in Delhi and Ranchi

	Delhi		Ranchi		Total	
	N	%	N	%	N	%
Illiterate	153	25.8	100	30.9	253	27.6
Below Primary	81	13.7	26	8.0	107	11.7
Primary	85	14.4	46	14.2	131	14.3
Middle	77	13.0	43	13.3	120	13.1
Secondary	83	14.0	54	16.7	137	15.0
Higher Secondary	59	10.0	24	7.4	83	9.1
Graduate and above	54	9.1	31	9.6	85	9.3
Total	592	100.0	324	100.0	916	100.0

Source: IHD Survey, 2019-20

2.6. PARENTAL EMPLOYMENT BACKGROUND

Around 63% of the youth's parents engaged either in self-employment activities or casual daily wage work. However, their involvement in casual wage activities was more than twice in Ranchi (34.7%) compared to Delhi (15.5%). On the contrary, the salaried employment as main income source among parents was significantly higher in Delhi (40.2%) than it was in Ranchi (31%). This shows youth in Delhi were in a

relatively better position in terms of their parents' employment status, which indirectly indicates their household's better level of income.

Table 2.8: Employment Background of Parents/Household Head in Delhi and Ranchi

	Delhi	Ranchi	Total
Own Account Worker	36.4	33.1	35.2
Employer	7.9	1.2	5.5
Regular salaried worker	40.2	31.0	36.9
Casual wage labourer	15.5	34.7	22.4
Total	100.0	100.0	100.0

Source: IHD Survey, 2019-20

Table 2.9 shows the monthly per capita expenditure of the households for an average family size of five members both in Ranchi and Delhi. This indirectly indicates the income level of youth families. About 42% of the households belonged to poor households or average MPCE below ₹2000, while only 11% belonged to relatively better off families i.e. MPCE ₹5000 and above. But across cities, the scenario is significantly different, with about 72% families in Ranchi falls into lowest MPCE categories, i.e. below ₹2000 compared to only 25% fall in the same bracket in Delhi. The results reveal that there is significant difference in the income levels of households in the two cities. However, the living cost differences are also considerably varied between them.

Table 2.9: Average Monthly Per Capita Income

MPCE (₹)	Delhi	Ranchi	Total
Up to 1000	1.9	17.3	7.3
1000-2000	23.2	54.8	34.4
2000-3000	33.9	17.6	28.1
3000-5000	25.4	6.8	18.8
5000+	15.6	3.4	11.3
Total	100.0	100.0	100.0

Source: IHD Survey, 2019-20

2.7 CURRENT STATUS OF YOUTH

Amongst the respondents, a majority of them were neither student, nor employed, nor seeking a job (36.4%), followed by students (35.8%), employed (24.1%), and job seekers (8.1%). In addition, 31% of respondents were studying as well as seeking jobs and 8.2% of them employed as well seeking another job. Thus, out of total youth surveyed, 3 out of 10 youth were currently studying and 4 out of 10 were not student, nor employed, and not seeking job, while 2 out of 10 youth were currently employed and

1 out of 10 were currently seeking job. There is some overlapping category of youth, like 3 out of 10 were studying as well as seeking job, 10 and 1 out of 10 employed and seeking another job (Table 2.8).

Table 2.10: Current Status of Youth-Delhi and Ranchi (%)

Current Status	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
1. Only studying	31.7	31.7	31.7	42.2	44.6	43.4	35.2	36.5	35.8
2. Studying as well as seeking job	29.6	29.1	29.4	32.8	35.0	33.9	30.7	31.3	31.0
3. Employed	40.3	9.3	26.2	32.8	7.2	20.1	37.8	8.5	24.1
4. Employed and seeking another job	8.8	17.0	10.1	4.5	0.0	3.7	7.5	11.7	8.2
5. Job seekers	9.3	4.6	7.1	10.0	9.9	9.9	9.5	6.5	8.1
6. Not student, employed or not seeking job	23.9	58.6	39.7	17.9	43.1	30.4	21.9	52.8	36.4
N*	678	567	1245	341	334	675	1019	901	1920

Note: *The sum of all above category is not total, because of overlapping categories; some are studying and working both. and also studying and seeking for the jobs.

Source: IHD Survey, 2019-20

In Ranchi, the proportion of youth currently studying and those studying and seeking jobs was significantly higher than it was in Delhi. On the other hand, the proportion of those currently working and those currently not student, nor employed and not seeking job youth was relatively more in Delhi. This shows the typical characteristics of urban youth, with almost three out of four youth either currently studying or seeking job along with their studies. An analysis of the gender distributions shows that the number of females currently working was significantly smaller than their male counterparts, and a higher number of female youth were currently not studying, nor employed and not seeking job. This reflects a disadvantaged position that females have in the labour market.

Youth in Education and Skill Training

This chapter presents the education and skill level of youth, institutions attended, formal training, medium of instructions, type of course, nature of institutions, location, distance and annual average fees and finance of education. In addition, details of those who are undergoing formal trainings, course durations, field of training, training institutions, type of training, average distance to attend the training, reasons for choosing the field of study, reasons for choosing the institutions and average training cost.

3.1. EDUCATION ATTAINMENT

3.1.1 Completed Class/Course

Out of the total respondents, a majority of them were literate with varying levels of education and only 3.4% were illiterate (Table 3.1a). Over three-fourth of them had education ranging between below primary level to higher secondary level—below primary (2.8%), primary (9.1%), middle (18.2%), secondary (22.2%) and higher secondary (25.1%). Only 14.5% were graduates and even a smaller number of them had done their post-graduation (2.2%). A minuscule number of respondents reported having a technical degree (1.5%) or a technical diploma (0.6%).

Table 3.1a: Educational Level of Youth: Delhi and Ranchi (15-29 year age)

Levels of Education	Delhi		Ranchi		Total	
	N	%	N	%	N	%
Illiterate	46	3.7	20	3.0	66	3.4
Below Primary	42	3.4	12	1.8	54	2.8
Primary	127	10.2	48	7.1	175	9.1
Middle	231	18.6	118	17.5	349	18.2
Secondary	261	21.0	166	24.6	427	22.2
Higher Secondary	302	24.3	180	26.7	482	25.1
Diploma/Certificate	6	0.5	6	0.9	12	0.6
Graduate	178	14.3	101	15.0	279	14.5
Post Graduate	28	2.2	15	2.2	43	2.2
Technical/Profession Degree	20	1.6	8	1.2	28	1.5
Others	4	0.3	1	0.1	5	0.3
Total	1245	100	675	100	1920	100

Source: IHD Survey, 2019-20

The PLFS (2017-18) also reveals similar pattern of educational level for youth in both the cities. Nearly three-fourth of the youth had qualification ranging from below primary to higher secondary levels, while one-fifth of them were graduates and above educational level. The graduate and above were marginally less in case of the primary survey compared to PLFS data, whereas the larger pattern is similar in both surveys (Table 3.1b).

Table 3.1b: Educational Level of Youth: Delhi and Jharkhand

Educational Level	Delhi	Jharkhand	Total
Not literate	7.0	5.1	6.5
Literate below primary	2.0	2.4	2.1
Primary	9.6	4.7	8.4
Middle	18.2	19.7	18.6
Secondary	18.6	25.0	20.3
Higher secondary	22.4	25.2	23.1
Graduate and above	22.1	17.8	21.0
Total	100	100	100

Source: PLFS, 2017-18

Table 3.2a elucidates the educational level of the respondent youth in the cities of Delhi and Ranchi according to their gender. In the early education parameters – below primary, primary, middle – it was the male respondents who led in greater numbers, while the female respondents trailed behind. But a spike is noticed in the number of female respondents in comparison to male respondents in higher education, starting from secondary school to the post graduate level.

Table 3.2a: Educational Level of Youth by Gender: Delhi and Ranchi

Levels of Education	Delhi		Ranchi		Total	
	Male	Female	Male	Female	Male	Female
Illiterate	3.2	4.2	2.9	3	3.1	3.8
Below Primary	3.5	3.2	2.1	1.5	3	2.6
Primary	10.9	9.3	9.4	4.8	10.4	7.7
Middle	18.9	18.2	18.5	16.5	18.7	17.5
Secondary	22	19.8	21.4	27.8	21.8	22.8
Higher Secondary	22.9	25.9	25.2	28.1	23.7	26.7
Diploma/Certificate	0.7	0.2	1.8	0	1.1	0.1
Graduate	13.1	15.7	15.5	14.4	13.9	15.2
Post Graduate	2.4	2.1	1.2	3.3	2	2.6
Technical/Professional Degree	2.1	1.1	2.1	0.3	2.1	0.8
Others	0.3	0.4	0	0.3	0.2	0.3
Total	100	100	100	100	100	100
Number	678	567	341	334	1019	901

Source: IHD Survey, 2019-20

Table 3.2b indicates the education level of youth across the MPCE quintiles. This clearly indicates that the youth belonging to poorer households concentrate more on lower educational level, while the youth from richer households concentrate at achieving graduate & above and technical degree & diploma level education. A similar pattern is observed among youth with regards to this in both the cities.

Table 3.2b: Educational Level of MPCE Groups: Delhi and Ranchi

	Q1 (Poorest)	Q2	Q3	Q4	Q5 (Richest)
Total					
Up to Middle	48.1	39.5	34.5	23.0	14.3
Secondary and Higher Secondary	41.7	49.7	46.5	46.5	46.6
Graduate and above	9.0	9.9	18.1	25.2	31.2
Technical Degree/Diploma	1.3	0.8	0.9	5.3	7.9
Total	100.0	100.0	100.0	100.0	100.0
Delhi					
Up to Middle	64.3	51.2	38.0	24.3	14.3
Secondary and Higher Secondary	28.6	43.5	46.7	45.7	46.4
Graduate and above	3.6	5.2	14.6	25.7	31.0
Technical Degree/Diploma	3.6	0.0	0.7	4.3	8.3
Total	100.0	100.0	100.0	100.0	100.0
Ranchi					
Up to Middle	44.5	29.7	18.6	14.3	14.3
Secondary and Higher Secondary	44.5	54.9	45.4	52.4	47.6
Graduate and above	10.2	13.8	34.0	21.4	33.3
Technical Degree/Diploma	0.8	1.6	2.1	11.9	4.8
Total	100.0	100.0	100.0	100.0	100.0

Source: IHD Survey, 2019-20

3.1.2 Medium of Instruction

Table 3.3 presents the medium of instruction which is adopted in the educational institutions/ courses that the respondents were currently enrolled in. Hindi (78.9%) was the predominant medium of instruction, followed by English (17%), and in some rare cases the local language was used (0.2%).

Table 3.3: Medium of Instruction: Delhi and Ranchi

	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
English	20.1	14.9	17.7	18.8	12.9	15.9	19.6	14.1	17
Hindi	76.3	80.9	78.4	77.4	82	79.7	76.7	81.4	78.9
Other local language	0	0.4	0.2	0.3	0.3	0.3	0.1	0.4	0.2
Not Applicable	3.7	3.7	3.7	3.5	4.8	4.1	3.6	4.2	3.9
Total	100	100	100	100	100	100	100	100	100

Source: IHD Survey, 2019-20

3.1.3 Stream of the Study

Keeping aside a majority of the respondents who stated that the question regarding the stream of study chosen didn't pertain to their case, it was noted that a high percentage (35.5%) of rest of respondents were pursuing Arts and Humanities (Table 3.4). On the other hand, only a small percentage were pursuing Natural Sciences, Mathematics, Statistics (6.7%), Accounting and Law (5.2%), and Engineering Technology and Management Studies (2.6%).

Table 3.4: Stream of Study: Delhi and Ranchi

	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Arts and humanities	35.3	44.1	39.3	30.2	29.1	29.6	33.4	38.0	35.5
Natural sciences, mathematics and statistics	9.6	3.9	7.0	5.4	6.9	6.1	8.0	5.1	6.7
Engineering, technology and management studies	2.0	1.5	1.8	5.4	2.2	3.8	3.3	1.8	2.6
Accounting and law	4.0	3.7	3.8	7.9	6.9	7.4	5.4	5.0	5.2
Medical sciences	0.9	0.2	0.6	0.3	0.6	0.5	0.7	0.4	0.5
Agriculture, forestry, fishery and animal husbandry	0.0	0.2	0.1	0.0	0.0	0.0	0.0	0.1	0.1
Not known or unspecified	48.3	46.5	47.4	50.8	54.4	52.5	49.2	49.7	49.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number	12	11	5	3	17	14	12	11	5

Source: IHD Survey, 2019-20

3.1.4 Nature of Educational Institutions

Across both the cities – Delhi and Ranchi, 84.9% of the respondents were enrolled in government or public educational institutions, followed by 13.4% in private aided, and 1.4% in private unaided (Table 3.5). In addition, it was noted that women in both the cities were enrolled in greater numbers than men in government educational institutions, while the male enrolled in private aided and private unaided institutions were higher than that of female.

Table 3.5: Nature of Educational Institutions: Delhi and Ranchi

	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Govt./Public	86.8	89.0	87.8	79.8	81.3	80.5	84.1	85.8	84.9
Private aided	12.5	10.3	11.5	16.3	16.6	16.4	13.9	12.9	13.4
Private unaided	0.7	0.4	0.6	3.6	1.9	2.8	1.8	1.0	1.4
Local Body	0.0	0.2	0.1	0.3	0.3	0.3	0.1	0.3	0.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: IHD Survey, 2019-20

3.1.5 Location of Educational Institutions

Table 3.6 delves into the details of the location of the educational institutions being attended by the respondents – whether it was within the territories of the state and/or district they were currently located in or outside it. Data suggests that more than one third of them were studying in an educational institution located within the same district (84.8%), 10% were studying in within the same state, and only 5.3% had were attending an educational institution outside their state.

Table 3.6: Location of Educational Institutions Respondents Attended: Delhi and Ranchi

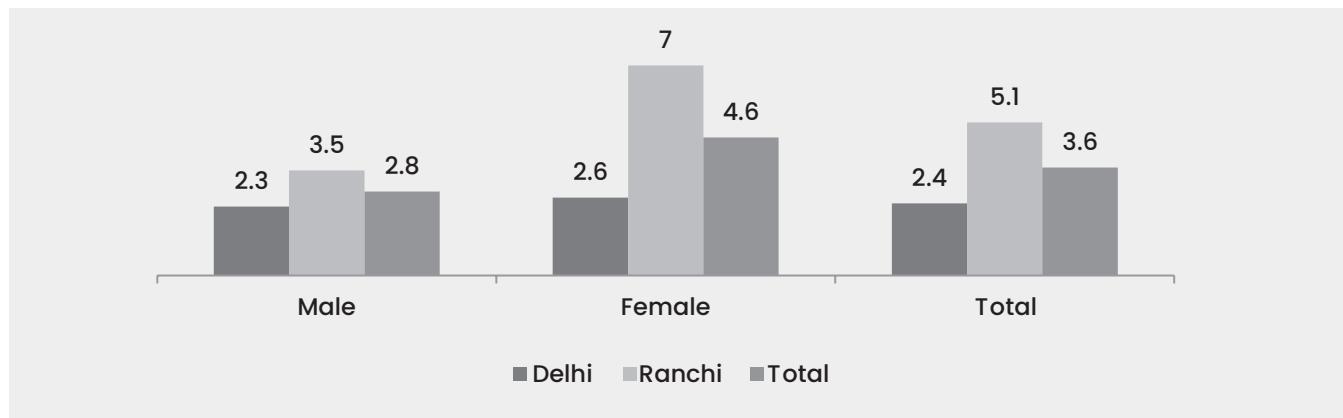
	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Within the Same District	83.2	73.5	78.7	96.7	91.6	94.2	88.2	80.9	84.8
Within the Same State	13.2	15.1	14.1	2.1	5.0	3.5	9.1	11.0	10.0
Outside the State	3.6	11.4	7.2	1.2	3.4	2.3	2.7	8.2	5.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: IHD Survey, 2019-20

3.1.6 Average Distance Covered to Attend Educational Institutions

The youth travelled about 5 kms to attend the educational institution in Ranchi, which is more than double of Delhi (2.4 kms) (Figure 3.1). Female travelled more particularly in Ranchi to get the education than their male counterparts.

Figure 3.1: Average Distance Covered to Attend Educational Institutions (in Kms): Delhi and Ranchi



Source: IHD Survey, 2019-20

3.1.7 Current Participation in Education

The evaluation of current status of studies revealed that a majority of them (64.1%) weren't studying at the time of the survey (Table 3.7a). Amongst the rest, 35.8% of them were studying general or tech based courses and only 0.3% had taken up vocational training. A very small number (0.1%) were pursuing both – general course along with vocational training.

Table 3.7a: Current Educational Participation by Gender: Delhi and Ranchi

	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
No	68.3	68.3	68.3	57.8	55.4	56.6	64.8	63.5	64.1
Yes									
Gen/Tech education only	31.7	31.4	31.6	41.6	43.7	42.7	35.0	36.0	35.5
Yes									
Vocational training only	0.0	0.2	0.1	0.6	0.9	0.7	0.2	0.4	0.3
Both	0.0	0.2	0.1	0.0	0.0	0.0	0.0	0.1	0.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: IHD Survey, 2019-20

The social group (caste) distribution of current educational participation amongst the respondents (Table 3.7b) shows that while a majority of respondents across all social groups were not participating in education, amongst those who were participating in both Delhi and Ranchi, the ones belonging to general caste led in comparison to other social groups (SC, ST, and OBC). Amongst those who were participating in education, most were enrolled in general/technical education based courses and only a minuscule number were receiving vocational training.

Table 3.7b: Current Educational Participation by Social Group: Delhi and Ranchi

	SC	ST	OBC	Gen	NS	Total
Delhi						
No	69.3	50.0	63.8	50.4	70.0	62.6
Yes, Gen/Tech Edu. Only	30.5	50.0	36.2	49.3	30.0	37.3
Vocational training only	0.0	0.0	0.0	0.4	0.0	0.1
Both	0.2	0.0	0.0	0.0	0.0	0.1
Total	100.0	100.0	100.0	100.0	100.0	100.0
Ranchi						
No	48.9	55.9	56.2	65.3	0.0	56.6
Yes, Gen/Tech Edu. Only	51.1	43.3	42.8	34.7	0.0	42.7
Vocational training only	0.0	0.8	1.0	0.0	0.0	0.7
Both	0.0	0.0	0.0	0.0	0.0	0.0
Total	100.0	100.0	100.0	100.0	0.0	100.0
Total						
No	67.3	55.7	60.1	53.6	70.0	60.2
Yes, Gen/Tech Edu. Only	32.5	43.5	39.4	46.2	30.0	39.4
Vocational training only	0.0	0.7	0.5	0.3	0.0	0.3
Both	0.2	0.0	0.0	0.0	0.0	0.1
Total	100.0	100.0	100.0	100.0	100.0	100.0

Note: NS=Not specified

Source: IHD Survey, 2019-20

Furthermore, in an age-group wise analysis of the current educational participation (Table 3.7c) shows that most of the respondents between the age group of 15-19 years were currently enrolled in general/technical education (69.7%). These numbers of those currently participating in education kept declining amongst the higher age groups i.e., 20-24 years (28.4%) and 25-29 years (8.4%) as they may be either seeking for the employment or engaged in some economic activities.

Table 3.7c: Current Educational Participation by Age-Group: Delhi and Ranchi

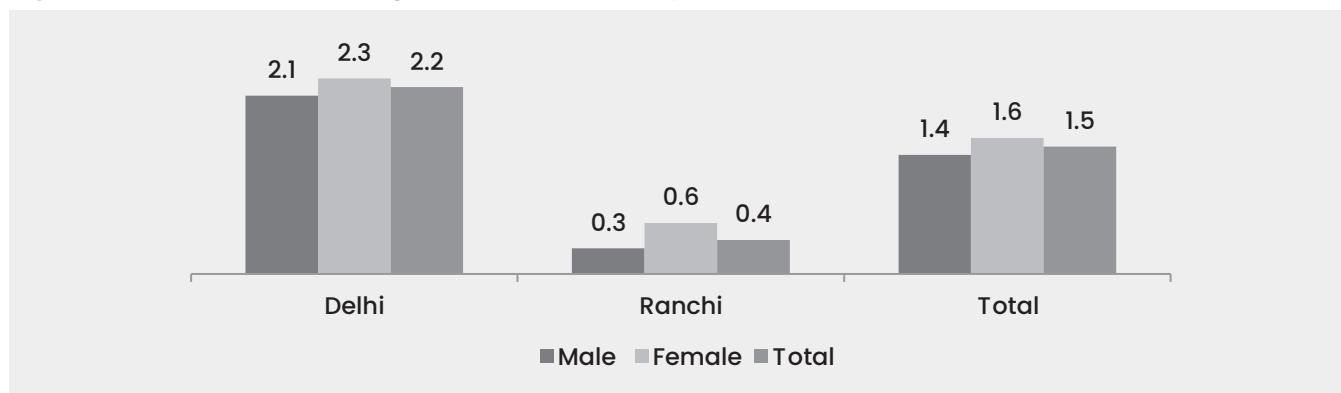
	Delhi				Ranchi				Total			
	15-19 yrs.	20-24 yrs.	25-29 yrs.	Total	15-19 yrs.	20-24 yrs.	25-29 yrs.	Total	15-19 yrs.	20-24 yrs.	25-29 yrs.	Total
No	30.7	73.0	93.7	62.6	29.0	66.4	88.8	56.6	30.0	70.8	91.6	60.2
Yes, Gen/Tech Edu. Only	69.3	26.5	6.3	37.3	70.3	32.2	11.2	42.7	69.7	28.4	8.4	39.4
Vocational training only	0.0	0.2	0.0	0.1	0.7	1.4	0.0	0.7	0.3	0.6	0.0	0.3
Both	0.0	0.2	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: IHD Survey, 2019-20

3.1.8. Undertaken any Formal Training

Only a small percentage of the respondents stated as having undertaken formal training (1.5%), while the majority of them (98.5%) hadn't undertaken any formal training (Figure 3.2a). There is significant difference between Delhi and Ranchi, only 0.4% of the respondents reported having undertaken any formal training in the latter compared to 2.2% in the former. Across gender, relatively higher share of female had undertaken formal training compared to their male counterparts. The overall low share is for formal training. The figures do not include vocational/technical training received through informally such as hereditary, self-learning, learning on the job and others.

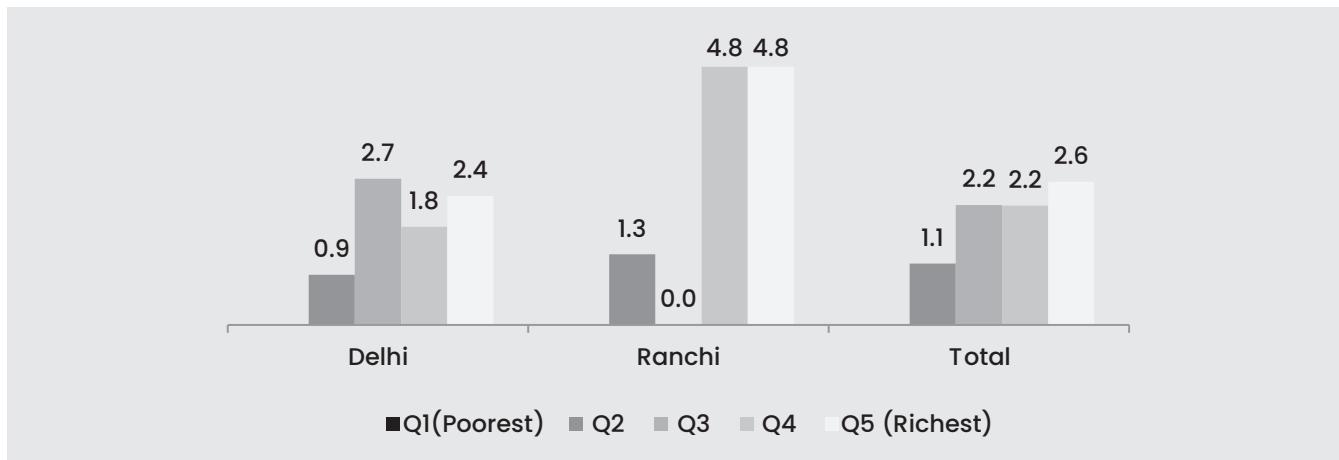
Figure 3.2a: Formal Training Undertaken by Respondents in Urban Areas: Delhi and Ranchi



Source: IHD Survey, 2019-20

The MPCE group data clearly reveals that the formal training undertaken is almost negligible among youth from first two quintiles (poorest households) and highest among youth from last two quintiles i.e., richest households (Figure 3.2b). This indicates that the poor households cannot financially afford attending trainings through means of self-financing and rather prefer to work in its place.

Figure 3.2b: Formal Training Undertaken by Respondents according to MPCE Quintile: Delhi and Ranchi



Source: IHD Survey 2019-20

The data from the survey reflects lower participation in training in comparison to the findings of PLFS (2017-18) data on Delhi and Jharkhand. The latter showed that 9.3% of the total youth had received any vocational/technical training in urban areas. Further, a higher proportion of females than males had received any vocational/technical training in Jharkhand, while opposite was true in case of Delhi (Figure 3.2c). Similar to the survey results, the formal training was lowest among youth from poorest households (2.7% in Delhi and 0.6% in Ranchi) and highest among youth from richest households (6.9% in Delhi and 2.8% in Ranchi).

Figure 3.2c: Received any Vocational/Technical Training, 2017-18: Delhi and Jharkhand



Source: PLFS, 2017-18

Further interrogation of the nature of training shows that over half of the youth, who had received any vocation/technical trainings got formal training, followed by learning on the job (23.0%) and self-learning (8.5%). However, out of the total youth, only 4.1% had received formal training, with 1.4% in Jharkhand and 5.1% in Delhi (Table 3.8). This pattern is somewhat similar to our findings from the primary survey.

Table 3.8: Nature of Vocational/Technical Training: Delhi and Jharkhand

		Delhi	Jharkhand	Total
Male	Formal Training	32.2 (3.6)	63.0 (1.5)	34.6 (3.2)
	Other than formal	4.2	2.2	4.1
	Self-Learning	12.0	10.0	11.9
	Learning on the job	36.8	10.7	34.8
	Others	14.8	14.1	14.8
	Total	100.0	100.0	100.0
Female	Formal Training	98.5 (6.9)	85.7 (1.0)	97.8 (5.3)
	Other than formal	0.0	0.0	0.0
	Self-Learning	1.5	8.7	1.9
	Learning on the job	0.0	0.0	0.0
	Others	0.0	5.6	0.3
	Total	100	100	100
Persons	Formal Training	54.6 (5.1)	69.1 (1.4)	55.6 (4.1)
	Other than formal	2.8	1.6	2.7
	Self-Learning	8.5	9.6	8.5
	Learning on the job	24.4	7.8	23.2
	Others	9.8	11.8	10.0
	Total	100.0	100.0	100.0

Source: PLFS, 2017-18

3.2 CURRENT PARTICIPATION IN EDUCATION (OTHER THAN VOCATIONAL TRAINING)

3.2.1. Current Course/Educational Participation

Table 3.9 highlights the current educational participation of the respondents who aren't involved in vocational training. It was found that 48.4% of them were currently pursuing education level ranging between below primary and higher secondary, 25.3% had a technical/ professional diploma, while 6.3% were illiterate.

Table 3.9: Current Course/Educational Participation: Delhi and Ranchi

	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Illiterate	1.4	1.1	1.2	9.1	15.4	12.4	4.7	8.1	6.3
Below Primary	4.5	2.2	3.5	24.8	24.6	24.7	13.2	13.2	13.2
Primary	1.4	0.5	1.0	3.0	1.1	2.1	2.1	0.8	1.5
Middle	7.3	6.6	7.0	10.3	9.7	10.0	8.6	8.1	8.4
Secondary	29.5	31.9	30.6	26.1	20.6	23.2	28.1	26.3	27.2
Higher Secondary	12.3	11.5	11.9	24.8	25.7	25.3	17.7	18.5	18.1
Technical/Profession Diploma	43.6	46.2	44.8	1.8	2.9	2.4	25.7	24.9	25.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: IHD Survey, 2019-20

3.2.2 Medium of Instruction

Amongst this group, at the educational institution which they attended, Hindi (72.8%) was the prevalent mode of instruction, followed by English at 27.1% (Table 3.10).

Table 3.10: Medium of Instruction: Delhi and Ranchi

	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
English	35.0	26.9	31.3	24.8	19.4	22.1	30.6	23.2	27.1
Hindi	65.0	73.1	68.7	74.5	80.6	77.6	69.1	76.8	72.8
Other local language	0.0	0.0	0.0	0.6	0.0	0.3	0.3	0.0	0.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: IHD Survey, 2019-20

3.2.3 Type of Course

Most of the courses that aren't vocational training were found to be full time (92%), while only 6.3% were doing them through correspondence or online modules, followed by 1.6% taking to part-time courses (Table 3.11).

Table 3.11: Type of Course: Delhi and Ranchi

	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Full-time	88.6	88.5	88.6	97.0	95.4	96.2	92.2	91.9	92.0
Correspondence/Online	10.9	11.0	10.9	0.6	1.1	0.9	6.5	6.2	6.3
Part-time	0.5	0.5	0.5	2.4	3.4	2.9	1.3	2.0	1.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: IHD Survey, 2019-20

3.2.4 Nature of Educational Institutions

Slightly more than three-fourth of these institutions are government or public institutions (76.5%), while 19.5% are private aided, 3.2% are private unaided and only a small number of them are local body institutions (0.7%) (Table 3.12).

Table 3.12: Nature of Educational Institutions: Delhi and Ranchi

	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Govt./Public	79.5	85.2	82.1	68.5	71.4	70.0	74.8	78.4	76.5
Private aided	19.1	11.0	15.4	24.8	24.0	24.4	21.6	17.4	19.5
Private unaided	1.4	3.3	2.2	5.5	3.4	4.4	3.1	3.4	3.2
Local body	0.0	0.5	0.2	1.2	1.1	1.2	0.5	0.8	0.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: IHD Survey, 2019-20

3.2.5 Location of Institutions

Table 3.13 highlights the location of these educational institutions. A great majority of them attended those within the same district (86%), followed by those within the same state (13.5%).

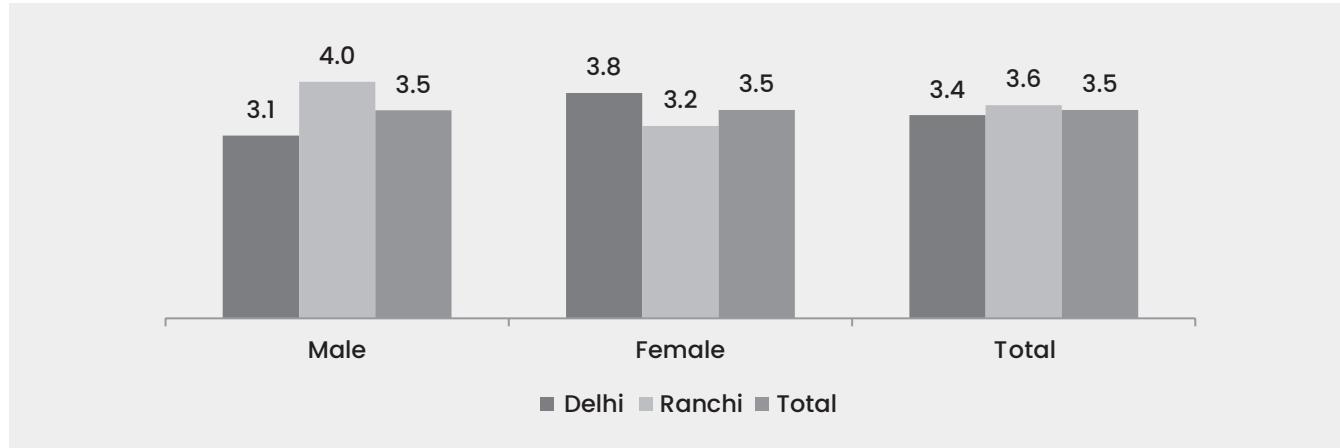
Table 3.13: Location of Institutions: Delhi and Ranchi

	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Within same district	74.9	78.9	76.7	97.6	99.3	98.4	84.0	88.2	86.0
Within same state	23.5	21.1	22.4	2.4	0.7	1.6	15.0	11.8	13.5
Outside state	1.6	0.0	0.9	0.0	0.0	0.0	1.0	0.0	0.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: IHD Survey, 2019-20

3.2.6 Average Distance Covered to Reach Educational Institutions

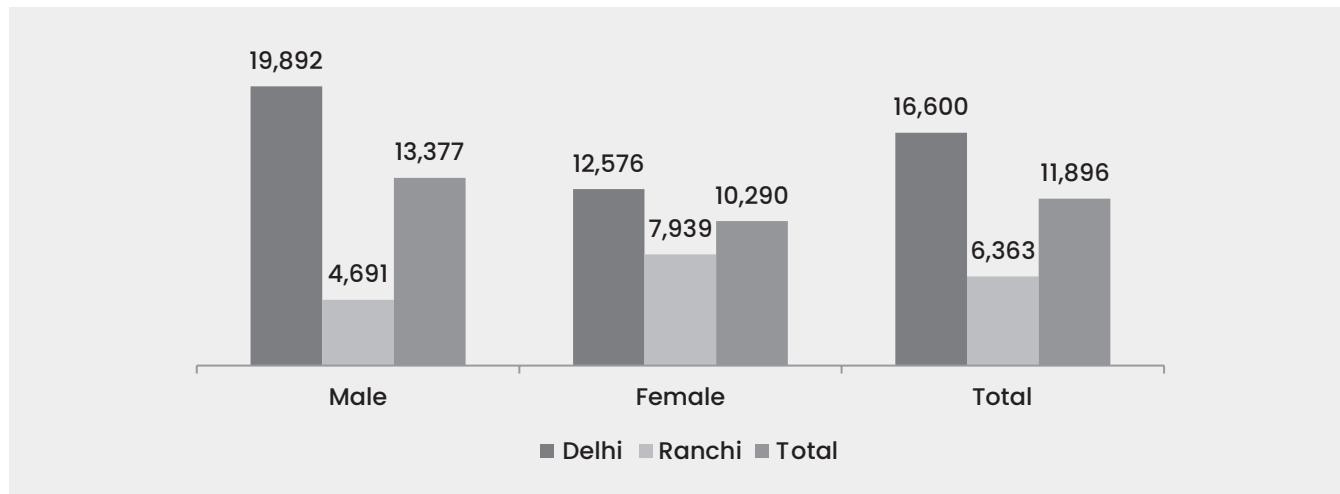
Figure 3.3 show the average distance which is covered by the respondents in the two cities. The distance is slightly higher in Ranchi (3.57%) than in Delhi (3.40%).

Figure 3.3: Average Distance Covered to Reach Educational Institution (in kms): Delhi and Ranchi

Source: IHD Survey, 2019-20

3.2.7 Average Annual Fee

The average annual fees which was paid by the respondents in Delhi was more than double the average of what was paid by respondents in Ranchi. Figure 3.4 also suggests that the fee paid by male respondents is higher in the case of Delhi, while the opposite of it is seen in Ranchi.

Figure 3.4: Average Annual Fee (in ₹): Delhi and Ranchi

Source: IHD Survey, 2019-20

3.2.8 Financing of Education

Table 3.14a elucidates how the set of respondents financed their education. It was noted that 90.3% of them financed it personally, 8.9% relied on scholarships for funding their education, while only 0.3% took education loans.

Table 3.14a: Financing of Education: Delhi and Ranchi

	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Personal	90.9	85.6	88.5	94.5	90.3	92.4	92.5	87.9	90.3
Loan	0.5	0.0	0.3	0.0	0.6	0.3	0.3	0.3	0.3
Scholarship	8.2	13.9	10.8	4.2	9.1	6.8	6.5	11.5	8.9
Others (specify)	0.5	0.6	0.5	1.2	0.0	0.6	0.8	0.3	0.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: IHD Survey, 2019-20

The caste wise distribution reveals almost similar patterns, with majority of the youth's education being financed through personal means, followed by scholarship or government sponsorship. However, there was difference across the social groups in personal and scholarships (Table 3.14b), where youth belonging to general category were seen having greater access to government scholarship as compared to other social group.

Table 3.14b: Financing of Education by Caste: Delhi and Ranchi

		SC	ST	OBC	General	Total
Total	Personal	93.0	88.8	90.1	88.7	90.3
	Loan	0.0	0.0	0.0	1.2	0.3
	Scholarship	6.4	9.8	9.5	10.1	8.9
	Others	0.6	1.4	0.4	0.0	0.5
	Total	100.0	100.0	100.0	100.0	100.0
Delhi	Personal	92.2	60.0*	86.4	87.1	88.5
	Loan	0.0	0.0	0.0	0.7	0.3
	Scholarship	7.0	40.0	12.7	12.2	10.8
	Others	0.8	0.0	0.8	0.0	0.5
	Total	100.0	100.0	100.0	100.0	100.0
Ranchi	Personal	96.4	89.9	93.1	96.6	92.4
	Loan	0.0	0.0	0.0	3.4	0.3
	Scholarship	3.6	8.7	6.9	0.0	6.8
	Others	0.0	1.4	0.0	0.0	0.6
	Total	100.0	100.0	100.0	100.0	100.0

Note: *—small sample, only 5

Source: IHD Survey, 2019-20

3.3 FORMAL TRAINING (UNDERGONE OR ARE UNDERGOING)

3.3.1 Duration of the Training

Those who have either undergone or undergoing any formal training were attending training sessions whose duration ranges from up to 24 weeks (41.2%) to 48-98 weeks (41.2%). In some other cases, it can also be between 24-48 weeks (17.6%) as seen in Table 3.15a. In addition, it was noted that a majority of the females across both the cities were involved in shorter duration of training which were up to 24 weeks (52.9%). While on the other hand, a majority of men are involved in 48-98 weeks long training (58.8%) in both Delhi and Ranchi.

Table 3.15a: Duration of the Training: Delhi and Ranchi

	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Up to 24 weeks (3 Months)	30.8	36.4	33.3	25.0	83.3	60.0	29.4	52.9	41.2
24-48 weeks (3-6 months)	15.4	36.4	25.0	0.0	0.0	0.0	11.8	23.5	17.6
48-98 weeks (6-12 months)	53.8	27.3	41.7	75.0	16.7	40.0	58.8	23.5	41.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: IHD Survey, 2019-20

The PLFS data from 2017-18 for Delhi and the state of Jharkhand shows that more than 50% workers have received training that lasted for a period of 6-12 months, followed by those whose training went on for over 12 months (27%). It notes that a great majority of male workers from Jharkhand (87.8%) have undergone training whose duration was for over 12 months, while findings from the current survey show that 75% male from Jharkhand, stated having received 6-12 months of training. Additionally, while the current survey shows that about 41% respondents received training lasting less than 3 months, the PLFS data depicts a very low share in the same (Table 3.15b). This poses the question for whether training of lesser duration (3 months) is being given preference over training that goes for a longer period (more than 3 months, in this case).

Table 3.15b: Duration of the Training in Urban Areas: Delhi and Jharkhand

	Delhi			Jharkhand			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Up to 3 Months	4.8	3.4	3.9	6.7	13.4	9.0	5.0	3.9	4.4
3-6 months	26.8	11.4	17.4	1.9	42.0	15.3	23.4	12.9	17.3
6-12 months	35.2	67.5	54.9	3.6	36.3	14.5	30.8	65.9	51.4
More than 12 months	33.2	17.7	23.8	87.8	8.3	61.2	40.8	17.3	27.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: PLFS, 2017-18

3.3.2 Status of Training

A majority of the respondents at the time of the survey were still undergoing their training (54.5%), while 39.4% had completed their training (Table 3.16). Only an underwhelming number of them had received certification of completion for their training (6.1%).

Table 3.16: Status of Training—Undergoing, Completed or Certified: Delhi and Ranchi

	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Undergoing	46.2	63.6	54.2	25.0	80.0	55.6	41.2	68.8	54.5
Completed	38.5	36.4	37.5	75.0	20.0	44.4	47.1	31.3	39.4
Certified	15.4	0.0	8.3	0.0	0.0	0.0	11.8	0.0	6.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: IHD Survey, 2019-20

3.3.3 Field of Training

Table 3.17 elucidates about the field of training which was the most popular amongst those who had gone for formal training. A majority of them had training in beauty and wellness (19.4%) and IT-ITES (19.4%). This was followed by those in electrical, power, electronic field (16.1%), and healthcare and life sciences (12.9%). In Delhi, while a majority of female respondents were training in the field of beauty and wellness (36.4%), in Ranchi it wasn't so and rather a majority of them were in chemical engineering, hydrocarbon, and chemical training (33.3%).

Table 3.17: Field of Training: Delhi and Ranchi

	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Aerospace and aviation	0.0	0.0	0.0	20.0	0.0	12.5	5.9	0.0	3.2
Allied manufacturing, gems and jewellery, leather, rubber, furniture and fittings, printing	0.0	0.0	0.0	20.0	0.0	12.5	5.9	0.0	3.2
Beauty and wellness	16.7	36.4	26.1	0.0	0.0	0.0	11.8	28.6	19.4
Chemical engineering, hydrocarbons, chemicals and petrochemicals	0.0	0.0	0.0	0.0	33.3	12.5	0.0	7.1	3.2
Electrical, power and electronics	25.0	9.1	17.4	20.0	0.0	12.5	23.5	7.1	16.1
Healthcare and life sciences	16.7	18.2	17.4	0.0	0.0	0.0	11.8	14.3	12.9
IT-ITES	33.3	18.2	26.1	0.0	0.0	0.0	23.5	14.3	19.4
Office and business related work	0.0	0.0	0.0	20.0	0.0	12.5	5.9	0.0	3.2
Textiles and handlooms, apparels	0.0	0.0	0.0	0.0	33.3	12.5	0.0	7.1	3.2
Other	8.3	18.2	13.0	20.0	33.3	25.0	11.8	21.4	16.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: IHD Survey, 2019-20

3.3.4 Nature of the Institutions

In stark contrast to the previous section where the majority of the institutions were govt funded, a majority of the training institutions which the respondents were attending were private unaided (40%), followed by those which were govt and public institutions (30%), private aided (26.7%) (Table 3.18).

Table 3.18: Nature/Funding of Training Institution: Delhi and Ranchi

	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Govt./public	33.3	36.4	34.8	25.0	0.0	14.3	31.3	28.6	30.0
Private Aided	33.3	9.1	21.7	25.0	66.7	42.9	31.3	21.4	26.7
Private Unaided	33.3	54.5	43.5	25.0	33.3	28.6	31.3	50.0	40.0
Others	0.0	0.0	0.0	25.0	0.0	14.3	6.3	0.0	3.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: IHD Survey, 2019-20

3.3.5 Type of Training

A majority of the training institutes offered full time courses (60%), while 33.3% were part-time, followed by 6.7% offering on the job training (Table 3.19).

Table 3.19: Type of Training- Delhi and Ranchi

	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Full-time	75.0	45.5	60.9	75.0	33.3	57.1	75.0	42.9	60.0
Correspondence/Online	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Part-time	25.0	45.5	34.8	0.0	66.7	28.6	18.8	50.0	33.3
On the job training	0.0	9.1	4.3	25.0	0.0	14.3	6.3	7.1	6.7
Total	100	100	100	100	100	100	100	100	100

Source: IHD Survey, 2019-20

3.3.6 Location of the Training Institutes

It was noted that a little more than three -fourth of the respondents attended training within the same district (78.6%), in the same state (17.9%) and outside the state (3.6%) (Table 3.20).

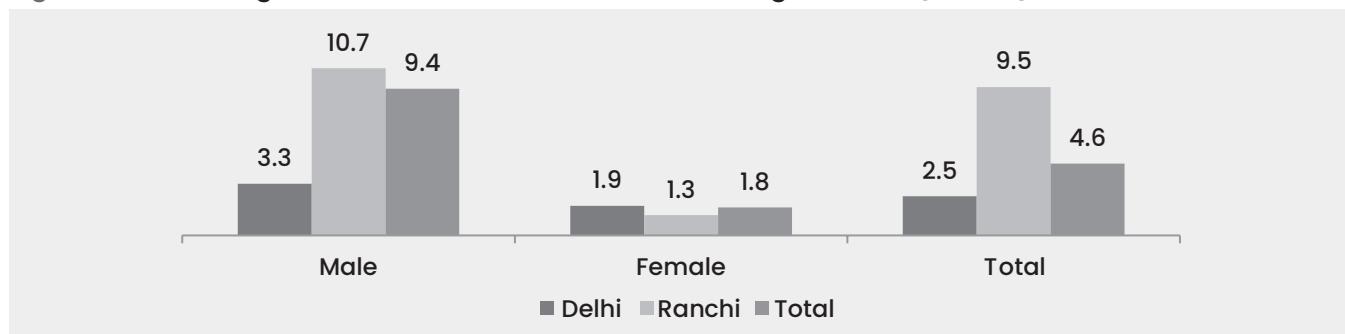
Table 3.20: Location of the Training Institutes: Delhi and Ranchi

	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Within Same District	58.3	90.0	72.7	100.0	100.0	100.0	66.7	92.3	78.6
Within Same State	33.3	10.0	22.7	0.0	0.0	0.0	26.7	7.7	17.9
Outside State	8.3	0.0	4.5	0.0	0.0	0.0	6.7	0.0	3.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: IHD Survey, 2019-20

3.3.7 Average Distance Covered to Reach Training Institutes

For attainment of formal training youth in Ranchi male travelled long distance, while female travelled less than males in both the cities. Overall, distance was not too far to get the formal training (Figure 3.5).

Figure 3.5: Average Distance Covered to Reach Training Institute (in kms): Delhi and Ranchi

Source: IHD Survey, 2019-20

3.3.8 Reasons for Choosing the Field of Study

Analysis of the data collected suggests that it was the personal interest (43.3%) of the respondent which was a primary reason guiding their decision to choose the field of study they were pursuing (Table 3.21). This was followed by reasons such as its relevance to the job market (36.7%), encouragement by trainers and teachers (3.3%) and other friends selecting the same course (3.3%).

Table 3.21: Reasons for Choosing the Field of Study: Delhi and Ranchi

	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Relevant to job market	41.7	45.5	43.5	25.0	0.0	14.3	37.5	35.7	36.7
Personal interest	50.0	45.5	47.8	0.0	66.7	28.6	37.5	50.0	43.3
Encouragement of the parents	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Encouragement by trainer/teachers	0.0	9.1	4.3	0.0	0.0	0.0	0.0	7.1	3.3
Other friends doing the same course	8.3	0.0	4.3	0.0	0.0	0.0	6.3	0.0	3.3
Others (specify)	0.0	0.0	0.0	75.0	33.3	57.1	18.8	7.1	13.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: IHD Survey, 2019-20

3.3.9 Reasons for Selecting the Educational Institutions

A prominent reason which guided one's selection of the educational institutions was the good name that the institution had in the market (36.7%), followed by a variety of personal reasons (23.3%), then its proximity to the respondents home (20%) (Table 3.22). The placement facility being available at the institute (6.7%) and reasonable fees (6.7%) were some other factors on the basis of which their decision was made. Less so was the role played by the advice of their parents (3.3%) and their friends attending the same institute (3.3%).

Table 3.22: Reasons for Selecting the Educational Institution: Delhi and Ranchi

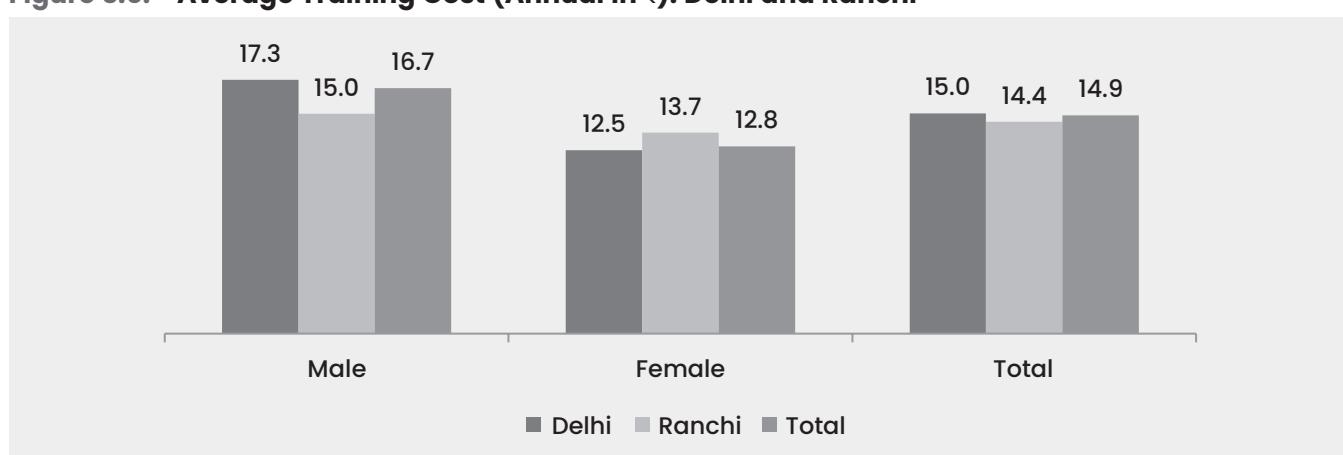
Reasons	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Good name in the market	50.0	45.5	47.8	0.0	0.0	0.0	37.5	35.7	36.7
Placement facility	0.0	0.0	0.0	0.0	66.7	28.6	0.0	14.3	6.7
Reasonable fee	8.3	9.1	8.7	0.0	0.0	0.0	6.3	7.1	6.7
Near to home	25.0	27.3	26.1	0.0	0.0	0.0	18.8	21.4	20.0
Other friends attending the same institution	8.3	0.0	4.3	0.0	0.0	0.0	6.3	0.0	3.3
Advised by parents	0.0	9.1	4.3	0.0	0.0	0.0	0.0	7.1	3.3
Others	8.3	9.1	8.7	100.0	33.3	71.4	31.3	14.3	23.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: IHD Survey, 2019-20

3.3.10 Average Training Cost (Annual in ₹)

The average cost of training was ₹14.9 thousand per person annually, which was marginally higher in Delhi compared to Ranchi (Figure 3.6). The cost of training among males was higher than females in both the cities, indicating that former attending more technical courses than the latter.

Figure 3.6: Average Training Cost (Annual in ₹): Delhi and Ranchi



Source: IHD Survey, 2019-20

3.3.11 Financing of Training Costs

In a majority of the cases, the trainings cost was borne personally (87%) while those receiving loans and scholarships were just 3.2% each (Table 3.23a). At Delhi, it was noted that most of the respondents were personally financing the costs for their training and only 4.2% had relied on scholarship programmes. The same is seen in Ranchi as well, except that 33% females had taken a loan to finance their training.

Table 3.23a: Finance for Training: Delhi and Ranchi

	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Personal	84.6	100.0	91.7	75.0	66.7	71.4	82.4	92.9	87.1
Loan	0.0	0.0	0.0	0.0	33.3	14.3	0.0	7.1	3.2
Scholarship	7.7	0.0	4.2	0.0	0.0	0.0	5.9	0.0	3.2
Others	7.7	0.0	4.2	25.0	0.0	14.3	11.8	0.0	6.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: IHD Survey, 2019-20

The overall findings of the survey are largely in line with those of PLFS (2017-18) data which highlights that in both Delhi and the state of Jharkhand, most of the workers (77.4%) fund their own training (Table 3.23b). Only 17.8% across the two regions rely on government funding for financing their training.

Table 3.23b: Finance for Training in Urban Areas: Delhi and Jharkhand

	Delhi			Jharkhand			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Govt	4.4	25.2	17.1	18.1	40.1	25.5	6.3	26.0	17.8
Own Funding	92.5	68.2	77.7	81.9	59.9	74.5	91.0	67.8	77.4
Others	3.2	6.6	5.3	0.0	0.0	0.0	2.7	6.3	4.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: PLFS, 2017-18

These trends increasingly point towards a larger issue of poor implementation of formal skill training programmes which have been launched by the government for offering free training to the underprivileged youth. Added to this is the lack of information dissemination about these programmes amongst the youth, who are the primary target audience.

For instance, in 2016 the newly established Ministry of Skill Development and Entrepreneurship launched the PMKVY 2.0. The target of PMKVY 2.0 was to impart skill training to 300 million youth beneficiaries

by the year 2022. But assessments show that only 73 lakh youth had been trained by end of January 20204 which is less than one-fourth of the target envisaged by the government.

It is argued that the reasons for the poor performance of the scheme till date are partly due to mismanagement and because of the lax spending of funds under 'Skill India'. This is also evident from the PLFS survey, which depicted low rate of government-funded formal training. The data shows that over the years the placement rate has dropped from about 50% in 2016-17 to 30% in 2018-19. However, it is due to a variety of reasons that the trainees do not find suitable job placement. There are primarily three points of view⁵ with regards to the inability of PMKVY to deliver its promise – "(i) the training offered isn't good enough, which is why the employability rate remains very low, (ii) it was expected by the government that some of those who completed the training would set up their own businesses, but out of more than 6 lakh trainees, only 24% have started their own business and out of it only 10 thousand have applied for MUDRA loans, and (iii) But a major reason for increasing joblessness, which is larger than the issue of skilling, is the lack of demand for employees within industries. The decline of the investment rate is a clear indication that the demand is weak –hence huge idle capacities – and investing is not an easy thing to do anyway because of the limited access to credit that the accumulation of Non-Performing Assets has generated".

Additionally, it is argued that the candidates who got placed through PMKVY typically worked in jobs that offered low salaries, precarious working conditions, lack of a clear career path, thereby contributing to low levels of employee turnover. Many of the youngsters who left their humble rural abodes to find opportunities in the urban centres, found themselves unable to sustain in the city and afford the high cost of living within the limited means of their meagre salaries. They eventually had to embark on a return journey to their villages.

Although skill centres are well aware that trainees, especially migrants, need substantial hand-holding during their transition from training to jobs but are unable to provide adequate follow-up services after placement – exacerbating the high attrition. These problems stem from the Skill India policy framework itself, which focuses on skill training in terms of quantity and not quality. Hence, one can easily say, that the skill programmes are contributing to the creation of army of footloose urban service workers, catering the requirement of service industries for a 'flexible' non-permanent and informal workforce. This raises troubling questions about current skill development policy and schemes for the youth in the country.⁶

3.4. EDUCATION, ASPIRATION AND JOBS

The Table 3.24 shows the link between education level and employment of the youth. This data reveals that the share of regular employment status among youth has been increasing with their educational qualification from middle to graduate level; on the contrary, the share of casual employment is declining with level of education. However, the case of youth having technical degree/diploma is somewhat different, as their share in self-employment as own account workers and employers were significantly higher than

⁴ Recent updates on enrollments can be found at: <http://www.pmkvyofficial.org/Dashboard.aspx>

⁵ Jaffrelot and Jumle (2019), The Problem of Skilling India

⁶ Deccan Herald's Special Media Report. Skill Training has become a Numbers Game ([here](#))

others. Therefore, educational qualification has high association with type of jobs, and a large number of youth having technical qualification are generating additional employment for others as an employer. The situation is almost similar to both the cities, with relatively higher share of employer in Delhi than Ranchi.

Table 3.24: Education Level and Employment of Youth: Delhi and Ranchi

	Own account worker	Employer	Unpaid family worker	Regular salaried/wage worker	Casual wage labourer	Total
Total						
Up to Middle	17.0	5.0	4.0	52.0	23.0	100.0
Secondary and Higher Secondary	18.0	9.0	5.0	55.0	13.0	100.0
Graduate and above	13.0	7.0	6.0	68.0	6.0	100.0
Technical Degree/Diploma	23.0	18.0	5.0	55.0	0.0	100.0
Total	17.0	7.0	5.0	56.0	15.0	100.0
Delhi						
Up to Middle	16.0	6.5	4.1	57.4	16.0	100.0
Secondary and Higher Secondary	13.1	13.1	4.4	61.3	8.0	100.0
Graduate and above	9.8	7.3	8.5	70.7	3.7	100.0
Technical Degree/Diploma	13.3	26.7	6.7	53.3	0.0	100.0
Total	13.6	9.7	5.2	61.3	10.2	100.0
Ranchi						
Up to Middle	21.2	0.0	1.9	32.7	44.2	100.0
Secondary and Higher Secondary	29.0	0.0	6.5	40.3	24.2	100.0
Graduate and above	21.9	6.3	0.0	59.4	12.5	100.0
Technical Degree/Diploma	37.9	5.0	0.0	57.1	0.0	100.0
Total	25.5	1.3	3.3	42.5	27.5	100.0

Source: IHD Survey, 2019-20

The educational level and job aspiration of youth (Table 3.25) show that most of them have aspired for the jobs having good salary and better career growth opportunities closely followed by suitable jobs irrespective of their educational qualification at both places, Ranchi and Delhi.

Table 3.25: Education Level and Job Aspiration of Youth: Delhi and Ranchi

	Good salary	Better career growth opportunities	Stable Job	Others	Total
Total					
Up to Middle	28	30	26	16	100
Secondary and Higher Secondary	29	28	26	17	100
Graduate and above	30	29	26	15	100
Technical Degree/Diploma	28	33	23	18	100
Total	29	29	26	17	100
Delhi					
Up to Middle	27	28	32	13	100

	Good salary	Better career growth opportunities	Stable Job	Others	Total
Secondary and Higher Secondary	28	27	28	17	100
Graduate and above	29	31	24	16	100
Technical Degree/Diploma	30	33	26	11	100
Total	28	28	28	16	100
Ranchi					
Up to Middle	29	35	17	19	100
Secondary and Higher Secondary	30	30	23	17	100
Graduate and above	30	27	30	14	100
Technical Degree/Diploma	23	31	15	31	100
Total	30	30	23	17	100

Source: IHD Survey, 2019-20

Further, the skill/education level suitable for the job aspired show that the suitability of job aspired has been rising with the educational qualification of the youth, at both places. There was sharp increase in suitable skill/education level from youth having secondary & higher secondary to graduate in Ranchi than Delhi (Table 3.26). However, only 39% of the technically qualified people perceived that their educational level was suitable for the jobs they aspire.

Table 3.26: Education Level and Skill Level Suitable for the Job: Delhi and Ranchi

	Delhi	Ranchi	Total
Up to Middle	49.4	8.6	28.6
Secondary and Higher Secondary	54.3	15.4	36.3
Graduate and above	73.9	47.4	61.9
Technical Degree/Diploma	50.0	40.0	46.7
Total	56.7	19.4	39.2

Source: IHD Survey, 2019-20

Youth Employment and Job Aspiration

This chapter begins by presenting the activity status of youth and their status of employment. The topic includes type of jobs, nature of job, job mobility nature of your first employment, received any training, and many other related issues. Further, it discusses three sets of youth: *first*, job aspirations of the youth who are students — their awareness level about employment availability, availability of placement or advisory cells in colleges, aim after completing education, type of employment proposed to take, reasons for the choice of such employment, and job-skill match; *second*, the unemployed or the youth that is seeking job — their method of job search, mode of job search and constraints for accessing job opportunities in the labour market, job-skill match and also explore what would be helpful in accessing job; *third*, are ones who are currently employed but looking for another job. The *fourth* set of youth, who are not in education, employment or any training and are not seeking jobs have been considered separately and discussed in detail in the next chapter.

4.1. YOUTH EMPLOYMENT

Out of the total youth, around one-fourth (24.1%) were involved in employment, with significant difference between male (37.8%) and female (8.5%).

4.1.1 Status of Current Job

The employment status of current employed youth shows that majority were engaged in two types of jobs in urban informal sector, one is salaried job in private (48.9%) and another is self-employment in non-farm activities (41.3%). On the other hand, some of them also engaged in casual labour in non-farm and salaried job in governments/public sector. Female are engaged more in salaried private jobs and casual labour in non-farm activities, while male involved more in self-employment in non-farm activities. Only visible difference in pattern of employment is significantly high proportion of salaried female in Delhi compared to Ranchi. However, there is huge gap between male and female work participation rate, as only 7.9 of the youth were employed compared to 33% of the male (Table 4.1a).

Table 4.1a: Work Status of Current Job: Delhi and Ranchi

Self-employment in farm	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	0.8	0.0	0.6	4.1	5.3	4.3	1.5	1.4	1.5
Self-employment in non-farm	45.2	15.4	40.3	46.6	36.8	44.6	45.5	21.1	41.3
Casual labour in non-farm	4.2	17.3	6.3	8.2	21.1	10.9	5.1	18.3	7.4
Salaried in government/public	0.4	0.0	0.3	4.1	0.0	3.3	1.2	0.0	1.0
Salaried in private	49.4	67.3	52.4	37.0	36.8	37.0	46.7	59.2	48.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number	263	52	315	73	19	92	336	71	407
WPR	38.8	9.2	25.3	21.4	5.7	13.6	33.0	7.9	21.2

Note: WPR—Worker-population ratio

Source: IHD Survey, 2019-20

A caste wise distribution of the work status shows that across both the cities, the share of SC/ST in casual labour was higher than general caste and OBCs, particularly in Ranchi. On the other hand, the share of self-employment share was relatively more among general caste compared to SC/ST and others. However, the share of youth in salaried workers in private sector was higher among SC/ST in both the places, Ranchi and Delhi compared to others (Table 4.1b).

Table 4.1b: Caste Wise Distribution of Work Status: Delhi and Ranchi

	Delhi				Ranchi				Total			
	SC/ST	OBC	Gen	Total	SC/ST	OBC	Gen	Total	SC/ST	OBC	Gen	Total
Casual labour in non-farm	8.9	7.1	1.2	6.3	16.2	7.0	8.3	10.9	10.4	7.0	2.1	7.4
Salaried in government/public	0.0	1.2	0.0	0.3	8.1	0.0	0.0	3.3	1.6	0.8	0.0	1.0
Salaried in private sector	57.5	45.9	50.0	52.4	45.9	30.2	33.3	37.0	55.2	40.6	47.9	48.9
Self-employment in farm	0.7	0.0	1.2	0.6	2.7	4.7	8.3	4.3	1.1	1.6	2.1	1.5
Self-employment in non-farm	32.9	45.9	47.6	40.3	27.0	58.1	50.0	44.6	31.7	50.0	47.9	41.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Row (%)	46.3	27.0	26.7	100.0	40.2	46.7	13.0	100.0	45.0	31.4	23.6	100.0
Number	146	85	84	315	37	43	12	92	183	128	96	407

Source: IHD Survey, 2019-20

Further, the age wise distribution of the youth's work status (Table 4.2) reveals that the share of 25-29 years and 20-24 years engaged in salaried employment was higher than their share in sample. Similarly for 15-19 years old share in self-employment was higher than their share in sample. This indicates that older youth engaged more in salaried job in private sector, and younger youth in self-employment activities. Over half of the older aged youth (25-29 years) in Delhi engaged in salaried employment in the private

sector, while around 45% of middle-aged youth (20-24 years) in the same status of work in Ranchi. On the other hand, over 57% of the older aged youth in Ranchi were self-employed in non-farm activities, compared to half of the younger youth (15-19) in the same category in Delhi.

Table 4.2: Age-Group Wise Distribution of Work Status: Delhi and Ranchi

	Delhi				Ranchi				Total			
	15-19 yrs.	20-24 yrs.	25-29 yrs.	Total	15-19 yrs.	20-24 yrs.	25-29 yrs.	Total	15-19 yrs.	20-24 yrs.	25-29 yrs.	Total
Casual labour in non-farm	2.8	6.4	7.2	6.3	37.5	11.9	4.8	10.9	9.1	7.7	6.6	7.4
Salaried in government/public	0.0	0.0	0.7	0.3	0.0	4.8	2.4	3.3	0.0	1.1	1.1	1.0
Salaried in private sector	44.4	50.0	56.8	52.4	37.5	45.2	28.6	37.0	43.2	48.9	50.3	48.9
Self-employment in farm	2.8	0.7	0.0	0.6	12.5	0.0	7.1	4.3	4.5	0.5	1.7	1.5
Self-employment in non-farm	50.0	42.9	35.3	40.3	12.5	38.1	57.1	44.6	43.2	41.8	40.3	41.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Row %	11.4	44.4	44.1	100	8.7	45.7	45.7	100	10.8	44.7	44.5	100
Number	36	140	139	315	8	42	42	92	44	182	181	407

Source: IHD Survey, 2019-20

4.1.2. Job Type

Majority of them were involved in full time jobs (96.3%) both in Delhi (97.2%) and Ranchi (94.1%) (Table 4.3). More females in Ranchi were engaged as full time, while higher share of males in Delhi. Female were involved relatively more in part-time jobs than their male counterpart in both the cities.

Table 4.3: Type or Nature of Jobs: Delhi and Ranchi

	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Full time	98.2	92.5	97.2	93.8	95.8	94.1	96.9	93.5	96.3
Part time	1.1	7.5	2.1	3.6	4.2	3.7	1.8	6.5	2.6
Others	0.7	0.0	0.6	2.7	0.0	2.2	1.3	0.0	1.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: IHD Survey, 2019-20

4.1.3. Job Mobility

It is believed that personal history determines how living standards evolve across generations and how children from more disadvantaged backgrounds fare as compared to their more advantaged peers. The

mobility relates to the world of work and thus on outcomes related to the labour market. Here mobility has been measured as whether the children are involved in the same nature of jobs as their parents or guardians for instance casual labour households can't afford to send their children to schools or any other training, so they likely to continue the same jobs or occupations. However, over the years either due to government/civil society intervention or parental awareness regarding the importance of education, the children from poor economic strata are also attending higher education or training. In such a case, a large number of children from those families may move out of the casual labour trap and join the higher income jobs either salaried or self-employment in the labour market. The survey results on job mobility are presented in Table 4.4.

Table 4.4: Job Mobility: Delhi and Ranchi

Household Head/Parents	Children/Youth				
	Self-employment	Salaried	Casual worker	Total	No
Self-employment	50.6 (75.2)	13.8 (23.9)	3.3 (0.9)	100 (28.7)	117
Salaried	39.7 (28.8)	78.3 (66.3)	40.0 (5.0)	100 (59.0)	240
Casual worker	9.8 (34.0)	7.9 (32.0)	56.7 (34.0)	100 (12.3)	50
Total	100 (42.8)	100 (49.9)	100 (7.4)	100	407
Number	174	203	30	407	

Note: In the brackets, the row percentage is given representing of youth across the employment status, and column percentage representing employment status of their guardians/parents

Source: IHD Survey, 2019-20

The results bring forth a significant finding i.e., a higher percentage of youth were involved in a similar type of job as their parents. Majority of the children still engaged in similar type of work as their parents – self-employment (75.2%) and salaried (66.3%), while only one-third among casual workers (34.0%). In the self-employment category, nearly one-fourth (23.9%) of the youth have been able to move from their parents employment status of self-employment to salaried job and few (0.9%) to casual work. In the regular employment category, nearly 29% of the youth have moved from their parent's employment status of salaried job to self-employment and 7% to casual work. In the casual worker category, one-third (34%) of the youth have moved from their parent's employment status of casual worker to self-employment and also nearly one-third (32%) to salaried jobs. An interesting point to note here is the mobility of children from the casual work status which their parents held, to that of self-employment and salaried jobs. This acts as an indicator in our understanding that higher number of casual workers are now sending their children for higher education and training, which is then reflected in the outcome, as around one-third of youth from such poor families, are now working in a salaried jobs.

4.1.4. Period of Current Job Status

The survey shows that a majority (46.9%) of the youth's involved in the current job status for the last 2-5 years. This is followed by 5-10 years (20%), 1-2 years (18%) and only a year (13%) for the rest (Table 4.5).

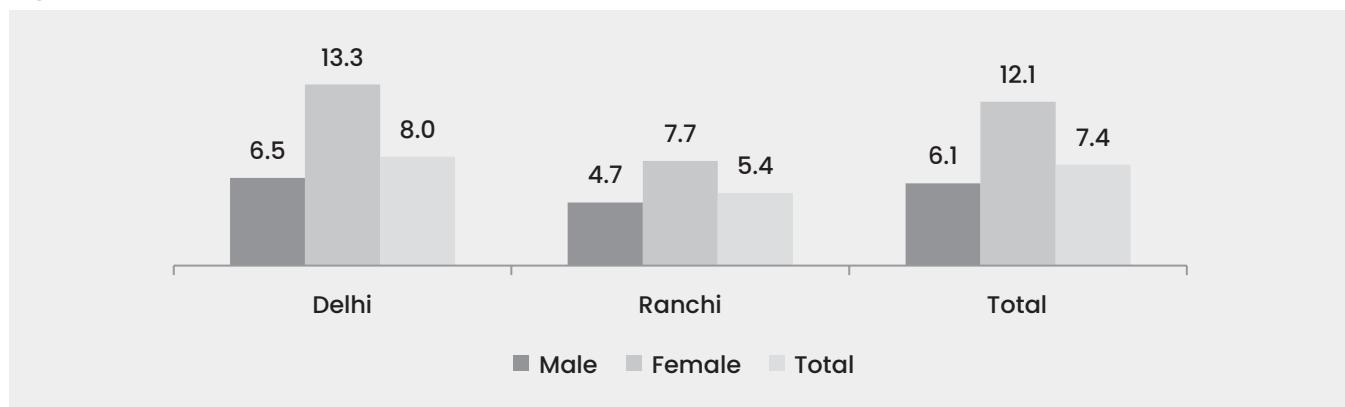
Table 4.5: Period of Current Job Status Remains Same: Delhi and Ranchi

	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
1 yrs.	10.7	18.9	12.0	17.8	5.0	15.7	12.7	15.1	13.1
1-2 yrs.	18.4	22.6	19.1	15.9	25.0	17.3	17.7	23.3	18.6
2-5 yrs.	48.5	47.2	48.3	41.1	55.0	43.3	46.4	49.3	46.9
5-10 yrs.	21.3	11.3	19.7	23.4	15.0	22.0	21.9	12.3	20.4
Above 10 yrs.	1.1	0.0	0.9	1.9	0.0	1.6	1.3	0.0	1.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: IHD Survey, 2019-20

4.1.5. Nature of First Job

Only 7.4% or 19 respondents revealed that they were engaged in a job different from their first jobs. The share of females (12.1%) who had a different job earlier was almost twice than males (6.1%). Job change was seen to be more prevalent among the youth in Delhi than Ranchi, because the job availability may be higher in the former compared to the latter (Figure 4.1).

Figure 4.1: Job Different to its First Job: Delhi and Ranchi

Source: IHD Survey, 2019-20

4.1.6. Received Structured Training from Employer

Out of the half of the total youth workers were regular salaried and only 4.2% of them had undergone some structured training, which was provided to them by their employers. There was not much difference between the level of structured training received by regular workers both in Ranchi and Delhi except that females in Ranchi, have undergone structured training relatively more (10%) than others workers (Figure 4.2). However, the sample of regular workers received structured training in Ranchi was so small

(5 respondents), therefore a conclusive statement cannot be made on the structured training of received from employers.

Box 4.1

Case: Sweta Gari; Age: 28 years; Location: Ranchi

General Profile: Sweta Gari is a young lady of 27 years old. She belongs to Oraon tribal community and follows the traditional sarna (nature worship) religion. She has received education up to 10th standard. She resides at Tungri Toli Harmu, near Harmu Housing Colony, Ranchi with her family members that comprises of her husband and two children – a 12 year old boy and a year old girl. Her husband, Duggal Gari, is an original inhabitant of the village. He is a 30 year old man and works as a wage labourer. He got a pucca (permanent) house for the family under the Pradhan Mantri Urban Housing Scheme.

Employment/Unemployment Profile: Before marriage, Sweta completed school education up to matriculation level. Due to poor pecuniary condition of her parental family she could not continue her education after matriculation. Then she tried her level best to get a job of a police or a home guard; but failed. Even after marriage, she tried utmost to get job of a police or home guard. In 2009, she applied for the last time for the post of home guard. She got selected after meeting all formalities. At last the brokers, on behalf of the appointing authority, demanded ₹2 lakh as bribe for her to be able to get the appointment letter. She failed in managing to collect that amount.

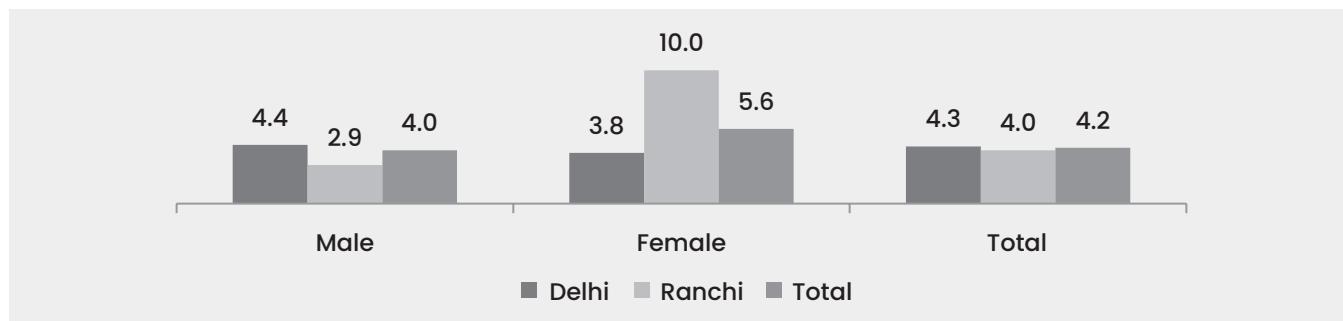
After her marriage, she migrated to Delhi along with his husband. Both of them worked in the city as wage labourers for about one year. In later months of her pregnancy, she returned from Delhi and gave birth to a boy in 2010 (now, 10 years old). Thereafter, she decided not to migrate to Delhi again and started working with her husband in nearby locality as wage labourer. In the meantime she at the instance of one of her friends, approached a reputed and wealthy person residing nearby her locality, for working there as a maid servant. Since last six years, she has been working there. At the instruction of her employer, she applied for a sweeper job under the Uttar Pradesh (UP) government. Her employer being the original resident of Mirzapur (UP) assured Sweta by all means to fetch UP government job of a sweeper. But due to her illness she lost that opportunity.

At present, Sweta serves one family in nearby Harmu Housing Colony as a maid servant and earns ₹2000 on a monthly basis. Her husband also earns a wage income by either working in the farm fields or in construction sites for about 10 days in a month @ ₹300 per day. Thus, on an average, her husband is able to earn ₹3000 per month. Moreover, Sweta runs a small grocery shop in her house. Her only son, who is a student of class IV sometimes helps her in running the grocery shop. Her husband also supports her in running the shop when he is free. He reported that she earns ₹3000 per month from the grocery shop. In the meantime, Sweta took training in tailoring through a local NGO. At present, she does not want to undertake any other training.

Problems: For last three months, Sweta is suffering from chronic illness. Due to that she has become physically weak, that has affected her earning capacity adversely.

Impression: Presently, she is of the opinion that getting any secured and government job is impossible for those poor families who do not have enough resources to buy jobs or have any supporting persons to favour or influence the employers. She, with all reservations, blames her own fate for her pitiable condition.

Suggestions: Sweta wants the government to intervene in the informal sector so that they could lead assured lives without being bothered so much by market threats and challenges.

Figure 4.2: Employers Providing Structured Training: Delhi and Ranchi

Source: IHD Survey, 2019-20

4.2. JOB ASPIRATION

There are two sets of job aspirants. One, those who are currently students/trainees and those who are first time job seekers. Second, those who are currently employed but are seeking other employment opportunities. Out of total youth, around 31.0% were students and also seeking job, while only 8.2% of the employed, who were seeking another jobs.

4.2.1 Job Aspiration of Current Students/Trainees

This section discusses the job aspirations of respondents who are currently students and pursuing their studies. It throws light on the kind of degree or courses they are pursuing, their awareness about job opportunities after completion of their courses, existence of placement cell in their colleges or institutes, the employment opportunities they are seeking after completing their studies and choice of same with their perception about sufficient level of education/skill required as per demand of job in the labour market (Table 4.6).

Out of total youth, 31% of them were students seeking jobs, with almost equal percentage of male and female. The share of such students was more in Ranchi compared to Delhi (Table 4.6). In addition, almost all the students were job aspirants both in Delhi and Ranchi.

Table 4.6: Current Student and Job Aspirants: Delhi and Ranchi

	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Current students / trainees job aspirants, out of total youth	29.6	29.1	29.4	32.8	35.0	33.9	30.7	31.3	31.0
Student job aspirants out of total students	97.2	95.6	96.5	98.6	100.0	99.3	97.8	97.6	97.7
Aware about available Job opportunity, out of those job aspirant students	78.1	79.9	78.9	32.9	30.9	31.9	59.0	56.0	57.6
Total	678	567	1245	341	334	675	1019	901	1920

Source: IHD Survey, 2019-20

4.2.1.1. Educational Qualification of Job Aspirants

The survey shows that one-third (32%) of the job aspirants had completed their education up till the higher secondary level, followed by those who had finished secondary level (27%), and those with graduate degree and above (21.7%) (Table 4.7a). There were more aspirants with a graduate degree and above in Ranchi (28.4%) than in Delhi (19.4%). A similar finding was seen in the case of female, where a greater number of graduates were there in Ranchi (33%) than in Delhi (21%).

Table 4.7a: Educational Qualification of First Time Job Aspirants: Delhi and Ranchi

Education	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Up to Primary	0.6	2.7	1.5	3.6	1.9	2.8	1.3	2.5	1.8
Middle	12.9	15.6	14.2	10.9	11.1	11.0	12.4	14.4	13.4
Secondary	30.3	26.5	28.6	27.3	18.5	22.9	29.6	24.4	27.2
Higher Secondary	33.7	33.3	33.5	27.3	33.3	30.3	32.2	33.3	32.7
Diploma/Certificate	1.7	0.0	0.9	5.5	1.9	3.7	2.6	0.5	1.6
Graduate and above	18.0	21.1	19.4	23.6	33.3	28.4	19.3	24.4	21.7
Technical/Profession Degree	2.8	0.7	1.8	1.8	0.0	0.9	2.6	0.5	1.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number	178	147	325	55	54	109	233	201	434

Source: IHD Survey, 2019-20

Further, the percentage of first time jobs seeker from total students reveals that highly educated youth (secondary and above) reported seeking the jobs significantly more compared to less educated ones (Table 4.7b). The rate of job seekers (here rate refers to job seekers out of total current student) is increasing with level of educational qualification.

Table 4.7b: First Time Job Seekers Out of Total Current Students: Delhi and Ranchi

Education	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Up to Primary	25.0	100.0	62.5	15.4	25.0	17.6	17.6	62.5	32.0
Middle	52.3	62.2	56.8	15.0	16.7	15.8	34.5	39.7	36.9
Secondary	81.8	78.0	80.2	33.3	20.8	26.9	62.2	50.0	56.5
Higher Secondary	83.3	87.5	85.2	38.5	32.7	35.1	67.6	60.4	64.0
Diploma/Certificate	75.0	-	75.0	100.0	100.0	100.0	85.7	100.0	87.5
Graduate and above	97.0	86.1	91.3	50.0	58.1	54.4	76.3	73.1	74.6
Technical/Profession Degree	100.0	100.0	100.0	100.0	-	100.0	100.0	100.0	100.0
Total	78.1	79.9	78.9	32.9	30.9	31.9	59.0	56.0	57.6

Source: IHD Survey, 2019-20

Amongst the job aspirants, a majority of them belong to OBC (34%) and general caste (30.4%), and less from SC (25%) and ST (9.2%) (Table 4.7c). Across cities, job aspirants from general caste in Delhi was almost three times higher than Ranchi, while OBCs first time job aspirants were higher in Ranchi compared to Delhi.

Table 4.7c: First Time Job Aspirants by Caste: Delhi and Ranchi

Caste	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
SC	29.2	32.7	30.8	9.1	5.6	7.3	24.5	25.4	24.9
ST	1.7	0.7	1.2	23.6	42.6	33.0	6.9	11.9	9.2
OBC	29.8	27.9	28.9	56.4	42.6	49.5	36.1	31.8	34.1
General	38.2	36.1	37.2	10.9	9.3	10.1	31.8	28.9	30.4
Others	1.1	2.7	1.8	0.0	0.0	0.0	0.9	2.0	1.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number	178	147	325	55	54	109	233	201	434

Source: IHD Survey, 2019-20

The rate of job seekers out of total youth was significantly high among general caste households compared to SC, ST and OBCs. Across both the cities, the job seekers among current students were significantly high in Delhi compared to Ranchi (Table 4.7d). It was found that students from Delhi have more options to pursue higher education through attending evening college and correspondence as well as part time employment opportunities, which is reflected by the finding that there are more student job seekers in the city than in Ranchi.

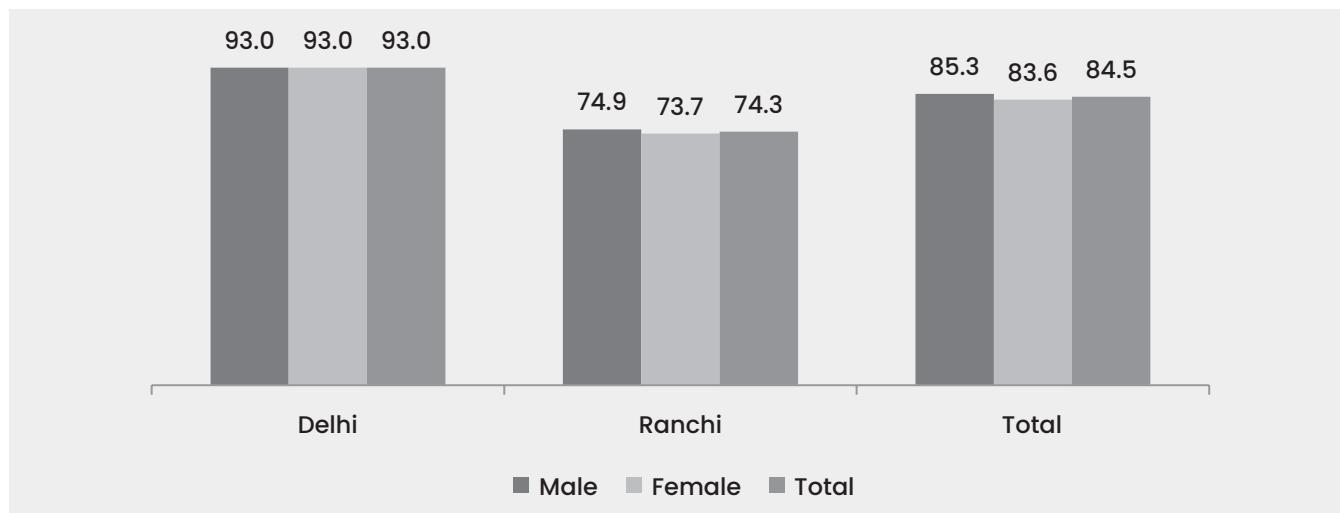
Table 4.7d: First Time Job Seekers Out of Total Current Students by Caste: Delhi and Ranchi

Education	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
SC	70.3	76.2	73.0	38.5	20.0	28.6	65.5	65.4	65.5
ST	100.0	50.0	80.0	21.3	29.5	25.9	25.0	30.0	27.8
OBC	79.1	75.9	77.7	37.8	35.9	37.0	56.4	54.2	55.4
General	86.1	88.3	87.1	54.5	27.8	37.9	82.2	74.4	78.6
Total	78.1	79.9	78.9	32.9	30.9	31.9	59.0	56.0	57.6

Source: IHD Survey, 2019-20

4.2.1.2 Proposing Continuation of Studies

About 85% respondents (who were students) proposed to continue their studies, which was relatively higher in Delhi (93%) as compared to Ranchi city (84.5%). Further, there was no significant difference that was observed between male and female youth during the survey with regards to the same (Figure 4.3).

Figure 4.3: Students Proposing to Continuing Education (in %)

Source: IHD Survey, 2019-20

4.2.1.3 Terminal Degree/Course as a Goal

About 44% of the respondents in this category (as shown in Table 4.2) are proposing to pursue non-technical/professional graduation/post-graduation (BA/MA) followed by graduate teacher training (11.7%), professional and technical degree (9%), secondary/higher secondary (8.9%), other short term courses (7.6%) and professional/technical diploma (4.4%) as noted in Table 4.8. This indicates that there was a large number of youth who were proposing to pursue non-technical/professional level graduation/post-graduation both in Ranchi and Delhi. The gender wise distribution shows that a substantial proportion of female are pursuing graduate teaching training; while male dominate in professional/technical degree and diploma in both the cities. About one-third of the respondents in Ranchi did not reveal their proposed educational level as a large number of them were currently attending coaching or preparing for the competitive examinations.

Table 4.8: Educational Aspirations of Students Proposing to Continue Education: Delhi and Ranchi

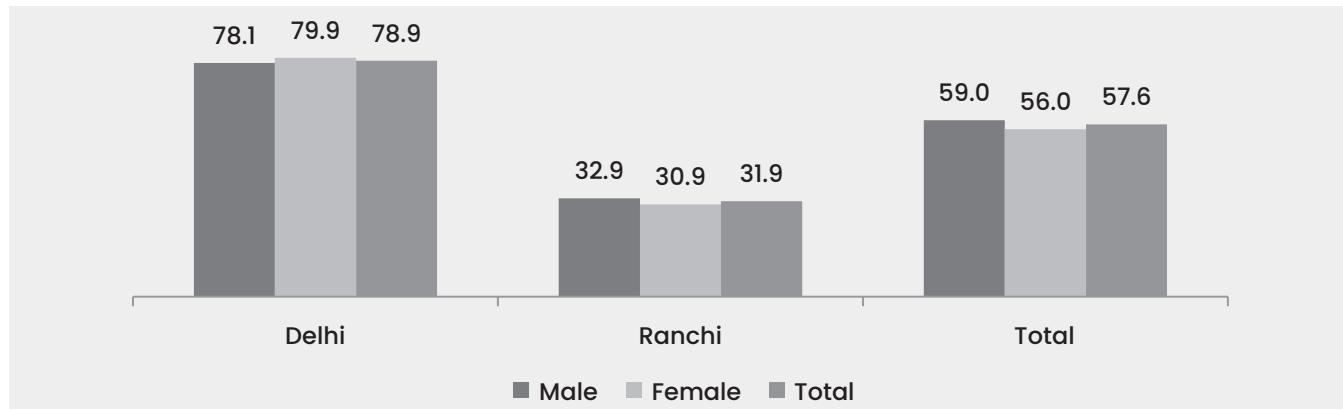
	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Secondary/Higer Secondary	11.4	8.2	10.0	8.0	6.3	7.2	10.1	7.4	8.9
Graduate+	42.4	40.4	41.5	41.6	51.6	46.6	42.1	45.1	43.5
Graduate (Teachers Training)@	6.7	27.5	16.0	0.0	10.3	5.2	4.2	20.2	11.7
Professional/Technical Degree*	17.1	7.6	12.9	4.8	1.6	3.2	12.5	5.1	9.0
Professional / Technical Diploma#	9.5	3.5	6.8	1.6	0.0	0.8	6.6	2.0	4.4
Other Short term Courses^	11.0	11.1	11.0	3.2	1.6	2.4	8.1	7.1	7.6
No Response	1.9	1.8	1.8	40.8	28.6	34.7	16.4	13.1	14.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Note: @: Bed and BTC; * =MBBS, B.Tech, M.Tech, MBA, CA; # =Polytechnic, ITI and other courses; ^ =Web Designing, Computer Course, Driving, Accounting; Source: IHD Survey, 2019-20

4.2.1.4. Awareness Regarding Job Opportunities after completion of your present study

More than half (57.6%) of the respondents revealed that they were aware about the availability of job opportunities after completion of their present educational level or study (Figure 4.4). The awareness level regarding job opportunities among respondents in Delhi (78.9%) was more than double as compared to Ranchi (31.9%).

Figure 4.4: Awareness about Availability of Job Opportunities: Delhi and Ranchi

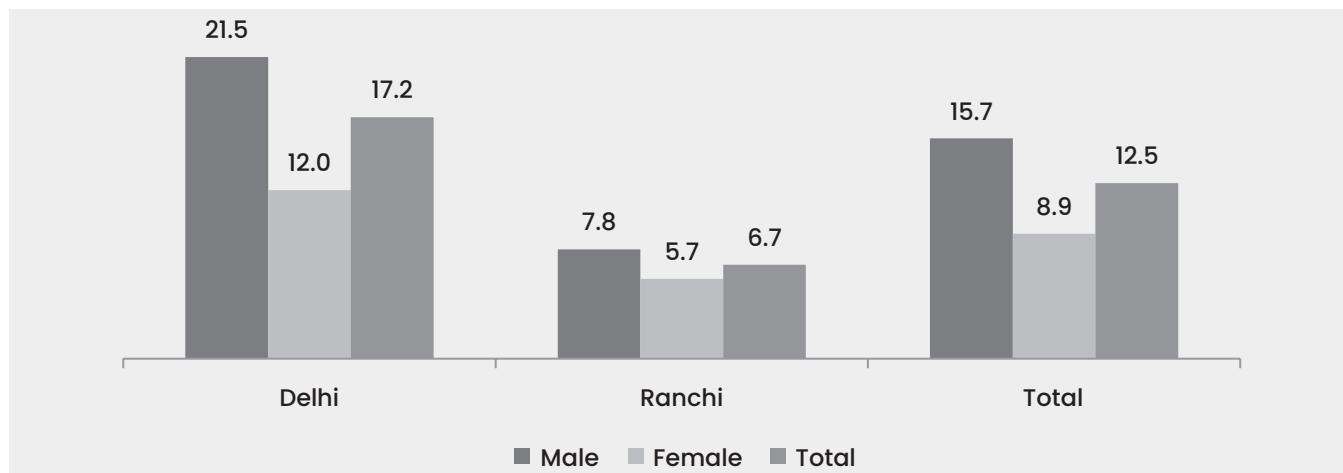


Source: IHD Survey, 2019-20

4.2.1.5 Presence of Placement/Advisory Cells at the Current Educational Institutions

Only about 12.5% of the colleges have a placement or an Advisory cell where the surveyed youth were continuing their studies (Figure 4.4). There was difference in availability of placement cell in colleges where male (15.7%) and female (8.9%) youth were continuing their studies. In addition, colleges in Delhi (17.2%) have almost three times higher availability of placement cells in Ranchi (6.7%), which is to a certain degree obvious as former is a metro city.

Figure 4.4: Placement or Advisory Cell in Colleges: Delhi and Ranchi



Source: IHD Survey, 2019-20

4.2.1.6 Type of Aspiration: Employment Eventually Propose to Take Up

Most students – both male and female – were interested in taking up a job after completing their education. About 91% of all respondent in this category said that they are interested in seeking employment and joining the labour market after completing their current educational pursuit, followed by those who want to get married and/or raise a family (5.3%) and few others (as shown in Table 4.4). However, it was seen that more of the female respondents (10.6%) as compared to male respondents (0.5%) indicated an inclination to get married after getting done with their current degree/course (Table 4.9). While comparing across the two cities, almost all female (97.3%) and male (99.6%) in Delhi showed interest in joining labour market, while the numbers were less in Ranchi i.e. males (89.2%) and females (75.4%). In Ranchi almost 19% of the female showed interest in getting married after completing their current education, while only 2.7% in Delhi did the same.

Table 4.9: Aspiration of Current Students after Completion of their Degree/Training: Delhi and Ranchi

	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Employment	99.6	97.3	98.5	89.2	75.4	82.2	95.2	86.6	91.1
Marriage/Raise family	0.0	2.7	1.2	1.2	18.9	10.2	0.5	10.6	5.3
Other	0.4	0.0	0.2	9.6	5.7	7.6	4.3	2.8	3.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: IHD Survey, 2019-20

4.2.1.7 Aspiration: Employment Type

More than one-fourth of the respondents proposed to eventually take up government jobs (26.9%), followed by a teaching job (15%), high end professional/technical jobs (10.2%), private salaried job (8.7%), low end professional/technical jobs (7.8%), banking job (5.9%), computer related (3.5%), army/police (2.6%), and railways (1.8%) (Table 4.10). This shows that the demand for government jobs was higher among the respondents and particularly in sectors such as banking, police/army and railways in smaller town/cities such as Ranchi. The preference for teaching and banking jobs were higher among female respondents, while professional/technical jobs were preferred more by males.

Table 4.10: Aspiration of Current Students in terms of Type of Employment: Delhi and Ranchi

	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Any Government Job	31.4	26.1	29.0	23.9	24.7	24.3	28.3	25.4	26.9
Teacher	14.2	32.6	22.4	1.2	9.9	5.5	8.7	22.0	15.0
Professional/Technical (High End)	17.3	13.6	15.6	4.3	2.5	3.4	11.8	8.4	10.2

	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Any Pvt. Job	10.2	5.4	8.0	13.5	5.6	9.5	11.6	5.5	8.7
Professional/Technical (Low End)	12.4	8.7	10.7	2.5	5.6	4.0	8.2	7.2	7.8
Bank	0.0	0.5	0.2	10.4	15.4	12.9	4.4	7.5	5.9
Computer Operators	6.6	6.0	6.3	0.0	0.0	0.0	3.9	3.2	3.5
Army/Police	0.0	0.5	0.2	7.4	3.7	5.5	3.1	2.0	2.6
Railway	0.0	0.0	0.0	6.1	1.9	4.0	2.6	0.9	1.8
No Response	8.0	6.5	7.3	30.7	30.9	30.8	17.5	17.9	17.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: IHD Survey, 2019-20

4.2.1.8 Reasons for the Choice

About half (51.9%) of the respondents revealed that a good salary is one of the main reasons behind them choosing a certain employment opportunity, followed by better career growth opportunities (15.5%), stability offered by the job (11%), convenient location (2.8%) and others such as the job being challenging, brand name of the companies etc., while 11% of the respondent did not respond of this questions. For females, location matters as about 17% of the female in Delhi responded that convenient location would be one of the reasons for the choice of employment or job.

Table 4.11: Reasons for the Choice of Such Employment: Delhi and Ranchi

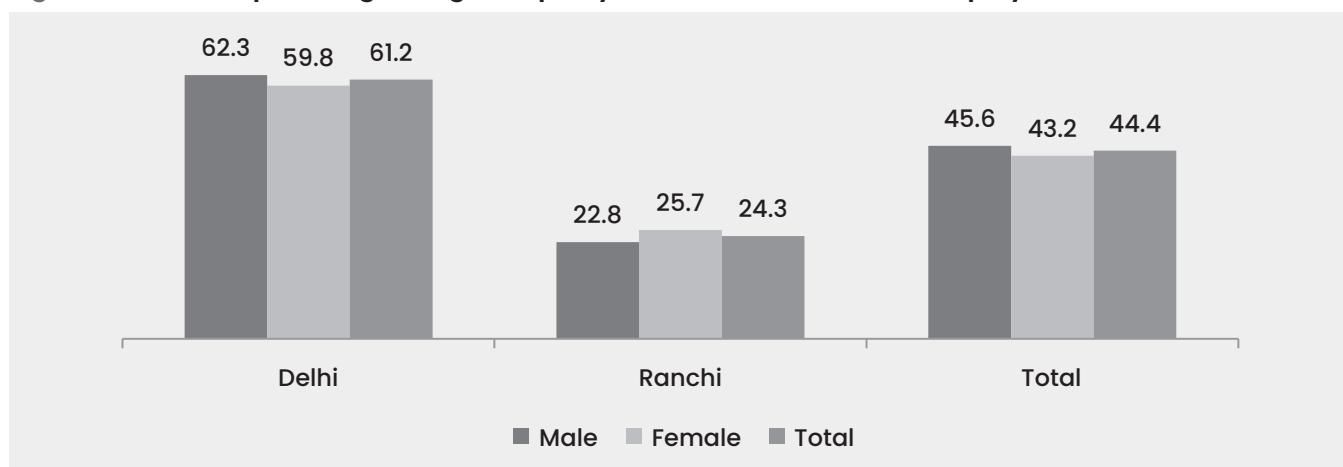
	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Good salary	61.4	59.8	60.7	41.3	41.1	41.2	52.9	50.7	51.9
Better career growth opportunities	12.7	9.8	11.4	19.8	21.1	20.5	15.7	15.3	15.5
Stable job	18.9	12.0	15.8	6.6	4.0	5.3	13.7	8.1	11.0
Convenient location	4.4	17.4	10.2	1.2	0.0	0.6	3.0	8.9	5.8
Challenging	0.4	0.5	0.5	1.8	1.7	1.8	1.0	1.1	1.1
Recognition	0.0	0.0	0.0	7.8	4.6	6.1	3.3	2.2	2.8
Brand name or company name	0.0	0.0	0.0	1.2	0.0	0.6	0.5	0.0	0.3
Others benefits	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Others	0.0	0.0	0.0	1.2	2.3	1.8	0.5	1.1	0.8
No response	2.2	0.5	1.5	19.2	25.1	22.2	9.4	12.5	10.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: IHD Survey, 2019-20

4.2.1.9 Perception regarding Adequacy of Education/Skills for Employment

This section presents data on the perception of the respondents with regards to the believed sufficiency of their educational level/ skills in their ability to access jobs in the labour market once their current educational/training course is completed. The survey shows that about 44% of the respondents believe that they will have sufficient level of skills/educational qualifications after their current education/training for the type of employment they aspire. However, there was a significant difference in the opinions of respondents of the two cities (Figure 4.4). While 61% of respondents surveyed in Delhi believed that they will have sufficient level of skills/educational qualifications for the job they were aspiring for, the numbers were far lower at only 24.3% in Ranchi.

Figure 4.4: Perception regarding Adequacy of Education/Skills for Employment: Delhi and Ranchi



Source: IHD Survey, 2019-20

Box 4.2
Name: Rakesh, 27 years old, Delhi

General and job profile: The respondent is a 27 year old man living in the Samaypur area located in West Delhi. He identified himself as belonging to the OBC community. He has only been educated up to 8th standard and at the time of the interview, he was working as a casual wage labourer – engaged in the work of loading and unloading cargo in a nearby factory. He goes to the factory on four days, as and when he is required by his employer and works for 8 hours at a stretch. Doing so, he is able to earn a monthly income of ₹6000. Even though he is unhappy with both, the work and the pay – he doesn't have a choice but to keep continuing with this job.

Job Mobility: He previously worked as a regular salaried worker in a shoe company where the work timings use to be anywhere between 9-10 hours and for 26 days in a month. He used to be paid a lumpsum amount of ₹10000 as his monthly income in this job. But because the shoe unit closed and moved its base, he had to look for urgent openings – and that is when he landed at his current job. His family's financial conditions have worsened in the recent times because of lesser earnings and the lack of job security on his part. His father is a rickshaw puller, while his grandfather was a farmer. His wife is 19 year old – uneducated, working as a helper in a cosmetic product manufacturing company, where she works for 5 days a week and for 4 hours each day – earning an small income of ₹2000. The unit is just half a km away from their home, which has been a primary reason which has enabled her to keep this job. She has two young children whose upbringing demands a lot of time and energy

Satisfaction or non-satisfaction with present job: The respondent wasn't satisfied with his current job, as despite having a job, his family's financial conditions remain precarious, with no respite in sight.

Box 4.3

Case: Martha Tigga; Age: 21 years; Location – Ranchi

General Profile

Martha Tigga is a resident of Dungari Dola Harmu near Harmu Housing Colony, Ranchi. She is 21 years old. Martha lives with her parents. She has one younger sister. Ranchi Martha's family belongs to Oraon tribal community. Martha's family follows Christianity as its religion. Martha's father got a *pucca* house under the Pradhan Mantri Urban Housing Scheme costing ₹3,62,100.00. At present, everyone is staying in the newly constructed *pucca* house. The house has two rooms and one kitchen. The house has electricity, and toilet facilities. Drinking water is available to the family from government supplied tank installed near the road side.

Martha's parents are engaged in agricultural works. They also sometimes work as labourers. His younger sister Alisha has appeared for the IA exam this year. Her father Pradeep Tigga is IA pass and mother Mewell Tigga is Matric pass. Martha's family has a PH ration card. So, the family gets 5 kg of food grain per head per month at the rate of ₹2 per kg. Except food grains, no other essential goods is provided under PDS.

Employment/Unemployment Status

Martha has strong desire to get employment in government sector. But now she is pursuing higher education. She is the student of BA Part – III at Ranchi College Ranchi. However, if she finds chance to apply for government she does. She said that she will keep on trying for government jobs till success is not achieved. At the same time she wishes to pursue PG and MBA after graduation. She has preference to work in banking or railway department. Her aunt is employed in the railway. Martha gets all kinds of facilities through them. Impressed by his sowing, Martha is preparing to get a government job. However, Martha did not undertake any kind of vocational training as yet. Her only goal is to get a government job. She firmly believes that one day or the other she will definitely get government job. Martha has recently applied for Railway Group-D examination. She got the information about this vacancy through her aunt who is working in railways as office assistant.

Future Plan

Martha ha a definite future plans. She says that her first target would be to get any petty government job and then pursue higher education through private universities.

Problems Faced

Martha says that she does get the information about vacancies in government sector employment at the right time. This is because; her family does not purchase any daily newspaper or employment news bulletin. However, she affirms that sometimes her college friends sometime inform her about government job vacancies but not in right time. She considers Ranchi to be an unsuitable place for preparation of getting employment. That is why the people here, especially the youths, migrate to distant places in search of employment.

Suggestions: Martha said that the government should take proper care for the placement of tribal girls in government jobs.

4.2.2 Aspirations of Job Seekers

Another set of youth are those who were seeking jobs and/or are currently unemployed. These comprised 156 or 8% of the total youth surveyed. Out of those, around (80%) of them were looking for the job since 2018, with almost 54% during the last year only (Table 4.12). However, only about 4% of the respondent said that they were looking at different job from the first. The share of such youth was relatively higher among females than males in both cities.

Table 4.12: Job Seekers – Out of Total Youth and Labour Force: Delhi and Ranchi

Education	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Only job seeker, out of total youth	9.3	4.6	7.1	10.0	9.9	9.9	9.5	6.5	8.1
Job seekers out of total labour force	24.5	13.8	20.0	17.2	16.8	17.0	21.3	15.4	18.6
Number	63	26	89	34	33	67	97	59	156
Looking for another jobs, out of currently employed	8.8	17.0	10.1	4.8	0.0	4.0	7.7	12.3	8.4
Number	24	9	33	5	0	5	29	9	38
Total Youth	678	567	1245	341	334	675	1019	901	1920

Note: *Labour force: Those who are willing to participate in the labour market

Source: IHD Survey, 2019-20

4.2.2.1. Profile of Job Seekers

Within the category of job seekers, 41% of them had graduate and above educational qualifications followed closely by 35% of those who had higher secondary level of education (Table 4.13a). The number of female job seekers who have a graduate degree and above was higher than that of male in both the cities.

Table 4.13a: Job Seekers by Educational Qualification: Delhi and Ranchi

Education	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Illiterate	0.0	0.0	0.0	2.9	0.0	1.5	1.0	0.0	0.6
Up to Primary	7.9	0.0	5.6	5.9	0.0	3.0	7.2	0.0	4.5
Middle	7.9	7.7	7.9	5.9	9.1	7.5	7.2	8.5	7.7
Secondary	9.5	0.0	6.7	5.9	3.0	4.5	8.2	1.7	5.8
Higher Secondary	38.1	34.6	37.1	29.4	36.4	32.8	35.1	35.6	35.3
Diploma/Certificate	3.2	0.0	2.2	2.9	3.0	3.0	3.1	1.7	2.6
Graduate and above	30.2	53.8	37.1	44.1	48.5	46.3	35.1	50.8	41.0
Technical/Profession degree	3.2	3.8	3.4	2.9	0.0	1.5	3.1	1.7	2.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number	63	26	89	34	33	67	97	59	156

Source: IHD Survey, 2019-20

The unemployment or percentage of job seekers among graduates' respondents was highest at 45.4% (Table 4.13b). This either indicates lack of employment opportunities for highly educated youth labour force in the market, or poor quality of education because of that they were not able to get the appropriate or suitable opportunities.

Table 4.13b: Job Seekers out of Total Labour Force by Educational Qualification: Delhi and Ranchi

Education	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Illiterate*	-	-	-	33.3	0.0	20.0	33.3	0.0	20.0
Up to Primary*	62.5	0.0	41.7	13.3	0.0	10.5	30.4	0.0	22.6
Middle	10.4	5.4	8.2	4.7	7.7	6.1	7.7	6.6	7.2
Secondary	8.3	0.0	4.9	4.1	1.8	2.9	6.6	1.0	4.0
Higher Secondary	29.6	15.5	23.7	20.4	19.7	20.0	26.2	17.6	22.1
Diploma/Certificate*	40.0	-	40.0	25.0	100.0	40.0	33.3	100.0	40.0
Graduate and above	51.4	37.8	44.6	45.5	47.1	46.3	48.6	42.3	45.4
Technical/Profession Degree	33.3	50.0	37.5	50.0	-	50.0	37.5	50.0	40.0
Total	24.5	13.8	20.0	17.2	16.8	17.0	21.3	15.4	18.6

Note: *Not much relevant due to low number

Source: IHD Survey, 2019-20

4.2.2.2. Methods of Initiating Job Search

Almost half of the youth respondents reported searching job through internet or other online applications(47.8%) followed by newspaper advertisement/applications (17.8%), word of mouth/personal contacts (14%), with few from social networking sites, registration with employment exchange, and on-line placement agencies (Table 4.14) The method of internet search or use of online applications was more popular among females compared to males, which across cities these search methods were more prevalent among youth in Delhi than in Ranchi. Newspaper advertisements and word of mouth or personal contacts was also more popular search method in Delhi's youth compared to Ranchi, which is obvious due to higher penetration of these job search modes in the former than latter.

Table 4.14: Method of Job Search: Delhi and Ranchi

	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Internet searches / online applications	42.9	55.6	46.7	44.1	54.5	49.3	43.3	55.0	47.8
Registered with employment exchange	0.0	0.0	0.0	0.0	6.1	3.0	0.0	3.3	1.3
On-line placement agencies	1.6	3.7	2.2	0.0	3.0	1.5	1.0	3.3	1.9
Off-line placement agencies	0.0	3.7	1.1	0.0	0.0	0.0	0.0	1.7	0.6
Newspaper advertisements / applications	22.2	25.9	23.3	14.7	6.1	10.4	19.6	15.0	17.8
Word of mouth / personal contacts	28.6	3.7	21.1	8.8	0.0	4.5	21.6	1.7	14.0
Social network sites such as Facebook / LinkedIn	1.6	0.0	1.1	2.9	0.0	1.5	2.1	0.0	1.3
Others (specify)	3.2	7.4	4.4	29.4	30.3	29.9	12.4	20.0	15.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

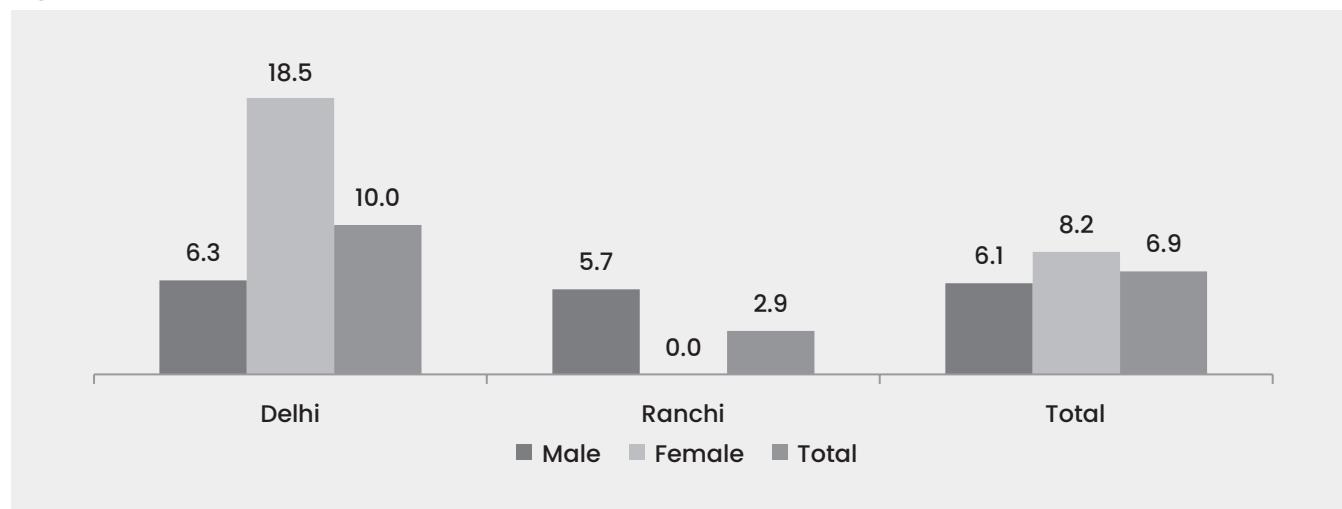
Source: IHD Survey, 2019-20

The findings of the survey show that technological developments are being leveraged for easing access to the job market. The usage of Internet for job search is going to transform the means and modes of job search in the coming future. But at the same time these new modes of job search bring with them certain new challenges. The International Labour Organization's 2020 report on *Global Employment Trends for Youth* highlights the anxieties with regards to creation of new jobs which arises due to technological advancements. Despite there being a high likeliness of early adoption of new technologies by young people, the inability of youth belonging to low-income households to access these technologies acts as a major disadvantage for them.

4.2.2.3 Having Turned Down Job Offer

About 7% of the youth surveyed ever turned down a job opportunities in the past. The share of such youth was significantly higher in Delhi than Ranchi, while female share was three times more than male in Delhi (Figure 4.5).

Figure 4.5: Ever Turned Down a Job: Delhi and Ranchi



Source: IHD Survey, 2019-20

The major reasons for turning down the job offer was non-availability of jobs near to place of residence (43.8%) and low salary (25%) (Table 4.15). The issue of low salary is reported by respondents only in Delhi, while location is the important reason in Ranchi. There are many other reasons reported in Ranchi, which are discussed in the subsequent section in details such unsuitable jobs as per their qualification or demand.

Table 4.15: Reasons for Turning down the Job: Delhi and Ranchi

	Delhi			Ranchi*			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Low salary	50.0	40.0	44.4	0.0	0.0	0.0	33.3	20.0	25.0
Non availability of jobs near to residence	50.0	60.0	55.6	50.0	20.0	28.6	50.0	40.0	43.8
Others	0.0	0.0	0.0	50.0	80.0	71.4	16.7	40.0	31.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number	4	5	9	2	5	7	6	10	16

Note: *Due to smaller sample, meaningful derivations cannot be made

Source: IHD Survey, 2019-20

4.2.2.4 Constraints in Securing Jobs

The results from the study showed that the major constraints which were faced by urban youth in finding employment was the non-availability of jobs that matched with the education/skill/experience they possessed (35%), high competition (14.6%), unavailability of jobs in local areas (12.7%) and lack of regular jobs (10.2%) (Table 4.16). In addition, some of them also reported lack of communication skills (4.5%), lack of information of new jobs (1.9%) and adapting new or changing technology/skills as constraints in accessing jobs. Females in both the cities faced more hurdles in accessing jobs than males due to non-availability of jobs matching with their education/skill/experiences and high competition, while for males the unavailability of jobs in their local arena was a greater challenge.

Table 4.16: Major Constraints in Securing Job: Delhi and Ranchi

	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Non-availability of jobs matching with education/skill/ experience	44.4	59.3	48.9	14.7	18.2	16.4	34.0	36.7	35.0
Unavailability of jobs in local areas	23.8	7.4	18.9	2.9	6.1	4.5	16.5	6.7	12.7
Lack of communication skills	4.8	0.0	3.3	8.8	3.0	6.0	6.2	1.7	4.5
Lack of regular jobs	9.5	22.2	13.3	11.8	0.0	6.0	10.3	10.0	10.2
Adapting new or changing technology/skills	1.6	0.0	1.1	0.0	0.0	0.0	1.0	0.0	0.6
High competition	11.1	11.1	11.1	14.7	24.2	19.4	12.4	18.3	14.6
Lack of information of new jobs	1.6	0.0	1.1	2.9	3.0	3.0	2.1	1.7	1.9
Others	3.2	0.0	2.2	44.1	45.5	44.8	17.5	25.0	20.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number	63	27	90	34	33	67	97	60	157

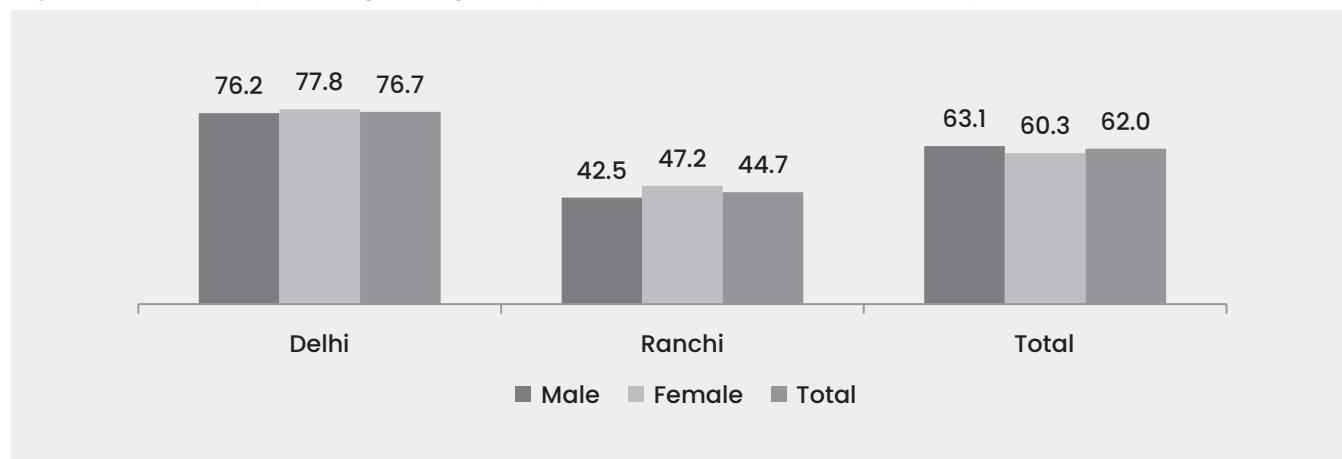
Source: IHD Survey, 2019-20

A higher percentage of the respondents citing non-availability of jobs matching with their educational/skills/experience raises a vital concern about the availability of existing jobs and formation of new jobs in country. The survey shows that low-income households despite lacking monetary resources are investing in the education of their children up to secondary or even higher levels of education so as to ensure they can avail better employment prospects. The youth themselves indicated greater job aspirations, which would make upward mobility a possibility for them. But the actual jobs have belied their expectations and resulted in rise in the number of educated and trained youth who are facing unemployment and unrealised job aspirations.

4.2.2.5. Perception regarding Adequacy of Education/Skills for Employment

Over 60% of the respondents said that their level of education/skills were sufficient to access the job in labour market (Figure 4.6). More than three-fourth (76.7%) of youth in Delhi perceived their education/skill level is sufficient to access jobs relatively less (45%) in Ranchi.

Figure 4.6: Perception regarding Adequacy of Education/Skills for Employment: Delhi and Ranchi

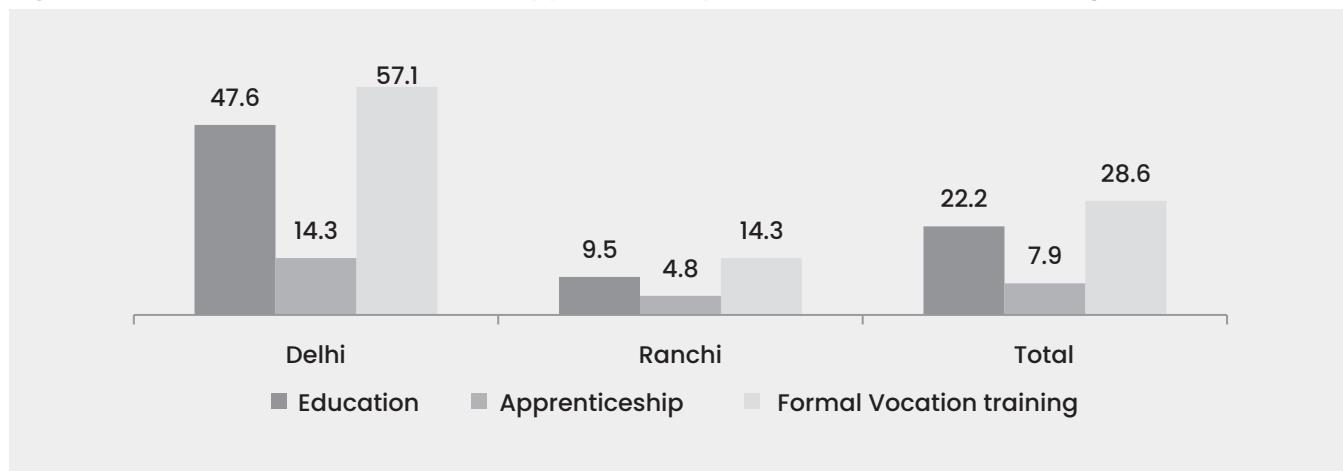


Source: IHD Survey, 2019-20

4.2.2.6. If inadequate education/skill what would be most helpful

Amongst the respondents who were seeking employment and said that they have inadequate education/skill levels, around one-fifth (22%) of them thought further education would be most helpful in accessing the job. This perception was far higher among youth in Delhi (47.6%) than Ranchi (9.5%). Only 7.9% said that apprenticeship would be most helpful in accessing jobs, which was relatively higher in Delhi (14.3%) compared to Ranchi (4.8%). A majority (28.6%) of them reported that formal vocational training would be most helpful in them being able to access jobs. More than half of the youth surveyed suggested that formal vocational training would be most helpful in accessing jobs in Delhi compared to just 14.3% in Ranchi.

Figure 4.7: Usefulness of Education/Apprenticeship/Formal Vocational Training: Delhi and Ranchi



Source: IHD Survey, 2019-20

Box 4.4

Case: Sanjay Sahu; Age: 29 years; Location – Ranchi

General Profile: This is the case of a 29 years old informal sector worker named Sanjay Sahu son of Late Baijnath Sahu of Bijupara, Ranchi district, Ranchi. Sanjay belongs to OBC social category. He follows Hinduism as his religion. Sanjay is simply literate. He left education when he was in class III. Poor pecuniary condition of the family was the reason for school drop out of Sanjay. Sanjay leads a bachelor life.

For last 10 years, Sanjay has been residing in a slum area located in between HEC Sector – II and Birsia Chowk, Ranchi in a rented one room semi-pucca house. There is no latrine and electric light facility in his house. Drinking water and water for other common use is brought from the roadside supplied by the Municipal Corporation. Sanjay has PH ration card that enables him to fetch 5 kg food grains per month from PDS shop at ₹2.00 per kg.

Sanjay's parents live at Bijupara. They are engaged in farming. One of his brothers assists his parents in cultivation. Other two brothers are working outside as casual workers. Sanjay does not know their whereabouts. They do not keep touch with neither Sanjay nor with their parents. Economic condition of his parents and brother residing in village is not good. This is why Sanjay seldom go to village. However, in crisis, he goes to village to collect some food grains from there.

Employment/Unemployment Status: Sanjay fled from his village 14 years before, when he was 15 years old. Being frustrated due to the poverty condition of his parents, Sanjay decided to leave his village with his friends in search of employment. When Sanjay was in Ranchi for the first time, he had none to help him to provide any employment. He spent several days in search of job without any shelter and also remaining hungry. After nine days, he was engaged in a small hotel as hotel boy. Later he developed relations with many people who helped them to get engaged in a private school named Kapil Deo Public School, Dhurwa, Ranchi. Sanjay's duty was there to work as an attendant in the school bus. He was offered ₹1500 as his remuneration and ₹200 as breakfast. Sanjay was engaged in this job for several years. In the meantime, Sanjay met an accident during school duty and became physically disabled. Often he used to remind the school owner for increasing his remuneration. Finally three months before he had to leave his job.

Now for last three months Sanjay has been facing the pinch of unemployment. He lost school job when he directly approached to the employer (owner of Kapil Deo Public School) and asked to increase his remuneration. His owner got annoyed and dismissed him from the job. Now Sanjay has started taking liquor to reduce the stress of losing the job. Even in this critical condition, Sanjay did not lose hope of getting employment. He has been approaching to several employers through his friends. Some of them are giving hopes but still he remained unemployed.

Problems: Even after living with disabilities for so many years, Sanjay failed to procure any officially certified evidence of his disability i.e. handicap certificate. For this he blames the stringent official paraphernalia of the government agency that provide disability certificate under such an uncertain situation, how a man can think of settling a family life and lead life peacefully, he said.

Future Plan: Now it is looking for some light work from some other place from where they can get some employment and they can live life in some way.

Suggestions: Sanjay feels that the government must develop mechanism to look into the problems of persons with disabilities and resolve their problems.

Box 4.5

Case: Rohit Ahli; Age: 23 years; Location: Ranchi

General profile: Rohit Ahli is an unemployed youth. He is 23 years old. He is the resident of Pathar Kocha Bypass Road located near Birsa Chowk. He belongs to a tribal community and follows *sarna* religion. Rohit's five member family apart from him comprises his father, mother, two brothers and a sister. His father migrated to this area from a nearby rural area of Ranchi district when he was young. During the initial years, his father used to work with a mason; but later he set up his own shop as a mason. About six years back, his father met with an accident at a construction site and injured one of his legs, which left him permanently disabled. All their savings was spent on the treatment and the family was driven into penury. After that, entire family's responsibility was bestowed on Ravi's shoulders.

Employment/Unemployment Status: Ravi has been engaged in electric wiring job for at least 12 years. Earlier to this profession, he worked in the same profession as casual labourer. His income depends on the quantum of job orders he gets. Anyhow, at present he managed to earn at least ₹10,000 per month. Ravi spends entire amount in maintaining the family. In other words, the family depends solely on Rohit's income.

Perceptions: Rohit says that there is an acute dearth of secured employment in Ranchi. As per his opinion, the labour market especially informal labour market, here in Ranchi, is controlled by labour contractors, whose business activities are neither fair nor regulated. Only job available here is that of a security guard. Rohit reiterated that wherever he goes for seeking employment, he is offered the job of security guard only in which he has no interest. Because, he finds the security guards' job is very much exploitative both in terms of salary payment and working hours. Moreover, salary payment is not regular, he said.

Future Plan: Rohit possesses a strong desire to open a fast food shop anywhere in the footpath of Ranchi city, but he is unable to manage seed capital for starting that business. Fetching a secured job in formal as well as informal labour market is a serious problem. This is why, Rohit is planning to flee either to Chennai or Bangalore or Delhi with his friends who have connections there. He is of the opinion that he would easily get any job there in any factory and earn income of ₹15,000.00-16,000.00 per month against his eight hours service. He said that to protect the family from the onslaughts of growing price rise of all essential goods it would be imperative to go outside for seeking better remunerative job.

Box 4.6

Case: Alumani Tigga; Age: 28 years; Location: Ranchi

General Profile: She is a 28 year old unmarried woman who resides in Tungri Toli Harmu, Ranchi. She is a native of this place and was brought up here. Ms. Tigga belongs to the Oraon tribal community and her family has been a follower of Christian religion for the last two generations. She is staying with her parents as their dependent. Her parents were engaged in farming. Now her parents are too old to pursue their farming occupation. Elder brother (Shashi Tigga) maintains the family and meets all the needs of Ms. Tigga and her parents. Her elder brother (Shashi) did ITI after graduation and tried for secured job but even after several attempts he failed to get any secured and regular job in any institution. Now Shashi works as daily wage labour under a construction contractor. However, he has not left hope for securing government job and for that he fills forms and prepares for competitive examinations whenever he finds time. Though she seems to be not much disheartened yet she looks not very confident for securing regular police job for which she is striving for a long time. He also pursues cultivation in his ancestral farm lands. The house where she lives in is owned by her father who is original settlers of this place. The house is semi-pucca and except water facility, all other basic amenities like latrine, electric, kitchen, etc are there.

Employment/Unemployment Status: Ms. Alumani said that she left education after completing graduation for two reasons. First reason was that in 2015 she was selected in the para-military job at her own merit passing SSC GD exams. There were 62,000 vacancies. After successful completion of medical checkup she was waiting for getting appointment letter from the concerned government authority. But that letter did not come even today. The process of appointment ceased automatically without any reason known to her. Those who didn't get appointment letter approached the High Court of Allahabad, Uttar Pradesh. The High Court gave judgment in their favour. Yet the concerned government department did not pay any heed to the court order. However, Ms. Tigga is still hopeful of getting appointment letter. At the same time she is frustrated with the government personnel for doing favouritism and bribery in appointment.

Secondly, she was denied to take admission in MA classes on the plea that she does not have adequate marks percentage to become eligible for admission. After opening MA in several colleges in Ranchi she approached Doranda College Doranda Ranchi and luckily got admission. Now she is studying in the final year of MA Political Science.

Problems: Ms. Alumani alleged that despite being a member of tribal family, she was not considered under reservation category on the plea that she belongs to the Christian community. She feels that this is wrong as Christian tribes are equally oppressed and poverty stricken. Moreover she said that she does not get information about vacancy in time.

Future Plan: Along with pursuing higher education, Ms. Tigga is trying for government jobs also. But her first choice is to get a job of a police. As per her opinion, if she fails to get police job then she would try to get any other job which she dislikes.

Remarks: She remarks that getting government jobs in Jharkhand is very difficult. Only resourceful persons get chance to get appointed in government jobs either through personal influence or through bribery she said.

4.2.3 Job Seekers Currently in Employment

Further, the survey finds that only 2% of the total youth and around 8% of the total employed youth were also looking for another job at the same time. They were engaged in a variety of jobs, such as:

- a) Low paid and unskilled job such as delivery boy, helper, sweeper, tea stall owners, vegetable sellers, small shop owners;
- b) Skilled jobs like driver, computer operators/data entry operators, auto-mechanic, accountants sales persons, clerks in bank, and
- c) High skilled jobs such as engineering, managerial jobs and teaching etc.

The survey reveals that those who were looking for another job were seeking a relatively higher paying job than their current job. However, due to the sample size being small – total 38 samples, 5 in Ranchi and 33 in Delhi, does not allow us to do the further detail analysis. Only some points have been discussed regarding total only. Majority of them were involved in full time jobs (97.2%) with higher share of male (98.2%) compared to female (92.5%). About 9% of the respondent revealed that they were already engaged in a job different to the first job, and more prevalent among males (15.1%) than female (7.1%). The incident of job training was reported very low, as only about 4% of the youth who were employed stated that they had undergone some structured training provided by their employers. Further, only 8.4% of the respondents reported that they are looking for another jobs, while rest are satisfied with their current job. In particular, female (12%) were looking for another job significantly more than male (7.7%) in Delhi.

Further, the reasons have been asked to those who were looking for another job. About half of them reported as no upward mobility and financial growth (48.8%), one-fourth (26.8%) said contractual job, followed by termination of job contract (7.3%) and laid off (4.9%). More female than male have reported no upward mobility & financial growth, and contractual job was the main reasons for searching for another job. Contractual jobs and laid off jobs was the main reasons for looking for another job. Majority of the respondents as stated earlier looking for the full time job (97.4%) only.

More than half (55.3%) of the respondents revealed that they were looking for the job through internet searches/online applications (55.3%), followed by newspaper advertisement (13.2%), word of mouth/personal contracts (31.6%). In particular, female were looking for the jobs through newspaper advertisements more, while males from internet search/online applications and word of mouth/personal contacts.

The constraints faced in getting better jobs were non-availability of jobs matching with education/skill/experience (38.5%) followed by unavailability of jobs in local areas(25.6%), with equally lack of communication skill (5.1%), lack of regular jobs (5.1%), lack of information of new jobs(5.1 %) and non-availability of adequate remuneration(5.1 %). Among female constraints such as non-availability of jobs matching with education/skill/ experience, unavailability of jobs local areas and lack of information of new jobs was relativity more prevalent than males. About 16% of the respondents reported that acquiring additional skills/education would help them to get access to another job, which was relatively more common among female (20.5%) than their male (15.6%) counterparts.

Box 4.7

Case: Kavita Kumari; Age: 25; Ranchi

General Profile: Ms. Kavita Kumari is a 25 years old young girl, who lives in the Hesag Basti area of Ranchi. She has completed her school education and had secured the top position in her matriculation examination. She continued performing well throughout college and later went on to pursue a professional degree in Management from XISS, Ranchi. Her parents have separated and at present, she lives with her mother.

Job Profile: She is employed as a school teacher in a nearby school and earns a monthly salary of ₹17,000. Time and again, her performance has been recognised by her employers.

Job Mobility: There remain immense prospects for her in the future. If she wishes to, she can pursue teaching at some other institution or look for jobs in other sectors as well. Even though she isn't actively searching for jobs, she still keeps alerts on for new jobs related to her management profile.

Unemployment and skill level: Because of her educational qualifications, Kavita is optimistic about her employment profile. She'll require a B.Ed degree if she wants to continue teaching, but is unsure of pursuing it at the moment.

Gender: With her parents' separation and her deciding to live with her mother, the responsibility of taking care of her befalls on Kavita's shoulders. She remarks that she possesses the ability to get better opportunities with a handsome salary at other places yet she can't do it.

Satisfaction or non-satisfaction with the present job: Kavita is extremely satisfied with her current job as a teacher which allows her to be able to shape young minds and lead a comfortable life with her mother.

Challenges and Suggestions: Women have to suffer in many ways in getting employment in formal sector. In the workplace a woman has to face several challenges related gender discrimination in getting jobs, wage disparity in similar job (compared to her male counterpart), physical violence, sexual harassment, etc. Another big challenge before women workforce is their extra burden of doing all household chores, which are, in a patriarchal society, defined as women's jobs such as cooking food, caring children and elderly persons, serving food, cleaning utensils/house floors, washing clothes, fetching drinking water, etc. The educated employed women do not get relief from doing those household jobs. However, compared to uneducated and unskilled women labourers, educated employed women labourers enjoy relatively better status.

Box 4.8

Case: Md. Mumtaz Alam; Age: 25 years; Location: Ranchi

General Profile: Md. Mumtaz Alam is a young man of 24 years old. His temporary residence is at Nurse Colony, Sector-4, Dhurwa, in Ranchi. His original residence is in the Gopalpur village under Kanti Block of Muzaffarpur district in the state of Bihar. After the death of his father, Md. Mumtaz along with his two brothers came to Ranchi with his uncle who was a worker of Heavy Engineering Corporation (HEC) Ranchi. His two brothers somehow managed to train themselves, and became taxi drivers with OLA cabs.

He belongs to minority Muslim community under the OBCs. He is only educated up till upper primary standard, from his village school which was run by government. He lost all hopes to pursue his education after the death of his father. At present, he is married and has two young children – a 3 years old son and a 6 month old daughter. They live in a joint family set up along with the families of his two brothers in a rented accommodation. Their monthly house rent is ₹3000.00. The house is owned by a Hindu family, who are close to his uncle. It has three semi-pucca rooms having kitchen, latrine, water supply and electric connection facilities. Despite discomfort, he and his family members have to adjust as he is financially incapable of taking a separate house on rent.

Employment Profile: Md. Mumtaz is an auto taxi driver. He got involved in this profession with the help of his brothers. Before taking this occupation as regular income earning source, he undertook iron welding training; but he did not find himself comfortable in seeking the job of welder, so he along with his village friends (who were staying in Ranchi searching jobs) migrated to Mumbai to work as construction workers in a plant project site. He stayed in Mumbai for three years during 2012 to 2015. He used to earn wage income of ₹400-450 per day. He had employment round the month; so he used to earn enough to support him as well as to remit money to his brothers. After completion of the job at project site, he had to leave Mumbai and return to Ranchi.

At Ranchi he started searching suitable jobs, but he failed to get appointed to any suitable job with good salary. Then his brothers helped him in seeking motor driving training. In 2016, he got married and the familial responsibilities compelled him to work as casual worker (auto driver) and earn wage of ₹300 per day. His brothers wanted him to become OLA driver like them, but he rejected the suggestion as he was not fully aware of the locations within and outside Ranchi. So, he preferred to drive auto-vehicle in one comfortable route in between Ranchi and Dhrurwa. This is how with his limited income from a single source, he has been shouldering his household expenses.

Job Seeking: Md. Mumtaz does not have his own vehicle. He drives auto 3 wheeler of his owner as casual worker. He finds his wage earning to be insufficient to maintain his family, manage providing quality education to children in future and saving for future security and owning a house of his own. So he is not at all happy with his present occupation. Yet he stopped searching new jobs, because, he finds dearth of suitable and remunerative job of his choice here in Ranchi. He thinks to pursue side business of running motor garage after taking motor mechanic training. But due to dearth of capital his plan did not materialise. Now he is seriously thinking to go to any gulf country with his friends and earn ₹25,000-30,000 per month. He is confident of getting job there because he has adequate skill and ability of a driver as well as a welder.

Challenges: Dearth of remunerative and secured jobs in the informal sector in a capital city of Ranchi for the trained persons like driver and welder like Md. Mumtaz is the current reality of the job market. The present job market does not give proper recognition or value to the skill and ability of the worker. It also fails to provide stable and remunerative job. This is why there is frustration in the minds of both those who are in jobs and/or seeking jobs in the informal sector. Lack of capital is another challenge for the informal worker to transform him/herself into an entrepreneur.

Suggestions: Informal job market should be properly regulated by the government and it should not be allowed to operate under full control of the private market players; otherwise it would bring about a serious setback in the entire informal labour market that would ultimately create havoc in the social environment.

Box 4.9

Case: Ranveer Mahli; Age: 23 years; Location: Ranchi

General Profile: Ranveer is a 23 year old young man. He has only been educated up to 10th standard and belongs to the *adivasi* (tribal) community. He was born and grew up in a remote village in Gumla district. Troubled by the financial crunch at his home, Ranveer left his village and studies around 4 years ago and came to Ranchi in search of a job. In the initial days, he had no shelter in Ranchi so he used to spend his life as a *banjara* (scavenger) - staying here and there on the footpaths. But later, after improvement in his financial status, he managed to afford living in a rented house at Pattarkocha, Bypass Road, Birsa Chowk Ranchi. He pays a monthly rent of ₹1200 and has been staying here for the last three years. Since the rented house is on railway land, the rent seems to be comparatively lower and being close to the workplace, this place is convenient for him to reside and travel from. The house has one room and a verandah (courtyard) with a small kitchen shed. The house is equipped with latrine, water and electricity. His wife has also been living with him for the last one year. She is 22 years old and has studied up to 5th standard. She helps him in every way possible. While working as casual wage labourers, both of them got acquainted with each other and fell in love, and eventually began living together. They think of doing something simple after having a child. Ranveer has PH ration card which enables him to fetch 10 kg of food grains at a subsidised rate i.e. ₹2 per kilo month. This provides some relief to him in being able to maintain his family.

Job Skill /Training: In the initial days, Ranveer had no skill other than doing physical labour. So he worked as casual daily wage labour. In course of working as casual wage labour, with the help of his friends and relatives, he got a chance at completing motor driving training and he did it so successfully. Since childhood, Ranveer aspired to become a motor vehicle driver. Thus, this strong desire drove him to achieve this goal and become a driver.

Present Job Status: Again, with the help of friends and relatives, he got a driver's job at the DAV Public School in Ranchi. He has been working there as a school vehicle driver for the last 3 years at a monthly salary of ₹10,000 per month. Although, he is now able to earn a stable monthly income i.e., given to him on time every month, yet he does not get any other employment benefits like house rent, PF, gratuity, leave grant, etc.

Future Perception: Despite several reservations related to deprivation of incentives of a regular worker, Ranveer is satisfied with his present assignment because he knows that getting job of a driver in Ranchi in any established institution with handsome salary and other benefits is next to impossible. However, he is still hopeful that given the chance in a better place with better salary and incentives /benefits, he would definitely think about leaving this present assignment.

Challenges and Suggestions: Finding time in order to seek a new job is a prominent challenge faced by Ranveer. Another challenge has been to be able to save money from his salary. His future agenda holds getting his own house built in Ranchi or purchasing a flat, but at present it seems to be a distant goal. He wants that the government should bring in some regulations in the private jobs, so that the working status and remuneration of lower-end workers like him are enhanced and made satisfactory.

Box 4.10**Case: Vikas Kachchap; Age: 25 years; Location: Ranchi**

General Profile: Vikas Kachchap is a young fellow of 25 years of age. He resides at Patthal Kucha Birsa Chowk Ranchi since his childhood. His father migrated to Ranchi from a remote village of Gumla district in search of job and settled here permanently. Vikas never went to his ancestral village. Vikas belongs to Oraon tribal Community. He follows Sarna as his religion. His education level is up to matriculate.

His parents are casual wage labourers and work in the local area. His parents constructed a semi-pucca house in the railway owned land. The house has four rooms. The house is electrified and has separate kitchen and latrine. But water not available in the house. Vikas's family members fetch Municipal corporation supplied water from the nearby roadside. The family members always remain agonised for getting displaced because railway can anytime pass order to vacate the land. The family has PH ration card that enables the family to fetch 15 kg subsidised food grains per month from PDS shop @ ₹2 per kg. Food grains received through PDS is not sufficient for the family to meet the total food requirement in a month.

During school days, Vikas came into contact with some notorious friends that impelled him to give up studies for ever and become reckless. That time he did not bother to listen to his parents. As a result some bad habits like smoking, gambling, drinking, drug using etc developed in him. Now, after experiencing fatal consequences of his bad habits on his health and mind, he could realise his mistakes and after conducting serious self-struggle, he could give up all his bad habits. He now repents for his past deeds. After complete recovery, Vikas, at the advice of his parents and well-wishers undertook motor driving training for three months paying fees of ₹1000 per month. Soon he realised that there is urgent need to support the family by monetary means. After successful completion of motor driving training, Vikas decided to take any job anywhere. Finally, with the help of one of his relatives, Vikas got the job of a helper in a tiles shop at Hawai Nagar, Ranchi at a monthly salary of ₹3400. Vikas is still continuing to work there for last 8 years. And now he has been promoted and designated to salesman with increased salary of ₹7000 per month.

Perceptions: Vikas said that he is not satisfied with his present job. Yet he is compelled to do this job because there is dearth of employment here in Ranchi. During last 7 years, he searched for several other alternative jobs but he failed to fetch any secured and better remunerative job than the present one.

Future Plan: Vikas intends to get a secured job of a motor driver either in any school or in any office establishment. He is not hopeful of getting job cherished by him. So he left searching new jobs. However, Vikas has planning to carry on a side business along with the present job. He is of the firm opinion that now a day without lobbying no one can get a secured job anywhere.

Problems: Main problem before Vikas is not to find time for searching better job. Even in holidays, he does not find time due to heavy family work related engagements. Second problem of Vikas as revealed by him is to manage the family with meagre monthly income.

Suggestion: He suggested that the government must support the informal worker by linking them with all benefits under social security programmes.

Neet with Focus On gender Dimension of Unemployment

This section discusses about the 'NEET' i.e., those who are not employed, not students and not seeking jobs. The Sustainable Development Goals (SDGs) which have been accepted globally as a blueprint for the developmental agenda in the coming decade envision in their Goal 8 to take steps towards realising sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. Amongst the key indicators in this goal is the number of youth who are NEET. The NEET category becomes an important measure as researchers attempt to gather and forge a holistic understanding of youth productivity, especially for those who belong to disadvantaged and low-income households.

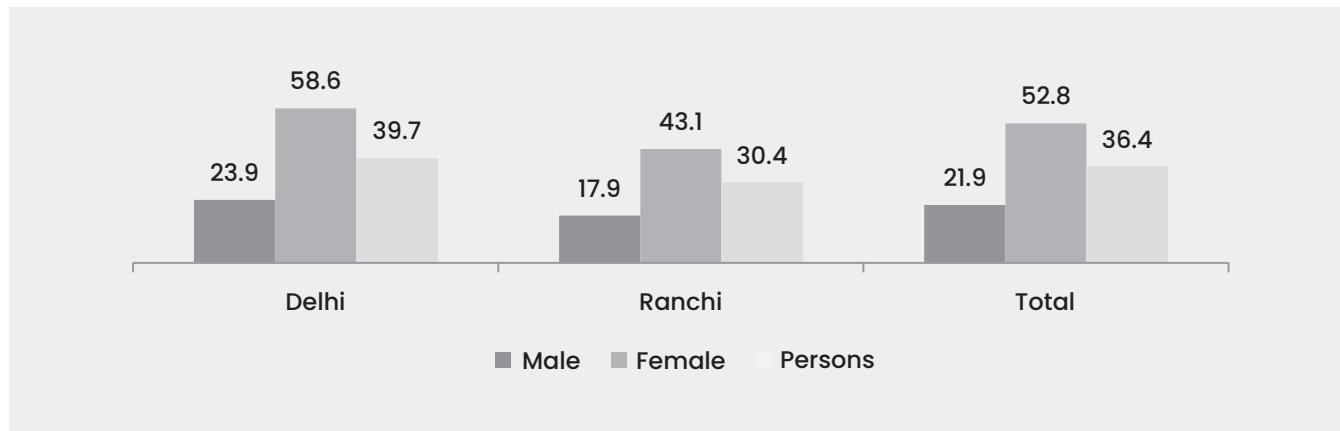
NEET includes those who are outside the labour force due to disabilities, engagement in household chores, and it also captures those youth amongst whom a sense of discouragement prevails in matters of their interaction with the labour market⁷. It encapsulates those youth who are potentially doing nothing and are a major cause of concern for a country like India which is at present positioned to prosper economically if it successfully leverages its burgeoning youth demographic.

In recent years, various employment parameters such as the female labour force participation rate have recorded a gradual decrease in their numbers. The section throws light upon gender specific issues and discusses how they have contributed to the decline in women's participation in the labour force.

5.1 PROFILE OF YOUTH IN NEET CATEGORY

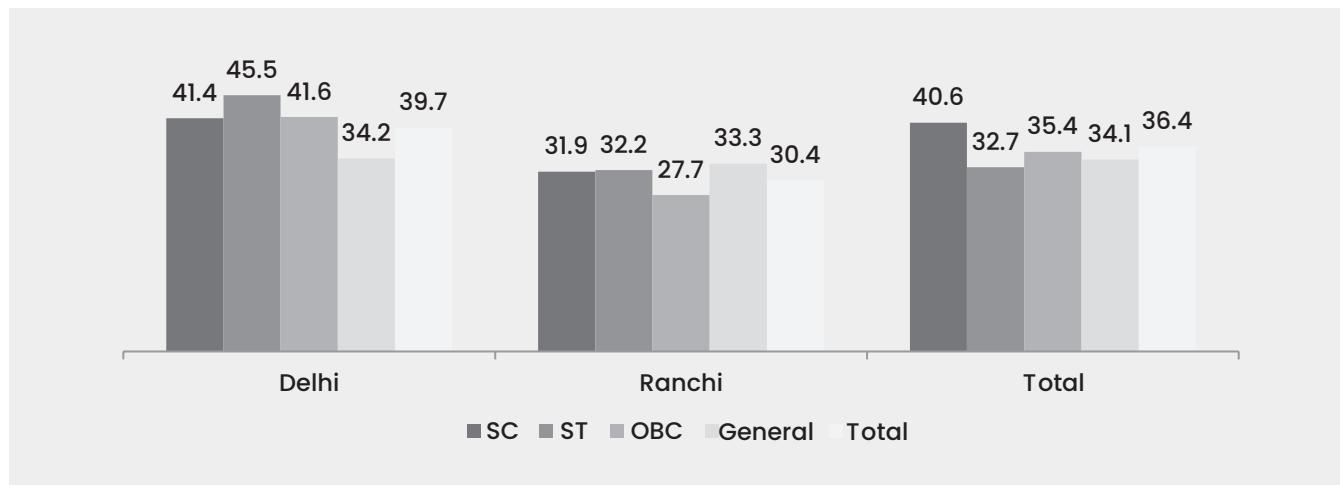
A gender-wise distribution of the NEET youth shows that females (52.8%) dominate within this category across and in both the cities (Figure 5.1a). This has been found to be the case more so in Delhi (58.6%) than in Ranchi (43.1%).

⁷ <https://sdg.tracking-progress.org/indicator/8-6-1-youth-not-in-education-employment-or-training-neet/>

Figure 5.1a: Distribution of NEET: Delhi and Ranchi

Source: IHD Survey, 2019-20

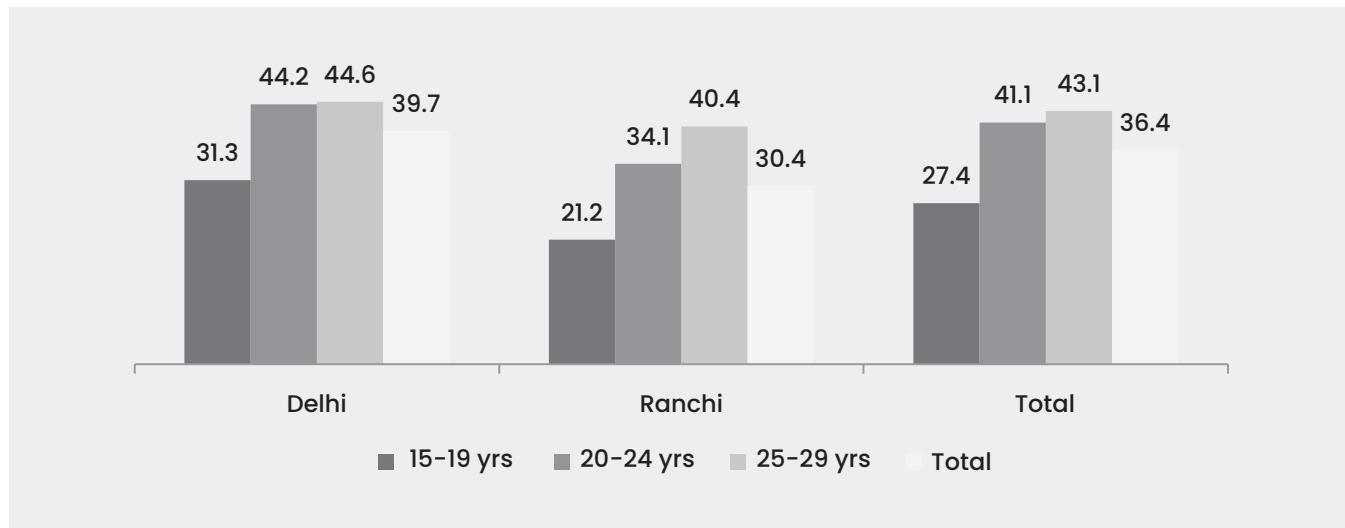
A social group (caste) based distribution (Figure 5.1b) of this category of youth showed that they are greater in number in Delhi (39.7%) than in Ranchi (30.4%).

Figure 5.1b: Social Group (Caste) Based Distribution of NEET: Delhi and Ranchi

Source: IHD Survey, 2019-20

The age wise distribution of this particular category of youth (Figure 5.1c) shows that a majority of them belong to the age group between 25-29 years, followed by those who are between 20-24 years, and have lesser people belonging to the age group of 15-19 years. The overall trend remains same across both the cities.

Figure 5.1c: Age Wise Distribution of NEET: Delhi and Ranchi

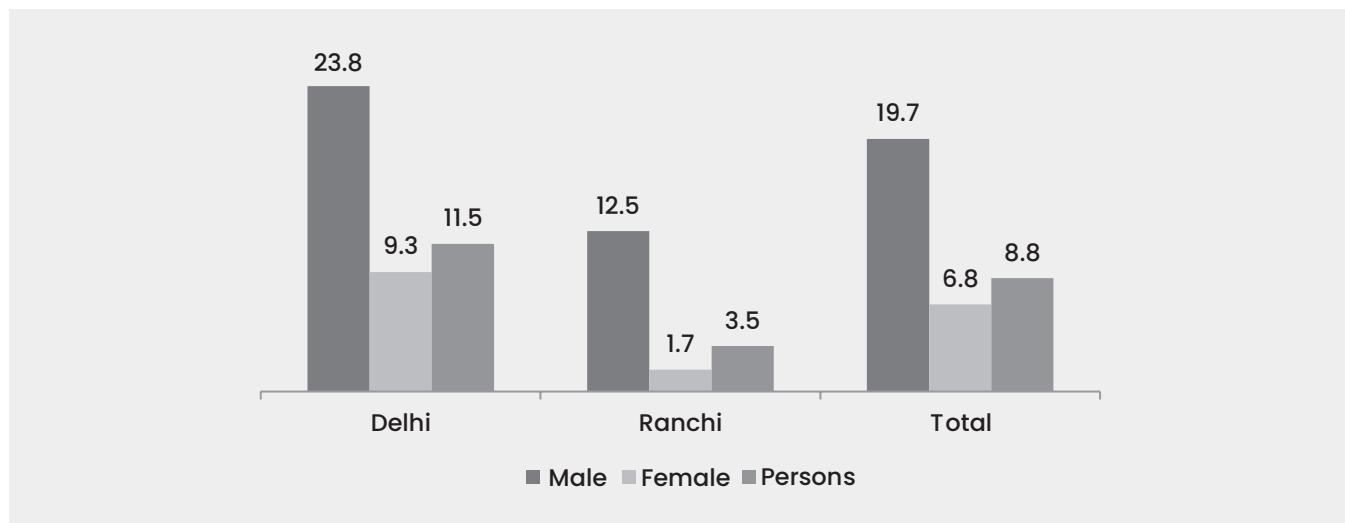


Source: IHD Survey, 2019-20

5.2. PREVIOUS ASPIRATIONS FOR TAKING UP EMPLOYMENT

Again only about 9% of those in NEET said that they wanted to take up employment in the past. The percentage of youth male in the NEET category who wanted to take up employment was almost three times higher than that of females. The share of such youth was significantly more in Delhi (11.5%) than Ranchi (3.5%) (Figure 5.2) which highlights that a greater number of youth in the former city aspired to seek employment previously, but various factors such as disinterest, lack of success in landing a job in accordance to educational qualifications, familial responsibilities etc hindered those aspirations (Discussed further in Section 5.3)

Figure 5.2: Previous Aspirations of Taking Up Employment: Delhi and Ranchi



Source: IHD Survey, 2019-20

5.3. DISCONNECTING FROM THE LABOUR MARKET:- REASONS FOR NOT TAKING UP A JOB

A majority of the respondents in this category (46.8%) revealed that they were not interested in taking up a job which is why they weren't seeking employment (Table 5.1). This was followed by those whose family did not want them to take up the job (24.5%), family responsibilities (18.4%) and did not think they would get a suitable job as per their qualification/skill level (4.7%).

In the case of females, interest and family (approval and responsibilities) played a determining role in their willingness to participate in the labour market. While for males, interest and unavailability of suitable jobs were the reasons that were more pronounced. However, some males in Ranchi also reported family responsibilities and family not want them to take part in the labour market as a reason as well.

Table 5.1: Reasons for Not Taking Up Any Job: Delhi and Ranchi

	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Not interested	64.7	34.1	38.2	53.3	64.9	63.6	61.2	44.7	46.8
Did not think I would get a suitable job	5.9	5.1	5.2	33.4	0.9	3.9	16.2	3.6	4.7
Family did not want me to	0.0	35.9	31.1	0.0	12.3	11.6	0.0	27.8	24.5
Family responsibilities	0.0	22.1	19.1	0.0	18.4	17.1	0.0	20.8	18.4
Others	29.4	2.8	6.4	13.4	3.5	3.9	22.4	3.0	5.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: IHD Survey, 2019-20

5.4. PAST EFFORTS UNDERTAKEN FOR JOB SEARCH

The NEET youth constituted 36.4% of the total youth respondents in the survey and almost 9% of them had sought a job at some stage (Table 5.2). The main methods through which they had sought a job in the past was through word of mouth/personal contacts (42.9%) followed by internet search/online applications, newspaper advertisement, off-line placement agencies, and on-line placement agencies etc.

The use of Internet search was seen to be more prevalent in Ranchi, while traditional means such as searching jobs through word of mouth & personal contacts was found to be common in Delhi. The females primarily made efforts through internet search/online application and off-line placements mode for searching job more than males, while world of mouth/personal contact is higher among males than females. Thus, it can be seen that those who have opted out of the job market i.e., those belonging to NEET were also the individuals who relied more on informal contacts or newspaper advertisements for finding jobs, instead of technologically inclined methods such as the Internet and online applications.

Table 5.2: Past Efforts Undertaken for Job Search: Delhi and Ranchi

	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Internet searches/online applications	0.0	28.0	19.4	33.3	33.3	33.3	7.1	28.6	21.4
On-line placement agencies	0.0	0.0	0.0	33.3	0.0	16.7	7.1	0.0	2.4
Off-line placement agencies	0.0	8.0	5.6	0.0	0.0	0.0	0.0	7.1	4.8
Newspaper Advts/applications	9.1	12.0	11.1	0.0	33.3	16.7	7.1	14.3	11.9
Word of mouth/personal contacts	72.7	36.0	47.2	33.3	0.0	16.7	64.3	32.1	42.9
Others (specify)	9.1	4.0	5.6	0.0	0.0	0.0	7.1	3.6	4.8
No Response	9.1	12.0	11.1	0.0	33.3	16.7	7.1	14.3	11.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: IHD Survey, 2019-20

5.5. TYPE OF JOB SEARCH

Most of the respondents who had undertaken some job search efforts had preferred full time jobs, except 17.4% female in Delhi, who also showed inclination towards part time jobs (Table 5.3).

Table 5.3: Type of Job Search: Delhi and Ranchi

	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Full-time job	100.0	82.6	88.2	100.0	100.0	100.0	100.0	84.0	89.7
Part-time job	0.0	17.4	11.8	0.0	0.0	0.0	0.0	16.0	10.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: IHD Survey, 2019-20

5.6. REASONS FOR OPTING OUT OF LABOUR MARKET

It was noted that there were multiple reasons guiding the exiting of this group of youth from the labour market. Overall, a majority of them (44%) had left the labour market on account of family and child care responsibilities and another leading reason was family/husband's disapproval of them being employed (31%) (Table 5.4). These two factors were more pronounced amongst females than it was in males in both Delhi and Ranchi. The finding brings the prevailing gender relations in the Indian society into sharp focus. It highlights how women, despite having necessary education, training and skills that are demanded by the job they are seeking, still have to rely on their family and husband's approval before considering employment as an option. Little can be achieved in our collective efforts to increase female

employment in the country, until and unless change isn't brought in the society's perception of women in the public domain and as a part of the labour market.

Other reasons were non-availability of jobs near to residence, and unsuitable work/environment, company closed down and non-availability of transport facility and financially well-off or no need for earning money. However, the prevalence of other reasons was very low among both male and females except, companies closed down among males only and financially well-off/ no need for earning money among females only.

Table 5.4: Reasons for Opting Out of Employment (Multiple): Delhi and Ranchi

	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Family/Husband did not want me to	2.3	39.8	34.2	12.5	27.9	26.0	5.2	36.0	31.6
Family /Child-care responsibilities	22.7	44.1	41.0	25.0	54.1	50.4	24.1	47.3	44.0
Unsuitable work/Work environment	6.8	5.1	5.4	6.3	9.9	9.4	6.9	6.6	6.7
Non availability of jobs near to residence	34.1	11.4	15.1	56.3	18.0	22.8	41.4	13.5	17.5
Non availability of transport facility to the workplace	0.0	0.8	0.7	0.0	0.0	0.0	0.0	0.6	0.5
Financially well-off/no felt need for earning money	9.1	0.8	2.2	0.0	0.0	0.0	6.9	0.6	1.5
Laid off	0.0	0.0	0.0	0.0	0.9	0.8	0.0	0.3	0.2
Company closed down	4.5	0.0	0.7	0.0	0.0	0.0	3.4	0.0	0.5
Not Interested	2.3	1.3	1.4	0.0	0.0	0.0	1.7	0.9	1.0
Health issues	6.8	0.0	1.1	0.0	0.0	0.0	5.2	0.0	0.7
Others	11.4	0.8	2.5	0.0	1.8	1.6	8.6	1.2	2.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number	44	240	284	17	113	130	61	353	414

Source: IHD Survey, 2019-20

5.7. REASONS FOR NOT LOOKING FOR EMPLOYMENT AGAIN

In the survey, more than one-third (35%) responded that family or child care responsibilities and family or husband (28%) not wanting them to participate in the job market were the main reasons for them to stop looking for employment (Table 5.5). This was particularly common among female respondents than in males. The socio-cultural norms and traditions act as an impediment in the movement of females outside their family and the immediate neighbourhood, especially in the case of India. Other commonly cited reasons were the lack of suitable job opportunities (10.6%), non-interest (7.9%), and financially well-off, which was equally important for both male and female in Delhi and Ranchi.

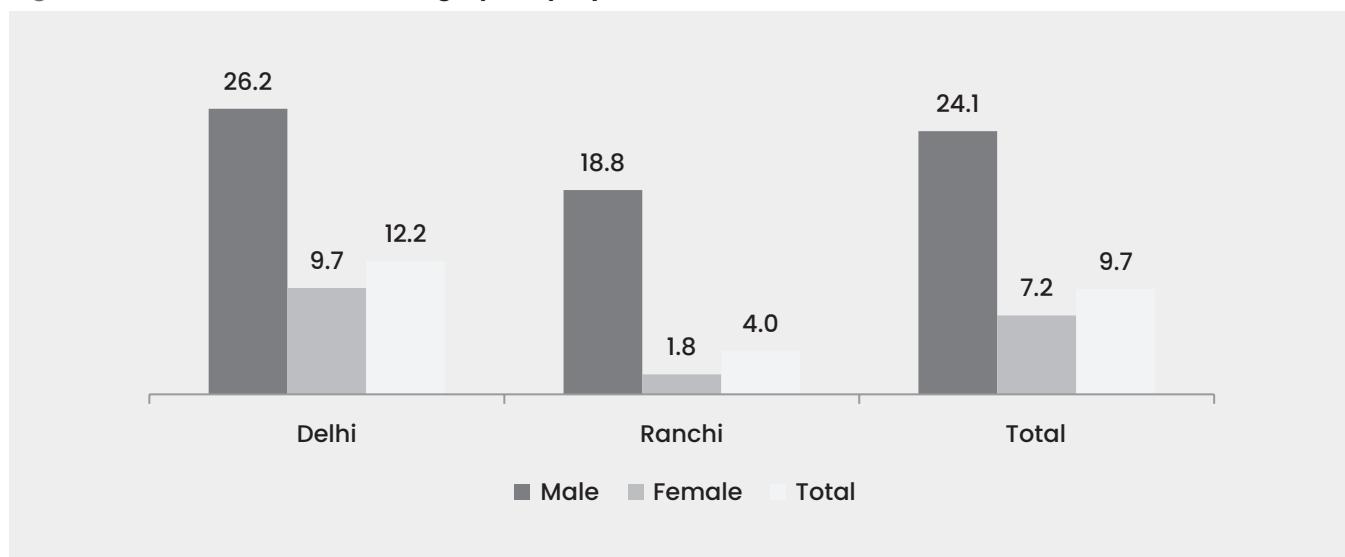
Table 5.5: Reasons Why They Stopped Looking for Employment: Delhi and Ranchi

	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Family/Husband did not want me to	2.4	33.9	29.1	12.5	27.3	25.4	5.2	31.8	28.0
Family/Child-care responsibilities	9.5	41.9	37.1	12.5	35.5	32.5	10.3	39.9	35.6
Lack of suitable job opportunities environment	7.1	10.6	10.1	12.5	11.8	11.9	8.6	11.0	10.6
Financially well-off/no felt need for earning money	4.8	0.0	0.7	0.0	1.8	1.6	3.4	0.6	1.0
Not interested	11.9	4.7	5.8	25.0	10.9	12.7	15.5	6.6	7.9
Health Reason	19.0	0.8	3.6	0.0	0.9	0.8	13.8	0.9	2.7
Others	45.2	8.1	13.7	37.5	11.8	15.1	43.1	9.2	14.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: IHD Survey, 2019-20

5.8. CONSIDERATIONS ON FUTURE EMPLOYMENT

Around one-tenth of the respondents said that they would consider taking up employment, if such opportunities would be available. In particular, more than one-fourth of the male (12.2%) would be willing to take up employment opportunities compared to 4% of the females. A pattern similar to this was observed in case of both Delhi and Ranchi City where a greater number of males were open to taking up employment in future than females (Figure 5.3).

Figure 5.3: Still Consider Taking Up Employment: Delhi and Ranchi

Source: IHD Survey, 2019-20

5.9. PREFERENCE OF JOB TYPE

In the scenario of availability of opportunities, most of the respondents (85%) were interested in full time jobs. However, these preferences differ across the cities (Table 5.6). Almost 92% youth in Delhi prefer full time jobs and only 5% showed preference for part-time work. In comparison to that, about 42% were open to part time job opportunities in Ranchi. An interesting aspect in the case of Ranchi was that the female who preferred part time job were almost double of those who showed preference for full-time jobs. As earlier discussed that in the past almost all the respondent searched for the full time jobs only, but now they are open to both part and full time jobs, if the opportunities will be available they are interested in pursuing any type of job in the labour market.

Table 5.6: Preference of Job Type: Delhi and Ranchi

	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Full time	90.9	91.3	91.2	75.0	33.3	57.1	86.7	84.6	85.4
Part-time	0.0	8.7	5.9	25.0	66.7	42.9	6.7	15.4	12.2
Other	9.1	0.0	2.9	0.0	0.0	0.0	6.7	0.0	2.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: IHD Survey, 2019-20

5.10. LOCATION OF WORK PREFERENCE

Most of these respondents preferred their location of work being near their home, or at least in the same district. A significantly higher share of females (100% in Ranchi, 78% in Delhi) echoed their preference of having location of work near to their home or residence (Table 5.7). Despite males having a general preference for work location being near their home, they are more open than females in it being within same district or state. Additionally, no locational preference was also expressed by about 14% of the male youth and 4% of females.

Table 5.7: Location of Work Preference: Delhi and Ranchi

	Delhi			Ranchi			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Near home	36.4	78.3	64.7	66.7	100.0	80.0	42.9	80.0	66.7
Within Same District	18.2	17.4	17.6	33.3	0.0	20.0	21.4	16.0	17.9
Within Same State	27.3	0.0	8.8	0.0	0.0	0.0	21.4	0.0	7.7
Outside State	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Anywhere	18.2	4.3	8.8	0.0	0.0	0.0	14.3	4.0	7.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: IHD Survey, 2019-20

5.11. SUPPORT REQUIRED FOR FEMALE PARTICIPATION IN LABOUR FORCE (INSIDE HOME)

For a majority of the female respondents (69%) encouragement from their husband and other family members was an important factor in their ability to participate in the labour force, followed by the need for greater participation of family members (30.8%) in domestic responsibilities. Data collected from the survey (Table 5.8) shows that encouragement from their husband and other family members was an important factor for women in Ranchi, while greater participation of family members in domestic responsibilities received more importance from Delhi.

Table 5.8: Support Required for Participation in Labour Force (Inside Home): Delhi and Ranchi

	Delhi	Ranchi	Total
Encouragement from husband/family members	66.7	98.0	69.2
More participation from them in domestic responsibilities	29.3	1.0	28.8
Hired help to undertake child care / domestic work	4.0	1.0	0.0
Total	100.0	100.0	100.0

Source: IHD Survey, 2019-20

5.12. SUPPORT REQUIRED FOR FEMALE PARTICIPATION IN LABOUR FORCE (OUTSIDE HOME)

Around thirty% female respondents within NEET category reported that safety (44.4%) is one of their main concerns outside the workplace, followed by crèche facility for children(25.9%), safety concerns inside the workplace (11.1%), better/cheaper public transport and transport provision by employer (Table 5.9). It is interesting that while safety inside the workplace was a prominent concern amongst female both in Delhi (44%) and Ranchi (50%). A continuation of this sentiment was seen with women in Ranchi highlighting the need for better transport facilities (50%) (public transport or that provided by employer) in order for them to participate in the labour force. However, the results should be interpreted with caution of Ranchi due to limited sample size (female).

Table 5.9: Support Required for Participation in Labour Force (Outside Home): Delhi and Ranchi

	Delhi	Ranchi	Total
Crèche facility for children	28.0	0.0	25.9
Better/cheaper public transport	4.0	50.0	7.4
Transport provision by employer	8.0	0.0	7.4
Safety concerns to be addressed: outside workplace	44.0	50.0	44.4
Safety concerns to be addressed: inside workplace	12.0	0.0	11.1
Others (Specify)	4.0	0.0	3.7
Total	100.0	100.0	100.0

Source: IHD Survey, 2019-20

5.13. GENDER AND INTERACTION WITH THE LABOUR MARKET

The data on female LFPR has shown a steady decline across the world with World Bank estimates⁸ recording it at 47.14% in 2019. A similar decline, albeit sharp, has been seen in India in the period from 2005-2019 and the estimates for 2019⁹ have been recorded at historic low of 20.52%. On the other hand, the male LFPR has remained roughly same over the years. This is despite the fact that in the same period, the country has recorded higher economic growth and the positive development of higher female enrolments has been underway in education related matrices.

According to the study, a major reason behind the low participation of females in the labour force was the dominant social norms. Indian women have traditionally been relegated to what is considered the 'private' sphere and are engaged in household work which includes looking after young children and the dependent elderly, cleaning and washing of clothes and utensils, cooking for the family members etc. The work performed by them is unpaid and invisible, yet it is of utmost importance for the functioning of our society.

These norms prioritise domestic work and child-rearing as being central to women's responsibilities and acts as a conditionality which needs to be fulfilled first so that they are able to access the formal labour force. This simultaneously promotes the idea that it is the males who have to be the income earning member in a family. Women's mobility outside their homes is dependent on the permission and support of their fathers and family members as young adult and later shifts to in-laws and husband after marriage.

Additionally, there is a need to emphasise that it isn't the case that Indian women aren't working, because they are working but our formal data estimates don't account for the exertions of the unpaid household and care work they perform. Women's work within households doesn't figure its way within the conventional contours that define work. In their prime working age, most women's circumstances compel them to leave the job market and take charge as primary caregivers in their homes.

There are a lesser number of females who are applying their training by being self-employed or are entrepreneurs of small scale businesses¹⁰ and cultural biases have a large role to play in this. Women face critical issues in being able to secure funding from formal financial institutions, as they do not view women as trustworthy borrowers and lack confidence in their business skills. Additionally, male relatives such as husband, brother, father among others are made to act as guarantors for risk assessment of female applicants.

Another aspect emerging from the survey and needs to be considered is how the urban landscapes consistently fail women in terms of ensuring their safety. Poor network of public transportation and dimly lit streets induce constant fear of harassment and eve-teasing, shaping the lives and choices of women in countless number of ways. The urban centres focused on in the study – Delhi and Ranchi, are no different. A large number of the female youth showed preference towards attending educational and training institutes which were located within the same district, so that the distance travelled by them was minimal. The responses of a majority of females in the survey highlighted the necessity of having better and cheaper public transport.

⁸ [World Bank Estimates on female LFPR \(World\)](#)

⁹ [World Bank Estimates on female LFPR \(India\)](#)

¹⁰ Minister of State for Skill Development and Entrepreneurship R.K. Singh's written [response in Rajya Sabha](#)

The survey shows that urban female youth have aspirations of joining the workforce and are increasingly seeking education/training in order to do so but societal expectations about women performing household work have acted as a major deterrent. The data from the survey reveals that a major reason which led to women opting out of employment was familial responsibilities and their disagreeableness with women going outside to work. On the other hand, non-availability of jobs is the reason behind urban male youth leaving labour market.

In the policy domain, the government has launched several programmes to give push to girl-child's education in the country and the most notable amongst them has been the Beti Bachao, Beti Padhao campaign. Furthermore, programmes focused on employment generation, such as Skill India and Make in India have kept a quota for female trainees. Yet, a lower number of these female trainees are recruited by the employers and later struggle to maintain the jobs after being placed.

The Economic Survey (2017-18) brought forth the meta-preference for sons¹¹ and ensuring use of education and economic agency as means to empower women as the critical challenges faced by the economy in present times. The document made a strong case for gender equality by emphasising its criticality not just for instrumental purpose of increasing economy's productivity but also for the intrinsic purpose of empowering women.

A smarter policy response is needed for the issue at hand. We should seek to provide comprehensive support to females – aiding them in their household work and at the same time ensure their participation in formal labour force. The inclusion of women in the workforce while allowing them to contribute in the country's economic trajectory will also enhance their capabilities in terms of mobility, decision-making and independence.

Box 5.1

Case: Kiran Kumari; Age: 28 years; Location: Ranchi

General Profile: Kiran Kumari is a 28 year old woman who belongs to *adivasi* (tribal) community. Her family migrated to the city of Ranchi from Gumla district of Jharkhand around two decades ago, when she was a young child. She currently resides with her parents and two brothers. Her father, who worked as a daily wage labourer for almost twenty years, has now grown old and is unable to work. Additionally, her mother is also physically unwell and cannot perform jobs outside the house. Currently they are dependent on the income earned by her two elder brothers. Belonging to the tribal community, she follows *sharna* religion and is well versed in both Hindi and Sadri language.

She has attained education until graduate level and is still unmarried. The house where she resides with her parents is a semi-pucca house at Birsa Chowk, Ranchi. It has all the bare minimum facilities like sanitary latrine, electricity, kitchen etc, except for water supply – both drinking and for common use. The family uses the water supply provided at the road side, which is at a distance of 500 km from their house.

¹¹ Chapter 7, Economic Survey (2017-18) - Gender and Son Meta-Preference: Is Development Itself an Antidote?

Employment Profile

Through her own initiatives and tenacity, Ms. Kiran had gotten selected for the Jharkhand Police cadre. She also passed the gruelling physical examination and was awaiting her appointment letter's arrival. But bribe money was demanded by the appointment agency through a broker, which she wasn't able to pay. So, she has lost all hopes of joining the job for the time being.

She further mentioned that she once got a private job in Bandhan Bank. She was allotted the responsibility of meeting new customers and motivating them to open bank accounts in their branch, and additionally also deal with the customers at the bank. Her responsibilities used to take her outside for long periods of time, without any security. The conduct of her colleagues wasn't very good towards her. So, she left the bank after serving only for two weeks. Thereafter, she decided not to seek any private jobs and concentrated on her preparation for government jobs while staying at home. She remarked that due to non-availability of proper information, she is unable to apply for government jobs in time.

Future Plans

At present, she spends most of her time preparing for competitive examinations that'll help her get any government job. She is confident about shaping her own life the way she wants. She quipped that she would get married only after finding employment in the government, which is why she has rejected all the marriage proposals which have come her way.

She thinks that unlike the problems she faced in educating herself, she doesn't want her children to face the same troubles in the future. This is why she wants to become school teacher in government school. At present, she wishes to join and complete B.Ed. course in order to be able to do so. Her top priority is to get government job by all means. But she believes that the procedure of getting a government job is very tough. Thinking along this line sometimes gets her frustrated. But her family members, especially her brothers, continue to support and inspire her, so that she does not get disheartened and commit the mistake of giving up.

Perception about Employment Availability

Ms Kiran believes that there is dearth of jobs of her choice in Ranchi and in nearby towns. She opines that it is due to government's faulty employment procedure/policies which mingle with corrupt practices, because of which she was unable to get government job in the first place. Private jobs are somewhere available, but the working conditions are very exploitative. Therefore, she neither tried to get a private job before nor she is looking for such a job in future. Although she has received a proposal from private school to teach there, she has declined the offer. Her ultimate concentration now is on preparation for government jobs and not to try or accept any low remunerative private job. However, she said that she would think of taking private job in extreme situation only.

Constraints/Suggestions

Poor pecuniary condition of the family is the main constraints before Kiran in realising her dreams. She suggests for government intervention in providing free coaching and guidance to get jobs in government sector.

Box 5.2

Case: Bahamuni Lakra; Age: 28 years; Location: Ranchi

General Profile: Bahamuni Lakra is a 28-year-old woman who is educated up to intermediate in arts (IA pass) level. She belongs to the Oraon tribal community and is a follower of Christian religion. She is a resident of the Tungri Toli Harmu Basti (near Housing Colony), Ranchi. Her husband, Umesh Lakra, is a casual labourer who works at a construction site in Ranchi as a helper. He gets employment for 12-15 days in a month and earns ₹350 per day. Umesh was allotted a house under the PM Housing Scheme. Her family has a PH ration card that enables them to fetch 5 kg food grains per person in a month at ₹2 per kg.

Her house has the toilet facility and was constructed under the PM Swachh Bharat Mission programme. It also has an electricity connection. Water is fetched by them through public supply which is available on a nearby roadside. She avails cooking gas oven supplied by the government under Ujjawala Yojana.

Employment/Unemployment Status: Bahamuni is currently working as a sweeper cum helper in a private company office. She received a monthly salary of ₹7000 against their wages. But it costs ₹20 per day to come to the office at Ratu Road. There is a weekly holiday on Sundays. Her office is 3 kilometres from her house.

Impression about Employment: Bahamuni believes that there is lack of employment opportunities here in Ranchi, both in the government as well as the private sector. Many of the private sector employers are cheaters. They try to exploit the labourers in several ways and the female labourers sometimes face physical exploitation as well. The state government not only fails to regulate the current private job market rather it fails to provide employment to the educated boys and girls in the government managed organised sector. Bahamuni is satisfied with her work at present. In the beginning, she hoped to get a job in the government sector. But when she failed to do so, she settled for a private job.

Future Plan: Bahamuni stopped searching any other job thinking that the current job market is more irresponsible and it is controlled by notorious fellows.

Suggestions: Bahamuni wants that the government must assure the informal workers like her of not losing the job in any situation.

Conclusion and Suggestions

This study set out to assess the relation between the urban youth and the labour market through the lens of education, skill and jobs. It draws inferences from the survey in low-income localities in the urban centres of Delhi and Ranchi. Additionally, it captures the experiences and perceptions of a few respondents with regards to their job aspirations.

In this chapter we begin by presenting the major conclusions of this study. It is followed by a set of recommendation in the next section.

6.1. CONCLUSIONS

6.1.1. Profile

For the study, we have interviewed 1920 youth during the survey which included 1245 youth from Delhi and 675 from Ranchi. Further, the perceptions of some respondents about their employment profile, job mobility and satisfaction with present jobs have been captured in detail through the means of qualitative tools like interviews and case studies.

The distribution of the 1920 samples of the youth respondents shows that a majority of them belonged to the ages between 15-19 years. A relatively higher number of male youth were covered in comparison to females – 54.46% in Delhi and 50.52% in Ranchi, respectively. The gender difference was significantly higher in the former. This skewed sex ratio was also reflected across the age groups in both the cities.

Out of the 1245 samples surveyed in Delhi, a majority were SCs (495 samples), while in Ranchi out of the 675 samples, the OBCs (292 samples) and STs (261 samples) were predominant. The overall caste-based distribution showed the informal workers largely belonged to marginalised social groups. More than 78% respondents were from Hindu religious denomination. Three-fourth of them were unmarried.

The educational background of the respondent's parents was largely below secondary level and only 9.3% had a qualification which was graduate and above. About 63% of the youth's parents were either self-employed or casual daily wage workers and a majority of the households (88%) had monthly per capita income of less than ₹5000.

More than one-third (36%) of the respondents belonged to not student, not employed and not seeking job category followed by 35% of those who were students, helping us gauge the issues which lay in the interaction of the urban youth with the country's labour market.

6.1.2. Education and Training

The educational attainment and the vocational training of the respondents show that the pool of respondents were largely literate with only 3.4% being illiterate and the pattern of educational attainment was quite similar to that reflected in the findings of the PLFS. The males led in early education parameters (below primary, primary, middle school) but there were a higher number of females in higher education (secondary school to post graduate level).

More than three-fourth respondents attended programmes that had Hindi as the medium of instruction and had largely opted for arts and humanities as their area of study. Most of them attended government or public educational institutions that were located within the same district as their place of residence, showing lesser attraction amongst the youth towards moving outside the district and the state for educational opportunities.

During the period of survey we found that 64% were not enrolled in any educational degree/training. Amongst the ones who were enrolled, a higher number of them belonged to the social group of general caste and were aged mostly between 15-19 years. A majority of the respondents at 98% have not undertaken any formal training.

Those participating in education (other than vocational training) were mostly concentrated in secondary and higher secondary (45.3%) and 25% in technical/professional diploma. The courses were being pursued mostly at government or public institutions and were largely located within the same district as their place of residence (86%), full-time (92%), and taught in Hindi (72%). The average annual fees for the courses was higher in Delhi (at around ₹16,500) than it was in Ranchi (slightly more than ₹6300). Most respondents showed preference towards personally financing these courses instead of opting for loans or receiving scholarships. Only youth belong to richer households (4th and 5th MPCE quintile) are pursuing degree courses, technical and formal trainings, which has high fees compared to general education.

Those who had undergone or were undergoing formal training had either been trained for up to 24 weeks (41%) or 48-98 weeks (41%). But data from PLFS (2017-18) on the other hand shows only 4.4% from Delhi and Jharkhand receiving training that was under 24 weeks.

At time of survey, around 55% were in process of undergoing training and the most had opted for fields such as beauty and wellness (19%), IT-ITeS (19%), Electrical, power & electronics (16%), healthcare & life sciences (12%) among others. A majority of the respondents had chosen their fields primarily because of personal interest (43.3%) and its relevance to job market (36%).

About 40% were enrolled at private unaided institutes, followed by 30% at government/public ones and more than three-fourth were located within the same district. The reputation of the institute (37%) and its proximity to place of residence (20%) were the two major reasons which guided their choice of institution.

Amongst those trainees, 60% were full-time and the average cost across both Delhi and Ranchi was ₹15 thousand per person annually. However, majority of them (87%) financed their training courses personally, reflecting a severe dearth of information and poor implementation of government's free or funded skill training programmes for the lesser advantaged youth of the country.

6.1.3. Employment and Job Aspirants

The four sets of youth and their job aspirations – those who are employed, those who are students and aspirants of jobs, those who are unemployed and actively seeking jobs, and the ones who are employed but looking for other job opportunities is discussed in detail.

Out of the total youth surveyed, 24.1% were employed at the time and there was a significant difference between males (38%) and females (8.5%). Amongst those employed, they were mostly either salaried workers in private sector (49%) or self-employed in non-farm activities (41.3%) and were primarily between the age groups of 25-29 years and 20-24 years. The share of those belonging to SC/ST social group was higher in casual labour than general caste and OBCs. More than 96% of these jobs were full time and only in a dismally low number of cases (4%) they were provided structured training by their employers.

The survey has shown that high percentage of youth are involved in similar jobs as their parents – self-employment (75%), salaries (66%) and one-third as casual labourers. The results show that increasingly the people engaged in casual labour work are sending their children for higher education and training, and this is reflected in their outcomes as one-third of youth from poor casual labour families are now working as regular/salaried workers.

Amongst job aspirants who are currently students, survey results showed that there were a higher number of aspirants with graduate degree in Ranchi than in Delhi. Additionally, the number of female graduates was also higher in Ranchi city. Further, the study shows that more educated youth (secondary and above) are the ones seeking jobs. The rate of students seeking jobs is higher in Delhi as compared to Ranchi. A majority of them proposed continuing their studies, especially in non-technical/professional/post-graduation fields (44%), followed by graduate teacher training (11.7%) and others. Many revealed that they were aware about future job opportunities available to them after their education. Only a few institutes where they were studying had a placement cell (12.5%).

More than 90% of the current students want to seek employment after completion of their courses and primarily aspire for a government job (27%), teaching job (15%), profession/technical jobs (10%), and private jobs (8%) among other options. A good salary was a major reason guiding their choice of jobs for more than half of the respondents. About 44% believe that they possess sufficient skills/education for the employment they aspire and those from Delhi have greater surety (61%) than those from Ranchi (24%).

Out of the total youth surveyed, 156 (or 8%) fell in category of youth who are unemployed and seeking jobs and females were relatively higher in number within this category. More than 41% had graduate degree and above. The study showed that unemployment rate was concentrated amongst those qualified graduate and above. Most of them used online applications/internet for searching jobs. In the past only a handful of them had turned down job offers (7%) and a leading cause was the location/distance from the residence (44%). The major constraint that they were facing was of non-availability of jobs that matched with their education/expertise/skill and high competition with other job seekers. Still about 60% felt that their level of education was sufficient for accessing job market and only 28% thought that formal vocational training might help them. But in latter case, the scenario was rather bleak in Delhi as 57% felt the requirement for formal training to access jobs.

The aspirations of those who are currently employed but looking for other opportunities were only a small sample size of 38 in the study and thus, couldn't be studied in detail. Their search mainly encompassed looking for jobs that would pay them more than what they were earning and ensure upward mobility. More females than male reported this reason. Most of them, especially males were employing the use of online applications and internet (55%) for searching jobs, while females seemed to favour newspaper advertisements more. The major constraints that they were facing were the un-match between education/skills expertise (38.5%), followed by unavailability of jobs in local areas (25.6%).

6.1.4. NEET and Engendering Unemployment

The NEET— those who are neither student, nor employed and nor seeking jobs constituted 36.4% of the total respondents in the study. The category comprised mainly of female youth (52.8%) and this was found to be the case more so in Delhi. Most of them belonged to ages between 25-29 years in both the cities.

Only about 9% of them had sought employment in the past and amongst them more than 89% had sought full-time jobs. They had searched for jobs mainly through word of mouth/personal contacts (43% cases).

A crucial finding here was that those who relied on informal contacts or newspaper advertisements rather than internet/online methods were the ones who primarily opted out of the labour market. The major reasons which guided their withdrawal from labour market were disinterest in about 47% cases, followed by family's disapproval for their decision to seek job (24.5%).

For those who opted out of the labour market, family and child care responsibilities were a leading reason (44%) and so was family/husband's disapproval with their employment (31%). These two reasons were prominent amongst female respondents and brought prevailing gender norms of Indian society, despite the regions that were surveyed being cities that are often considered to be more progressive than rural regions of the country, into sharp focus.

Only around one-tenth of the respondents in this category would consider taking up employment, provided opportunities were available. More than 85% of such said they would prefer full-time jobs that are located near their home (66.7%). Over 69% women sought encouragement from their husband/family members as a support within their households. While outside the home, most (44%) required their safety concerns to be addressed outside of their workplace i.e., while traveling, so that they could have greater mobility which at present is restricted due to fear of violence and physical danger.

6.2. RECOMMENDATIONS

At the global level, the chances of youth being unemployed is three times more than that of adults. This was seen unfolding in the aftermath of the 2008 global financial crisis, where the impact of the crisis was felt amongst the youth first, before it reached the adults. In the current global milieu, the ongoing health pandemic in the wake of spread of COVID-19 will have serious short- term and long-term implications in youth employment.

CMIE survey shows that 27 million youngsters in their 20s have already lost their jobs in the months of April-May 2020. In addition, millions of youth who are waiting for the jobs after finishing their educational

courses and trainings, will have to wait longer and compete with those in the labour force joining the after them, for fewer job opportunities. In such a situation, the government has to seriously think about generating additional jobs which would absorb the current and future new entrants in the labour market.

Most of the youth belonging to marginalised social groups, such as those from low-income households and the SC/ST/OBCs in urban areas do not pursue higher education due to the high annual fees for courses, apart from the severe compulsion to work for being able to financially support their families. There are limited options available for accessing education, especially higher education, by those belonging to lower-income households. This is particularly common in the case of girls. The government should take initiatives to meet this gap and strengthen the implementation and quality of existing programmes.

Despite the existence of many government skill development schemes, a large number of youth were found to have self-financed their trainings, which they believed could ensure salaried jobs to them in the future. Hence, there is need to implement and spread awareness among youth particularly those belonging to poor families regarding government funded skill development programmes and/or other funded trainings. Employment generation programmes such as Skill India, PMKVY need strengthening and continuation in urban areas.

In addition, the placement of trainees or linking of the skill development programme with industries and provision of subsidised loans for self-employment activities is the need of the hour. Creation of technology based avenues which will allow economies to harness the potential of the next generation of workers is crucial with the 4IR being underway. But despite its capacity to empower people, promoting technology based solutions shouldn't be seen as an end in itself.

The more educated youth (secondary and above) constitute a majority of job seekers as compared to others, indicating that either suitable jobs are not available for them or that they lack skills (56%) for the jobs available in the market. Hence, on one hand, there is need to create more productive jobs, and on the other hand, more focus on the appropriate skill training as per the market demand. Educational courses and trainings have to be reconciled with the evolving requirements of the markets.

However, it is interesting that formal training is so low in both cities and that more youth opt for some kind of professional education, such as teacher training. This could be because of poor/inadequate provisioning of training and perception of poor linkage of training to decent jobs linked to the aspirations of these youth.

The availability of local jobs is one of the major constraints, as even after skill trainings the trainees get placements to far distant places at a low monthly salary. In such cases, those who got placed by the agencies did not join the job or leave job after some-time. Therefore, after skill training, placement at the nearby places or relevant industries, or emphasis should be given more on locally self-employment activities.

Females comprise a major part (52.8%) of the NEET category. The primary reasons guiding their relation with the labour market are their family and child care responsibilities and general disagreeableness amongst families/husbands in 'letting' women work. In addition, those who were interested were unable to find full time employment near to their place of residence. Therefore, lessons on importance of sharing family and care responsibilities should be a part of school or college education to encourage more women to participate in the labour market.

There is a need for initiating employment programmes which borrow learnings from the success of social policies such as Beti Bachao, Beti Padhao. A new policy should be formulated which seeks to bring about a favourable attitudinal and behavioural change in society with regards to females seeking employment and gaining financial independence. Other important issues are enabling support from family members/ husband within households, and safety measure outside the home. Better framing of rules for provision of transport for female employee should be made in order to address the safety concerns attached with their mobility.

The data pertaining to planning and monitoring of development and skill programmes that target youth as their beneficiaries must be updated regularly. It is only through the process of information and data gathering that evidence based policy-making can be initiated. There's a need to redouble our efforts in generating jobs which offer decent working conditions for the young workers entering the labour market. We must inspire the confidence of the future generations in their ability to fulfil their aspirations.

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INSTITUTE FOR HUMAN DEVELOPMENT

256, 2nd Floor, Okhla Industrial Estate,
Phase-III, New Delhi-110020

Tel: +91 11 41064679, +91 9871177540

E-mail: mail@ihdindia.org | Website: www.ihdindia.org