

Skill Development and Entrepreneurship- A Comparative Study

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ABSTRACT: *As India moves progressively towards becoming a knowledge economy. It becomes increasingly important that the country should focus on the skills development and these skills have to be relevant to the emerging economic environment to achieve the twin targets of sustainable development and inclusive growth in India. Immediately after independence skill development initiatives in India were taken by the government through the creation of Industrial Training Institutes (ITIs) and development were also extended to state governments in 1960s with the opening of more Industrial Training Institutes. After some time the government efforts in the direction of developing more ITIs, were also supplemented by the private sectors with the setting up of the Industrial Training Centers (ITCs). The present study is based on primary and secondary sources. Keeping in view an important role of Industrial Training Institutes, the focus of present paper is that how skill development is leading towards entrepreneurship in Udhampur district. The present study is based mainly on primary data. The data has been collected from 60 selected sampled beneficiaries' sources through a well-structured questionnaire by personal interview method. Skill development is leading to entrepreneurship and the entrepreneurs are making an important contribution in the economy of Udhampur district by generating employment opportunities, reducing unemployment. Apart from this, it has led to social inclusion and inclusive growth.*

Keywords: *Skill development, sustainable development, Industrial Training Centers and Entrepreneurship, social inclusion & inclusive growth.*

INTRODUCTION:

Skills development is the driver of economic growth and social development. Countries with better and higher level of vocational education/knowledge adjust more effectively to the challenges and opportunities of world of work. As India moves progressively towards becoming a knowledge economy, it becomes increasingly important that the country should focus on the skills development and these skills will have to be relevant to the emerging economic environment to achieve the twin targets of sustainable development and inclusive growth. Immediately after independence skill development initiatives in India were taken by the government through the creation of Industrial Training Institutes (ITIs) and development were also extended to state governments in 1960s with the opening of more Industrial Training Institutes. With the passage of time the government efforts in the direction of developing more ITIs, were also supplemented by the private sectors with the setting up of the Industrial Training Centers (ITCs). Since then the ITIs and ITCs have grown in numbers offering many vocational courses/trades from time to time to cater to the changing needs of the growing economy. Skill development and entrepreneurship through ITIs play an important role in creating an avenue for employability for both rural as well as urban communities, providing self-employment opportunities for those who undertake risk start a business of their own and enhance the economic status as well. Skill development through ITIs has led to the growth of entrepreneurship and has transformed many into successful enterprises.

REVIEW OF LITERATURE:

The review of literature reveals that how skill development leads to entrepreneurship which is necessary for sustainable development. **Fagerlind and Shah, (1989)**, in their study have analysed the concept of 'human capital' and have suggested that training and education increases the level of skill which improves the productivity of workers and their lifetime earnings. **Tsang, (1990)**, in his study has suggested that vocational and technical education can prepare youth better by equipping them with skills required for employment in industry and many other sectors than general education. **Booth and Snower, (1996)**, in their study have found that skill development and professional training has made the humans more productive which assists them for their economic expansion. **ILOs, (2002)**, in its report has highlighted that Youth need to acquire the skills, knowledge, competencies that will allow them to find work and to cope with an unpredictable labour market. **Tripathi, M. (2003)**, has stated that skill development and general training in particular trade plays a significant and vital role in organization at individual level and overall economic growth. Training and skill development can be undertaken as a process to sharpen capabilities and acquiring to perform various function associated with their present and future roles. **Goel, (2009)**, in his study has found that the skills and development are the engines of Economic growth and social development of any country. Countries with the higher and better levels of knowledge and skills respond more effectively and promptly to challenges and opportunities of globalization and suggested that India needs more flexible education and training system relevant for job market. **Planning commission of India, (2010)**, in the 11th five year plan document stated that skills and knowledge are the driver of economic growth and social development of any country and have become even more important given the increasing pace of technological changes and to face the challenges and opportunities of globalization. **Biavaschi, et.al (2012)**, in their study have found that in India fostering vocational training with adequate geographical coverage is an important channel for improving working conditions of young individuals, who have a job and for boosting employability of the low skilled and vulnerable ones. **K. Kaushik, (2015)**, in his study has stated

that the vocational Education and training assist in boosting any country’s employment and in the same way its economy. India being a developing nation has to enhance and implement Vocational Education.

The review of literature has highlight that vocational education through ITIs helps in gaining, skills, knowledge and competencies through which the beneficiaries are able to enjoy a better quality of life, increased earnings and employment opportunities.

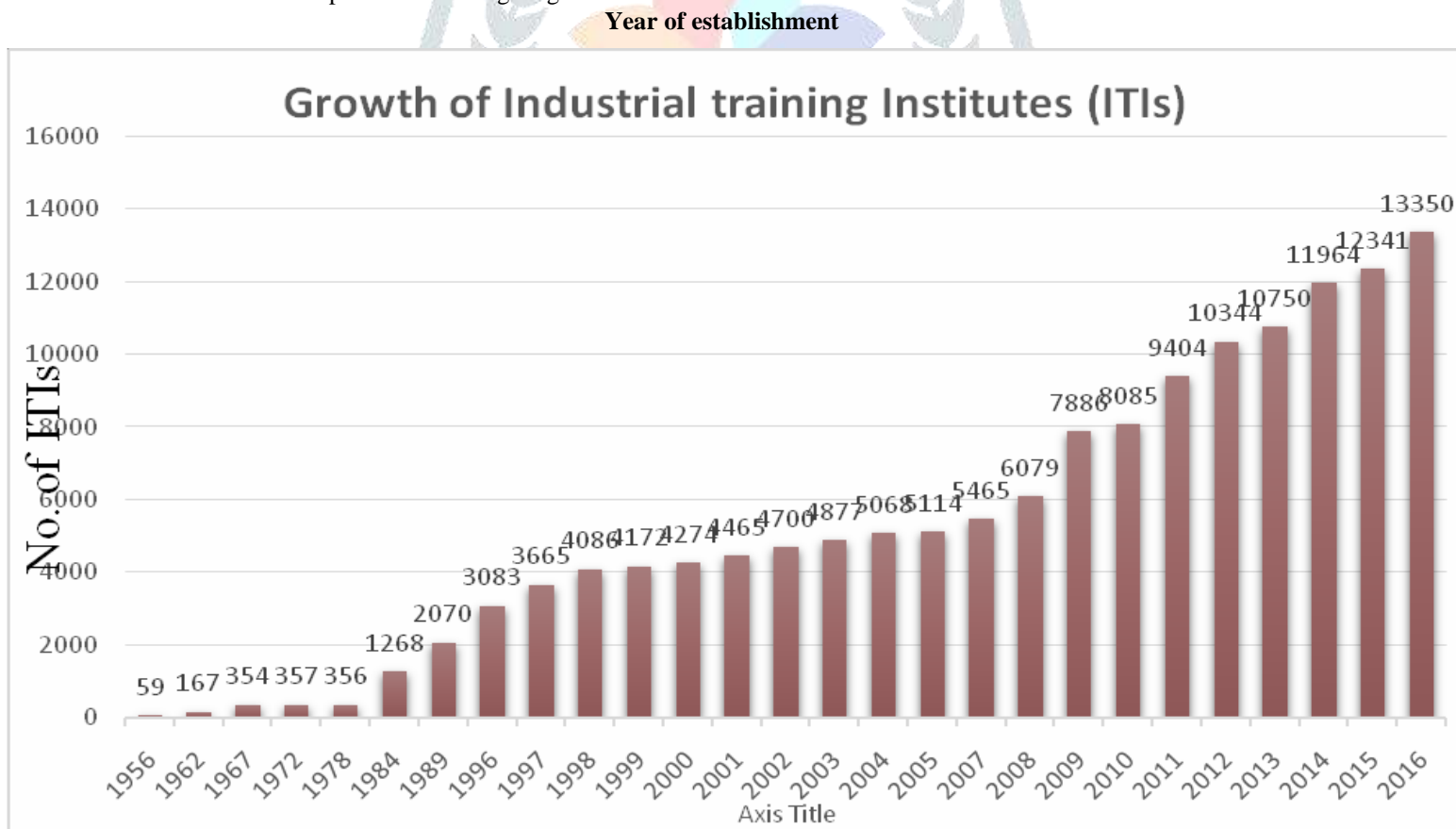
Objectives & Research Methodology:

The objectives of the present study are, to examine the growth of Industrial Training Institutes (ITIs) in India and in J&K state, to ascertain the types of trades where beneficiaries have emerged as entrepreneurs to explore employment generated by the entrepreneurs and to examine the level of income of the entrepreneurs and their households income and to investigate the problems faced by them in the study area. The present study is based on primary and secondary sources. The secondary data has been collected from the ministry of labour, ministry of skill development, books, journals, various government reports and websites. For conducting the primary study, Udhampur district from J&K state has been selected randomly. From Udhampur district, two blocks namely Udhampur and Ramnagar have been selected randomly, selecting 30 entrepreneurs who have attained training in different types of trades such as Stenographer, COPA, Electrician, Welder, Cutting & sewing, Plumber and software application during the period of 2012-2014 from ITI of Udhampur district purposely (Entrepreneurs is defined as one who undertakes risks makes investment and set up a business enterprise in trade in which has been attained training). A total sample of 60 entrepreneurs has been selected and the data has been collected through the personal interview method on a well-structured questionnaire. After the collection of data, it has been tabulated and analyzed with simple statistical tools to realize the objectives of the study.

Growth of Industrial Training Institutes (ITIs) in India:

Skills and knowledge are the engine of economic growth. Vocational Education prepares individuals for jobs that are based on manual work, this type of education is a great asset to the economy. Skill development ensures improvement in productivity which is immensely important for sustainable growth. India has a big potential in generating new workforce for the future as the country enjoys a large pool of young people under the age of 30 years and it can tap this opportunity of demographic dividend through professional trainings and skill development where Industrial Training Institutes (ITIs) can make an important contribution.

Craftsmen Training Scheme (CTS) was introduced in 1950 by establishing more than 50 Industrial Training Institutes (ITIs) for imparting skills in numerous vocational trades to meet the demand of skilled work force for the growth of the Nation. During the period of 1980 there were 831 ITIs and the number of Training Institutes rose to 1887 in year of 1987. During last two decades the growth of Government and Private ITIs has been taking place at a faster rate in India. In December 2016, there were 13350 Government and Private Industrial Training Institutes (2150 in Government and 11200 in Private ITIs) having a seating capacity of 28.47 lakh (including supernumeraries), which implies that the government along with private partnership has been focusing on skill development & training to enable the youth of our country to gain knowledge & competencies for getting employment and for setting up their own enterprises. The growth of Industrial Training Institutes in India since 1956 to 2016 has been shown with the help of the following diagram:



Growth of Industrial Training Institutes in J&K:

In Jammu And Kashmir State skill development initiatives were undertaken when Industrial Training Institutes (ITIs) were set up in all the districts of the state of J&K in the year of 1958. The thrust of ITIs was on providing a more fundamental type of vocational training. After 1958

ITIs have been imparting training to different trainees in different types of trades thereby helping them in getting employment opportunities. Since early sixties up till now ITIs have been making an important contribution in the economic development of the state. There were total 21 Industrial Training Institutes (ITIs) and 2 Polytechnics during the period of 1981 in the State and in 2014 the number of ITIs has grown to 88 (54 Government & 34 Private) and 32 Polytechnics (24 Government & 08 Private). Among all districts of J&K state where ITIs have been playing an important role in skill development Udhampur is one among such districts where ITI was established in 1975. Since then it has been imparting skills to the youth of the district in different types of trades. Keeping in view an important role of industrial training institute an attempt has been made in the present study to ascertain the impact of vocational training on the youth of the Udhampur district (who have attained training in different types of trades).

Training and skill development enabled the beneficiaries to take risk and set up their own entrepreneurs. Entrepreneurship increases access to economic opportunities, access to capital and business development. Through increased knowledge, entrepreneurs are able to become more competitive in the market. An entrepreneur occupies an important place in the whole process of economic development because he/she identifies the opportunities, makes investment and invests all efforts to set up enterprises which leads to economic development of a nation. Following table one shows the type of trades in which beneficiaries have emerged as entrepreneurs after 2014 in the study area.

Table No. 1: Type of trades where beneficiaries have emerged as entrepreneurs (%)

Type of Trades	Name of the Blocks						Grand Total
	Udhampur			Ramnagar			
	M	F	Total	M	F	Total	
Stenographer	2 (6.67)	1 (3.33)	3 (10)	1(3.33)	0 (0)	1 (3.33)	4 (6.66)
COPA	5 (16.66)	4 (13.33)	9 (30)	4 (13.33)	3 (10)	7 (23.33)	16 (26.66)
Electrician	4 (13.33)	0 (0)	4 (13.33)	4 (13.33)	0 (0)	4 (13.33)	8 (13.33)
Welder	4 (13.33)	0 (0)	4 (13.33)	6 (20)	0 (0)	6 (20)	10 (16.66)
Cutting & Sewing	0 (0)	7 (23.33)	7(23.33)	0 (0)	8 (26.66)	8 (26.66)	15 (25)
Plumber	2 (6.66)	0 (0)	2 (6.67)	4 (13.33)	0 (0)	4 (13.33)	6 (10)
Software application	1(3.33)	0 (0)	1 (3.33)	0 (0)	0 (0)	0 (0)	1(1.66)
Total	18 (60)	12 (40)	30 (100)	19 (63.33)	11(36.66)	30 (100)	60 (100)

Source: Field Survey (2017)

Note: COPA, Stands for Computer Operator and Programming Assistant

Table No: 1 shows the type of trades where beneficiaries have emerged as entrepreneurs. Out of 60 respondents, 6.66 percent, 26.66 percent, 13.33 percent and 16.66 percent respondents have set up their enterprises in Stenographer, COPA, Electrician and Welder, while 25 percent, 10 percent and 1.66 percent of the respondents have set up their enterprises in Cutting & Sewing, Plumber and Software application respectively.

In Block Udhampur out of total 30 respondents, 10 percent of the entrepreneurs have established their enterprise in Stenographer, 30 percent in COPA and 13.33 percent each as Electrician and Welder, apart from this 23.33 percent, 6.67 percent and 3.33 percent respondents have set up their enterprises in Cutting & Sewing, Plumber and Software application trades. Out of total entrepreneurs in Udhampur Block, 60 percent are male and 40 percent are female. It is also through skill development that women have emerged as entrepreneurs for enhancing their level of income. At the same note from Block Ramnagar, out of 30 entrepreneurs, 3.33 percent respondents have set up their enterprises as Stenographer, 23.33 percent as COPA and 13.33 percent as Electrician, 20 percent as Welding enterprise, however, 26.66 percent and 13.33 percent have set up their enterprises in Cutting & Sewing and in Plumber trades. Out of total entrepreneurs in the Block Ramnagar, 63.33 percent are male and 36.66 percent are female entrepreneurs and out of total female entrepreneurs in the same Block, 10 and 26.66 percent female respondents have opened their enterprises in COPA and Cutting & Sewing trades. It is the cutting & sewing trade followed by COPA where the women beneficiary have emerged as entrepreneurs. COPA, Electrician and Welder are the most popular trades among the male beneficiaries. In Udhampur block because of urbanization COPA and cutting & sewing are more desirable trades in which the entrepreneurs are setting up their own enterprises and in Ramnagar it is COPA, Electrician and Plumber which are more desirable among males because of fast increase in construction activity than in Udhampur block and among women because of awareness it is COPA and cutting & sewing which is more popular than other trades.

Employment generation by the entrepreneurs:

The beneficiaries after developing skills and competencies in them have played an important role in employment generation and improving the level of income of the employees. Table: 2 shows the level employment generated by the entrepreneurs after skill development through ITI. Out of total, 70 percent of the entrepreneurs have created employment opportunities for youth while 30 percent have not except for themselves. 76.66 percent of the entrepreneurs of block Udhampur and 63.33 percent of the entrepreneurs from Block Ramnagar have created employment opportunities for the youth of the district. Hence the entrepreneurs are making an important contribution in the economy of Udhampur district by generating employment opportunities reducing unemployment.

Employment generated by the entrepreneurs:

Table No. 2 Employment generated by the entrepreneurs in different trades (%)

Types of trades	Name of the Blocks						Grand total
	Udhampur			Ramnagar			
	Male	Female	Total	Male	Female	Total	
Stenographer	1 (4.35)	0 (0)	1 (4.35)	0 (0)	0 (0)	0 (0)	1 (2.39)
COPA	5 (21.73)	2 (8.70)	7 (30.44)	2 (10.53)	1 (5.27)	3 (15.79)	10 (23.81)
Electrician	3 (13.05)	0 (0)	3 (13.05)	3 (15.79)	0 (0)	3 (15.79)	6 (14.29)
Welder	4 (17.40)	0 (0)	4 (17.40)	5 (26.32)	0 (0)	5 (26.32)	9 (21.43)
Cutting & Sewing	0 (0)	6 (26.09)	6 (26.09)	0 (0)	5 (26.32)	5 (26.32)	11 (26.20)
Plumber	2 (8.70)	0 (0)	2 (8.70)	3 (15.79)	0 (0)	3 (15.79)	5 (11.91)
Total	15 (65.21)	8 (34.79)	23 (100)	13 (68.43)	6 (31.58)	19 (100)	42 (100)

Source: Field Survey (2017)

Table No. 2, reveals that, out of total only 42 entrepreneurs who have generated employment, 26.20 percent, 23.81 percent, 21.43 percent 14.29, 11.91 percent and 2.39 percent of employment has been generated in trades such as Cutting & Sewing, Stenographer, COPA, Welder, Electrician and Plumber respectively. In Block Udhampur, out of total 23 entrepreneurs, 4.35 percent, 30.44 percent, 13.05 percent and 17.40 percent have generated employment in trades such as Stenographer, COPA, Electrician and Welder respectively, whereas remaining 26.09 percent and 8.70 percent of the entrepreneurs have generated employment opportunities by establishing the enterprises in Cutting & Sewing and in Plumber trades. Out of total 65.21 percent are male and 34.79 percent are female entrepreneurs who generated employment opportunities in the Block Udhampur. Female entrepreneurs in cutting & sewing have generated more employment and in case of males it is the COPA which has generated more employment opportunities in Udhampur block. Similarly, in Block Ramnagar, out of total 19 entrepreneurs, 15.79 percent, each have generated employment in trades COPA and Electrician whereas, 26.32 percent, each in trades such as Welding and Cutting Sewing and 15.79 percent in Plumber trade. Among female entrepreneurs, it is the Cutting and Sewing trade which has generated higher level of employment opportunities. Stenography is the trade in which least employment opportunities have been generated. Out of total entrepreneurs in Block Ramnagar, 68.43 percent are male and 31.58 percent are female entrepreneurs who have generated employment opportunities. It is the male welder entrepreneurs and female entrepreneurs in cutting & sewing who have generated more employment in Ramnagar block. The employment intensity in COPA is more in Udhampur block whereas it is welding in Ramnagar block. Cutting & sewing is popular among female's entrepreneurs in both Udhampur and Ramnagar Block. Still female entrepreneurs are thrusting upon traditional types of trades.

Caste of employees employed by entrepreneurs:

Table No. 3 Caste of the employees employed by the entrepreneurs (%)

Name of the Blocks	Gen		SC		ST		OBC		Total		Grand Total
	M	F	M	F	M	F	M	F	M	F	
Udhampur	13 (76.47)	8 (80)	2 (11.76)	2 (20)	2 (11.76)	0 (0)	0 (0)	0 (0)	17 (50)	10 (58.82)	27 (52.95)
Ramnagar	11 (64.70)	4 (57.14)	3 (17.64)	2 (28.57)	0 (0)	0 (0)	3 (17.64)	1 (14.28)	17 (50)	7 (41.17)	24 (47.06)
Total	24 (70.58)	12 (70.58)	5 (14.70)	4 (23.52)	2 (5.88)	0 (0)	3 (8.82)	1 (5.88)	34 (100)	17 (100)	51 (100)

Source: Field Survey (2017)

Table No. 3 reveals that the caste of employees, out of total employment generated by the entrepreneurs, 52.95 percent has been generated in Udhampur and 47.06 percent in Ramnagar block of Udhampur district. All the sections of the society such as people of general caste, SC, ST and OBC including both men and women have been employed by the entrepreneurs. Skill development and entrepreneurship has led to social inclusion and inclusive growth in Udhampur district as it has provided employment opportunities to all the weaker and vulnerable sections of the society as shown in the above table.

Level of monthly income:

Table No. 4: Level of net monthly income of the beneficiaries (in Rs) (%)

Types of trade	Name of the Blocks												Grand Total
	Udhampur						Ramangar						
	Up to 800	800 to 1200	1200 to 2000	2000 to 3000	3000 Above	Total	Up to 800	800 to 1200	1200 to 2000	2000 to 3000	3000 Above	Total	
Stenographer	0 (0)	0 (0)	0 (0)	1 (3.33)	0 (0)	1 (3.33)	0 (0)	0 (0)	0 (0)	1 (3.33)	0 (0)	1 (3.33)	2 (3.33)
COPA	0 (0)	1 (3.33)	3 (10)	2 (6.66)	1 (3.33)	7 (23.33)	1 (3.33)	2 (6.66)	3 (10)	2 (6.66)	0 (0)	8 (26.66)	15 (25)
Electrician	1 (3.33)	0 (0)	2 (6.66)	2 (6.66)	0 (0)	5 (16.66)	0 (0)	0 (0)	2 (6.66)	0 (0)	0 (0)	2 (6.66)	7 (11.66)
Welder	0 (0)	2 (6.66)	2 (6.66)	4 (13.33)	2 (6.66)	10 (33.33)	1 (3.33)	2 (6.66)	4 (13.33)	2 (6.66)	2 (6.66)	11 (36.66)	21 (35)
Cutting & sewing	0 (0)	0 (0)	2 (6.66)	1 (3.33)	0 (0)	3 (10)	0 (0)	1 (3.33)	4 (13.33)	0 (0)	0 (0)	5 (16.66)	8 (13.33)
Plumber	0 (0)	1 (3.33)	2 (6.66)	0 (0)	0 (0)	3 (10)	0 (0)	0 (0)	2 (6.66)	1 (3.33)	0 (0)	3 (10)	6 (10)
Software application	0 (0)	0 (0)	1 (3.33)	0 (0)	0 (0)	1 (3.33)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	1 (1.66)
Total	1 (3.33)	4 (13.33)	12 (40)	10 (33.33)	3 (10)	30 (100)	2 (6.66)	5 (16.55)	15 (50)	6 (20)	2 (6.66)	30 (100)	60 (100)

Source: Field Survey (2017)

Table No. 4: Shows the level of net monthly income of the beneficiaries. Out of total, 35 percent, 25 percent, 13.33 percent, 11.66 percent, 10 percent, 3.33 percent and 1.66 percent of the beneficiaries were earning their income from different trades such as welder, COPA, Cutting & Sewing, Electrician, Plumber, Stenographer and Software application respectively. Majority of the beneficiaries have been earning their monthly income by setting up of welder enterprise and it is very popular among male entrepreneurs in both Udhampur and Ramnagar Blocks of the study area. Apart from this, COPA is also opted by both male and female entrepreneurs and it is the 2nd major source of income generation among the beneficiaries in Udhampur and Ramnagar Blocks. Thus, most of the beneficiaries earning their income by setting up of welder and COPA trades. Majority i.e. 40 percent of the beneficiaries in Udhampur and 50 percent in Ramnagar Block were having net monthly income in between of Rs. 12000 to 20000 and 33.33 percent, 20 percent from Udhampur and Ramnagar blocks were having net monthly income in between of Rs. 20000 to 30000, 10 percent and 6.66 percent were above the net monthly income level of Rs. 30000. Hence majority of the beneficiaries were having net monthly income of Rs. 12000 to 20000 and more than Rs. 30000 because of increase in demand for their services due to urbanization whereas lower percentage of beneficiaries were having low net monthly income because of their locational disadvantage and low level of demand for their services.

Monthly income of the beneficiary's households before and after skill development:

Table No. 5

Monthly income level (%)

Name of the Blocks	Level of monthly income											
	Before Vocational Training						After Vocational Training					
	Up to 8000	8000 to 12000	12000 to 20000	20000 to 30000	30000 Above	Total	Up to 8000	8000 to 12000	12000 to 20000	20000 to 30000	30000 Above	Total
Udhampur	3 (10)	16 (53.34)	9 (30)	1 (3.34)	1 (3.34)	30 (100)	0 (0)	3 (10)	11 (36.66)	12 (40)	4 (13.34)	30 (100)
Ramnagar	4 (13.34)	18 (60)	5 (16.67)	3 (10)	0 (0)	30 (100)	1 (3.34)	6 (20)	13 (43.34)	8 (26.66)	2 (6.66)	30 (100)
Total	7 (11.67)	34 (56.67)	14 (23.34)	4 (6.67)	1 (1.67)	60 (100)	1 (1.67)	9 (15)	24 (40)	20 (33.34)	6 (10)	60 (100)

Source: Field Survey (2017)

Table No.5, Shows the level of monthly income of the respondent's households before and after formal vocational training obtained through ITIs. Before vocational training in the study area, out of total Households, 11.67 percent, 56.67 percent and 23.34 percent had varied level of income i.e. Up to Rs. 8000, in between Rs. 8000-12000 and Rs. 12000 to 20000, while 6.67 percent and 1.67 percent household's had monthly income in between of Rs. 20000 to 30000 and Rs. 30000 Above. Whereas, after attaining vocational training 1.67 percent, 15 percent and 40 percent of the households had monthly income up to Rs. 8000 and in between Rs. 8000 to 12000 and Rs. 12000 to 20000, 33.34 percent and 10 percent beneficiary had monthly income in between of Rs. 20000 to 30000 and Rs. 30000 above. Thus skill development and improvement in competencies has led to an improvement in the level of income of the majority of beneficiaries households.

Hypothesis: Vocational training has made an improvement in income levels of income of the beneficiaries.

Where: Null Hypothesis = Zero ($H_0 = 0$),

Alternative Hypothesis $\neq 0$ ($H_a \neq 0$)

T-test paired sample:

Results of paired t-test are as followings:-

Monthly Income level of the beneficiary households	Mean	Standard Deviation	Standard Error Mean	t	df	Sig. (2-tailed)
Rs. 8000 to 12000	12.5	0.707	0.5	25	1	0.25
Rs. 12000 to 20000	-5	4.243	3	-1.667	1	0.344
Rs. 20000 to 30000	-10.5	0.707	0.5	-21	1	0.03
Rs. 30000 Above	-2.5	0.707	0.5	-5	1	0.126

Source: Field survey (2017)

The correlation and t-value cannot be computed for the beneficiary's households with an income level of up to Rs.8000, because the standard error of the difference is Zero (0).

P (Critical values of t) is greater than 0.05 (alpha) in case of the beneficiaries in the income group of Rs. 8000 to 12000, Rs. 12000 to 20000, more than Rs. 30000 and null hypothesis has been accepted that the vocational training has made an improvement in the monthly income levels of the beneficiaries under study area. On the other hand, P (Critical value of t) is less than 0.05 (alpha) at monthly income level of Rs. 20000 to 30000 of the respondents under study and the null hypothesis has been rejected. Showing that vocational training has not made any improvement in the income level of the beneficiaries falling under Rs. 20000 to 30000.

Problems of the entrepreneurs:

The role of entrepreneurship in national development can be overemphasized. Entrepreneurship does not only create employment opportunities, generate income and reduce poverty. It is a drive for innovation, income redistribution, knowledge and technological advancement at the same time conducive environment needs to be provided to the beneficiaries for further improving the performance of their enterprises. The

entrepreneurs of the study area are facing problems of marketing of their products because of higher cost of production, underutilization of capacity due to lack of demand and higher competition. Apart from this, the entrepreneurs are facing the problem of eye-sight and occurrence of accidents at their work place. Therefore, to overcome these problems free, medical facilities should be provide to them. Moreover, subsidized raw material should be made available through cooperative societies to these enterprises to reduce their cost of production for their sustainable growth and development.

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