unemployment is to highlight the social and political ramifications of idle youth.

There is a marginal increase in the proportion of youth among the total population during the period under study. The percentage of the youth population (age group of 15-29) increased from 25.93 in 1983-84 to 26.23 in 1993-94. In percentage terms, this change appears insignificant, but in absolute terms this implies an 'additional' population of 1.5 crores in this age-group, more than half of which may be seeking jobs. This increase in the youth population is mainly due to the high rates of population growth experienced in the 1960s and 1970s. One more point to take note of is that the major contributor of this increased from 24.35 (1983-84) to 25.8 (1993-94). In terms of education, the NSSO data record at various levels-primary, middle, secondary, graduate etc. All these categories are clubbed into two: educated and uneducated. Persons with literacy levels of secondary and above have been categorized as educated, and those below as uneducated. This categorization might appear arbitrary at first glance but it is not so.

The hitherto concentration of chronic unemployment in the age-group of 15-29 is getting diluted. The proportion of
unemployment in the age group of 30-44 rose from 9.88 percent (1983-84) to 28.82 percent (1993-94). This spill-over of unemployment in the age-group of 30-44 implies that the average duration for which a person remains unemployed has increased significantly. Such a trend does not augur well, both economically as well as politically, for the country.

Table 4.4A gives us a bench mark for youth unemployment. On comparing the two tables, we find that youth unemployment is higher in all categories, all rounds and in rural and urban areas.

An interesting picture emerges from the data in Table 4.5. It gives us the status-wise distribution of the youth population in different rounds; especially the 43rd and 50th rounds. We find that the proportion of youth population, which is out of the labour force, has considerably increased between the 43rd and 50th rounds for all categories except weekly status. The increase is more pronounced by UPS and UPSS. The out of labour force proportion is higher for urban areas than rural.

Youth unemployment in India shows a distinct behaviour in different rounds of the NSSO. It not only dominates in the total
unemployment picture, in both rural and urban areas, among males and females, but its rate has increased between 1983-84 and 1993-94 along with the share of youth population in the total population. It is also observed that, out of the total youth population, the share of who is out of labour force has increased from around two-fifths to almost two-thirds by the UPS between 1987-88 and 1993-94. As a result, the proportion of self-employed and of salaried employment has also reduced. It is also evident that youth unemployment has generally increased across all states. Demographic, economic and social factors play an important role in reducing youth unemployment.

The NSS data for Karnataka indicates a lower incidence of unemployment in Karnataka when compared with the all-India average. Further, the incidence of unemployment is higher in urban areas than in rural areas. It is also more among females than among males.

Further the rate of unemployment is higher among the youths than in the 15-59 age group. It is 3.4 in this group as compared with 1.3 in the working age-group. The unemployment rate is marginally lower in the 20-24 age group i.e. 3.1. The high rates of unemployment are mainly due to urban unemployment in the state.
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Further the rate of unemployment is higher among the youths than in the 15-59 age group. It is 3.4 in this group as compared with 1.3 in the working age-group. The unemployment rate is marginally lower in the 20-24 age group i.e. 3.1. The high rates of unemployment are mainly due to urban unemployment in the state.
The rural unemployment rate is less than 2 per cent, but urban unemployment is as high as 8.2 per cent. It is still higher in the 15-19 age-group (9.2 per cent). Though the incidence of unemployment is lower in rural areas, the percentage of marginal workers in rural areas is 13.1 against 2.7 in urban areas. The incidence of casualty or intermittent work is, therefore, higher among rural than urban youths.

Further, during the period 1981-91 the share of the primary sector in the NSDP declined from 45 per cent to 35 percent whereas its share in the workforce declined by just 2 percent, i.e. from 69 per cent to 67 percent, which implies a marginal or negative contribution of labour in the incremental sense. The growth-rate of NSDP per worker in the primary sector was marginal, i.e., 0.16 percent but it was 5.7 per cent and 3.5 per cent in secondary and tertiary sectors. It is, therefore, evident that the expansion of employment in absolute terms in agriculture is not remunerative or gainful. The high percentage of the population below the poverty line (33.16) is also indicative of this.

Data from the employment exchange indicate the swelling number on live registers of the employment exchanges. Between 1961 and 1990, the number of educated job-seekers
increased from 0.35 lakh to 9.38 lakh, that is, at an annual average growth-rate of 12 per cent. The education-specific, usual status unemployment for persons of 15 years and above for different states as observed from the NSS Report revealed that Karnataka had a higher incidence of unemployment among graduates and above in both rural and urban areas than that of the national average. The data from employment exchanges indicate that the average waiting period was five years and more and the waiting period also indicated more incidence of unemployment among graduates and post-graduates in the arts and commerce. The number of job-seekers on the live registers was 18.9 lakh in 2000.

There has been an increase in the average period of waiting over the years from two to five years and more; (b) unemployment is high among university graduates than among professional graduates. However, this trend is likely to change in the future because in recent years, there has been a mushroom growth of engineering colleges and colleges imparting T.C.H and B.Ed courses in the state. This is likely to lead to a big flow of professional graduates in the near future, which may expand the coverage of the unemployment trend.
Today Government is not a biggest employer but only a facilitator. As it is encouraging privatization, the employment exchanges and Bureaus have to concentrate on private employment in different sectors. But this process is constrained by the fact that most of the employment registrants do not suit the requirement of private sector due to poor quality and skill levels. Those competent and suitable candidates generally do not go to employment exchanges.

Over a period vacancies received from employers have declined. The number of persons in live register has increased enormously from 29741 in 1993-94 to 51617 in 1999-00. It indicates the magnitude of unemployment among the SC/ST boys and girls despite the provision for reservation in employment. This has happened merely due to the fact that unemployed candidates most depend and prefer government jobs and they are less opportune to have access to private jobs.

The total number of physically handicapped job seekers on the live register has increased tremendously over a period of seven years. Though their functions in terms of registration and submission of applications are satisfactory their output in terms of placement is not satisfactory. In 1993-94 the number of candidates registered
were 1281 but the number of placed were just 72. This placement as a percent of registration works out to 5.6. In the all the seven years, only in 1998-99 the placement as a percent of registration was little higher at 16.3. In 1999-00 the number of candidates registered were 2205 but the candidates who got the placement were only 191 and the placement as a percent of registration is 8.7.

In case of the number of vacancies (reserved for physically handicapped) notified and the number of candidates applied through employment exchanges, ratio of submission to vacancies has declined from 23:1 in 1995-96 to 4:1 and 5:1 in 1999-00. It indicates that even physically handicapped persons seeking jobs is increasing but the job notification is not (in commensurate with) increasing. Placement as a percentage of registration is one of most significant indicator to judge the performance of employment cells. The number of registrants or the input in the special employment cells is higher than the output in terms of providing them jobs. The placement to as a percent of registration in the employment cell is at a very low level. For example in 1993-94 and also in 1995-96 this ratio was at 14.3 and 15.9 percent respectively. In 1996-97 the ratio was little higher at 31 percent, however it is not at satisfactory level.
It is very disturbing to know that only about 20-30 percent of registrants are provided with jobs. However, the performance of professional and executive employment exchange in terms of forwarding applications as well as placement is highly unsatisfactory. This may be partly due to downsizing of government establishment.

To assist the job seekers and render services to the industries a job Development Unit has been set up at Bangalore which is functioning in close co-operation with the Employment Exchanges in Bangalore and elsewhere. During the year 1999-00 the officers of the unit contacted 131 employers/institutions and collected the particulars of 292 vacancies of different categories for purposes of sponsoring suitable and willing candidates registered with the Employment Exchanges in Bangalore. But these efforts have to be intensified.

Vocational training comprises of the Craftsmen Training Scheme (CTS) and Apprenticeship Training Scheme (ATS). CTS provides a structured institutional training environment while the ATS is a combination of institutional and on-the-Job training in which trainees are exposed to the industrial environment. The products of CTS are semi-skilled workers while the trainees who complete the
ATS scheme are expected to be skilled workers. The scheme is mainly administered by the respective state governments through a network of industrial training institutes (I.T.Is). Under the scheme, training is imparted in 42 engineering and 18 non-engineering trades. The period of training normally varies from one to three years, while entry qualifications vary from VIII standard pass to XII standard pass. As on 31st November 1999, there were a total of 4172 such institutes in the country, of which 458 I.T.Is were exclusively for women with a seating capacity of 36,000.

About 25-50 per cent of I.T.I pass-outs could get employment, mostly in units in the small-scale and private sector where wages are comparatively low. The drop-out rate is high in craftsman training, and training facilities are inadequate for women and disadvantaged groups. The problem of a mismatch between the skills produced and skills required has to be tackled on a priority basis to improve efficiency and ensure that the training system is relevant to labour market requirements.

Apprentices are required to undergo practical on-the-job training in the industry for durations varying from six months to four years depending upon the requirements of the trade. On completion
of the training, the apprentices are required to appear in all-India trade tests conducted by National Council for Vocational Training (NCVT). Unfortunately, apprenticeship training is not being taken up seriously by employers as it is seen as an unfair imposition on them. Also, workers’ organizations have viewed apprentices as cheap labour and the apprentices themselves consider such a measure as a means of providing only temporary employment.

The vocational training programme for women, started in 1977 with the assistance of ILO/SIDA, is being implemented through a network of one national and 10 regional vocational training institutes set up exclusively for women. The courses covered under the programme include non basic and 16 advanced skills.

There are 98 Government Industrial Training Institutes in the State which include 4 new Industrial Training Institutes sanctioned during the year 2000-2001. Besides, 355 Private Industrial Training Institutes are also conducting craftsmen training programmes under the guidance and control of the department. 17 industrial training institutes out of 94 government industrial training institutes are exclusively meant for women. Besides, computer trades were added to the existing 4 women Industrial Training Institutes.
After liberalization, due to increasing demand for skilled labour especially in the field of electronics, information technology, petrochemicals and steel production, a large number of colleges started new courses and thousands have completed the course without any formal training facilities.

Though the result of annual examinations in all the years (1997-2000) was somewhat satisfactory, the passing rate in supplementary examinations during the same year is really distressing. For example in the supplementary examination of March 1999, 6289 candidates appeared for the All India trade Test, out of which only 1508 candidates passed. The percentage of pass is only 23.9. Thus there is a urgent need to improve the passing rate especially of candidates appearing for supplementary exams.

The category-wise break up of apprentices under training during 2000. It is very disheartening to note from the table that the marginalized section of the society i.e. scheduled castes and tribes, physically handicapped, minorities, candidates belonging to weaker sections, and women candidates constituted less than 20 percent of the total candidates undergoing apprenticeship training.
This is the reason, the unemployment is severe among this section of the society.

The passing rate (30-35%) of ATS trade test is very low. This shows the weak(low) quality of training imparted to the candidates under Apprenticeship Training Scheme. In order to encourage more and more SC candidates to take up vocational training, 20% of additional seats are filled by SC candidates in Industrial Training Institutes every year under special component programme. During the year 2000 4559 S.C Candidates including 725 women are undergoing training. An amount at the rate of Rs 150/- per month per candidate is paid as stipend to them. However, the I.T.I candidates do not have scholarships and hostel facilities.

Recently in line with the policy decision taken by the State Government to have private sector participation to improve the infrastructure and quality of training in I.T.Is by entering into MOUs with the industries. 40 MOUs were signed between the Department and Industries. Another 25 industrial establishments have agreed to sign MOUs for the above purpose under these MOUs the industrial establishments have agreed to co-operate to improve the quality of training in almost all the Govt. I.T.Is
With the assistance of World Bank, a Vocational Training Project was implemented in Karnataka from August 1989. Under this project, 11 centrally sponsored schemes with the sharing of expenditure between central and state governments in the ratio of 50:50 and 2 central sector schemes with 100 percent assistance from Government of India were implemented with a total cost of Rs 2983 lakhs.

Employability of students from the new trades started under the projects is better than those from other trades: there has been more demand for the passed out trainees in the new trades like Electronic mechanic, computer trade and mechanic refrigeration and air conditioning for employment, when compared to the trades existing prior to the implementation of vocational training project. The quality of training in industrial training institutes has a direct bearing on the employability of industrial training institute passed candidates. The quality of training can be improved by providing proper class rooms and workshop facilities modern equipment and trained staff. These facilities have to be constantly up-graded so as to keep pace with the changing technology in the industries.
The post-liberalization era in Karnataka has witnessed emergence of phenomenal upsurge in industrial activity especially in the field of electronics, information technology, petrochemicals and steel production. Many ancillaries have been set up to cater to the needs of ‘konkan railways’ Kaiga atomic plant and sea bird project in the coastal region. The Bangalore city has occupied a prime place at the international level in so far as development of computer software are concerned. This boom in industrial activity has thrown tremendous employment opportunities for those who posses required skills in specific areas.

The demand for trade varies from one region to another. For example, in Dakshina Kannada district, there is no demand for fitter trade whereas there is demand for mechanic (Motor Vehicle) and Diesel-Mechanic trades; in Bangalore and Mysore reverse is the nature of demand In Dakshina Kannada district the trainees of automobile trades get overseas employment in Arab countries and hence the demand.

Though self employment opportunities are more in trades like carpentry, moulder, forger and heat treater, sheetmetal worker, cutting and tailoring trades, candidates seldom opt for them probably
due to the social stigma attached to these traditional trades and lack of entrepreneurial skill in them.

I.T.Is do not have placement facility. Though job providers do not organize campus recruitment, except for trade apprentices organised every year by large industrial establishments like B.E.L, H.A.L, B.H.E.L etc. Further, the I.T.Is donot have feedback system to keep reports about the jobs they have taken up either in organized or unorganized sector. This information is vital from the point of ascertaining the off-take rate and also to introduce improvement to increase the off-take rate.

The I.T.I. courses are at present supply-driven and not demand-driven based on requirement of industry which are undergoing continuous changes. Requirement of industry (customers) are not known by the providers of training. It is rigid and not competency based.

We may have adequate machines, modern equipments and good working space, but unless the instructional staff and the persons in charge of training are not exposed to the modern technique and methods employed in the industries, both in India and advanced
countries the quality of instructions and the improvement in the skill area cannot be achieved.

In Karnataka at the end of December 1995, 21,000 apprentices seats were located in about 9,000 industrial establishments. As against this, the annual budget provision is only for 2,500 candidates. Insufficient budget provision is also responsible for inadequate coverage. However, the recruitment of apprentices was only about 7,000. It implies that a large number of industrial establishment are not recruiting apprentices as stipulated in the Apprenticeship Act and Rules. There are a number of reasons for this state of affairs. It is also observed that there is an inverse relationship between higher education and the flexibility and variety of jobs offered by the labour market.

A large number of SSIs do not come under the purview of apprenticeship act and Rules, although they are the major employers compared to the large and medium scale industries. The industries on the other hand argue that there is general shrinkage in the requirement of manual labour due to redundancy caused by fast changing technology and automation of industrial operations.
The Apprenticeship Scheme no doubt offers a tailor make remedy for increasing unemployment problem among the educated youth and rising mismatch between the demand for and supply of industrial labour, provided, the process of training is continuously updated and improved upon. At the same time it is necessary to create necessary awareness through the mass media about the Apprenticeship Schemes. So, that both job seekers and their parents are well informed in shaping their career rather than pursuing general education. This will certainly help alleviate the problem of educated unemployed in the country.

Findings from Field Study based on primary Data

Majority of sample respondents are keen to secure a job rather than take up self employment or to acquire additional technical/general knowledge. This may be due to the fact that most of them come from the economically poorer sections of the society. There is also a tendency to opt for more popular trades or slightly posh trades/office jobs than to take up trades which involve physical strain and jobs considered to be inferior in the social value system.

The reason for discontinuing the course/not continuing further education is mainly due to the fact that a particular course has
been completed. In case of some candidates who discontinued the course, the reasons include personal, family, financial and other problems.

A large number of 159 (40%) candidates are waiting to get the first job from one-two years. And about 25 percent of the respondents pointed out that their waiting period is more than two years. This indicates that a formal job search in the labour market has become too burdensome and uncertain in outcome. This also shows that not only their unsuitability to the job requirement, but also the quality of training/skill imparted. Technological changes necessitates suitable changes in the curriculum as well as upgradation of skills with modern equipment used in training/education.

The reasons cited by the respondents for existing mismatch, are lack of demand for certain trades in which they have been trained (40 percent respondents) and unsuitability to the job (25 percent respondents). 16 percent of the sample respondents gave the reason of failure to get through test/interview as the reason for mismatch. Thus there is a necessity to reverse the trend by policy interventions.
Regarding the career information and guidance provided by government run employment exchanges, only 20 percent of the sample job seekers expressed satisfaction about the services provided by employment exchanges. Remaining 80 percent of the job seekers have reservation about the services of employment exchanges which are either inadequate, inaccessible or totally absent.

Another important matter of concern is proper career planning (HRD) right from the beginning. Although most of the parents and their wards, who do not have adequate alternative resources, opt for schooling with a view to secure a job for their livelihood, but are not well informed about the present and future job opportunities or even the facilities available for receiving training. Many a times they go by the trend among the peer group or are even constrained to undergo schooling/training locally available without consideration of future prospects. From one of the tables it is observed that only 33 percent of the sample respondents/their parents have planned their career well in advance and the remaining 67 percent have not planned their career but 95 percent have opined that planning one’s career would have been beneficial. Basic education right from the beginning needs to be career oriented.
The sample employers also agree on the existence of mismatch between the supply of and demand for manpower both in the general education as well as I.T.I trained manpower. Sixty six percent of the sample employers pointed out that there is a mismatch. They are of the view that suitable hands of their requirement are not available. The obsolete syllabus which is being taught in the institutes, poor communication skill, lack of computer knowledge and inability of the students to apply their theoretical knowledge in real world situation are some of the important reasons for the existence of mismatch.

Regarding the intensity of mismatch as many as 62 percent of the sample respondents opined that mismatch is high. Only 12 percent of the sample employers believed that the degree of mismatch is low. The rapidly changing knowledge base, newer skill capacity to learn and create new knowledge, capabilities to handle new technologies and coping with changes are some the challenges which the technical as well as general manpower of today is expected to face with competence and caliber of global standard. So, there is urgent need to re-engineer they system of technical as well as general education to sustain high quality standards in education and research.
Further the empirical study revealed that level of mismatch is high in the manufacturing sector. With the fast changing technology, production techniques in the manufacturing sector in recent years have undergone a tremendous changes. But the institutes imparting technical education have neither changed their syllabi nor introduced new trades/new skills to keep pace with the changing technology and thus mismatch has crept in.

The main reasons cited by the sample respondents are badly trained candidates, fast changing technology and non-availability of specific skills are responsible for mismatch. Further the recruitment of apprentices in both public as well as private sectors would also reduce mismatch. 150 sample employers i.e 75 percent expressed this view. And as many as 100 sample employers (50%) felt that contract/piece work labour would reduce the mismatch.

Regarding the impact of liberalization on different level of laborers majority of the sample employers responded that it has a favorable impact on skilled labour on their career while only 25 percent responded that it has unfavorable impact and remaining as moderate. On the other hand the responses of employers about the impact of liberalization on unskilled workers is other way round, only
5 percent of them said that liberalization has favorable impact, but rest of them nearly 70 percent responded as unfavorable and liberalisation has worst impact on unskilled labourers. It implies that liberalization has lead to competitiveness and this in turn has increased the demand for more number of skilled and semi skilled labourers than unskilled one. This may be true to the need of the knowledge economy. Regarding the responses about the opportunities of employment, respondents (73.8%) have expressed that tertiary sector has emerged as a major employer than primary and secondary sector. This is also true at the macro level economy, wherein contribution of tertiary sector has crossed 52 percent while that of agriculture and industry declined to 23.5 percent and 24.5 percent respectively.

About sample employers' interaction with training centers/employment exchanges nearly 87 percent them have agreed that there is no link between employers and institutions and any other agencies. This indicates that educational institutions have failed to link them to employable firms.

About the suggestions offered by them for reducing the present mismatch, 80 percent of them have told to revamp the
syllabus of the I.T.Is to suit the job market, followed by conduct of industry-institute meet (70%) and proper planning by the government and corruption free recruitment. This implies that there is low employability due to outdated syllabus, outdated knowledge with outdated teachers and outdated technology in most of the I.T.I technical institutes. Thus this study brings out hard realities about mushrooming of such institutions.
corruption and malpractices, computerization, opening up can enhance transparency. In the post liberalization era the existing Acts and Rules need drastic changes. The Parliament and State legislatures must undertake suitable amendments.

10. The main cause of mismatch—the gap between acquired skill and required skill can be corrected by identifying this gap and taking effective steps in bridging it. The world Bank Project for modernization of I.T.Is was a right step in this direction. With globalization of the economy, globalization in the field of skill formation in the future labour force has to take place well in advance. The old methods of technology of training needs drastic changes. Right now everything is controlled by the DGE & T New Delhi. This needs to be decentralized.

Although, like the NCVT, there is SCVT— but almost non-existent. Since the capacity utilization of the I.T.Is is very low in certain unpopular trades the SCVT may devise and implement short duration courses, both formally and informally to reduce the supply of I.T.I and Apprenticeship Certificate holders on the existing future job market in organized industry. Shifting of emphasis from organized to unorganized sectoral
manpower needs immediate consideration on the lines of RUDSETI experiment.

11. Due to faster technological change computerization and automation the capital intensity in industrial investment is increasing. The I.T.I should have to catch up and overhaul their training strategies, techniques, course content etc like upgradation of training machinery and equipment, upgradation of skills of the instructors, dynamic revision of syllabus. The efforts of CEMI appear to be not only slow but also quite inadequate. The multiple training programmes periodically will be helpful. Private sector participation, sponsorship and close association will make this effort practical and cost effective. The recent steps in signing MOUs with leading industries by the Directorate of Employment and Training is an effort in the right direction.

12. Identification of Apprenticeship places comprehensively and effective implementation of the provisions of Apprenticeship Act is an important area, which has been badly neglected. Incentives to firms imparting apprentices training needs to be hiked and they must be made result oriented.
13. Investment on training should be considered strategic and long term and should be based on tangible returns and results. Decentralization flexibility-(autonomous) Industry-Institute partnership and transforming at least a few I.T.Is into I.T.Is of excellence will probably provide solution to the mismatch.

14. Diversification of business pre-supposes diversification of skills. There is an increasing interface between human resource development (HRD) and technology. The present era may be termed as an era of capabilities based competition in business. Today many of the older machines and operational skills are slowly and gradually getting out dated and replaced by emerging technology due to the competitive edge they possess in terms of quality, reliability, productivity and cost benefit. The present scenario in the field of information technology is having far reaching consequences in the skill training systems in the coming days. CNC, CIM, CAD, PLC, etc today are not mere terminology but found their respective places in modern emerging and manufacturing systems.

15. The present list of tools and equipment provided in trade curriculum under C.T.S therefore certainly needs appropriate
change to enable easy assimilation of trainees from basic level to advanced level to make them acceptable to modern industries.

16. Multiskilling is another tool to be used for increasing manpower utilization and enhancing productivity in general. Multiskilling basically means making addition to the inventory of skills possessed by individual employees both in their area of work or specialization and in other related and unrelated areas. Mechanical fitters in maintenance may be trained in electrical jobs. Welders may be trained in shouldering in electronic work. Drivers may be trained in auto Electrician and Motor Mechanic Job areas. Stenographers may be trained in computer data entry, Xeroxing. Organizing meetings, making travel arrangements and working as receptionist or telephone operator. In short multiskilling creates a new work ethos and generates a high performance work culture leading to organizational effectiveness. As far as individuals are concerned, it imparts them greater job satisfaction and above all maker them feel more secure about their future in these turbulent and uncertain times.
17. In order to remove duplication and improve the quality convergence approach is suggested. It is desirable to integrate these schemes and bring it under one umbrella, that is the Directorate of Employment and Training for supplementing training activities under the Craftsman Training Scheme (CTS) and Apprenticeship Training Scheme for shorter duration. The employers also feel the necessity of adding and updating the number of approved trades in view of fast changing technology. Computerization, automation, robotics and hi-tech machineries have entered into the industries and people who are supposed to work in such an environment are required to have basic understanding and training in these fields. The instructional media packages developed by the Central Institute of Media Instructions (CIMI), Chennai needs to be widely used and extended.

18. Every establishment employing 500 or more workers is required to impart basic training in their own establishments and those employing less than 500 are given basic training in industrial training institutes set up by the Government. There are several ITI’s in the private sector where basic training can
also be imparted and while giving affiliation to these ITIs this may be made a precondition. Many of the smaller industrial establishments do not have or cannot afford to provide qualitative plant training as per the syllabus and the equipment list approved by the Central government. No doubt the cost of imparting related instructions is borne by the Government, several establishments do not have necessary infrastructure for imparting related instructions meaningfully. It would be prudent to have a more normative and practical approach in this regard. It is also necessary to make the obligations of employers more flexible. Similarly, the duration of training may be fixed optimally.

19. The tendency on the part of the employers preferring the non-ITI candidate should be discouraged in order to made the Apprenticeship training Scheme really useful. There is also a need to fix the amount of stipend more reasonably to make the scheme more attractive. The candidates coming from rural artisans families who have some exposure to be provided. Some kind of reservation for this category needs to be provided in I.T.Is and informal training centers. Many of the smaller
establishments find it difficult to adhere to the rigid procedural formalities which required to be made flexible.

20. In addition to awarding merit certificates, more cash incentives or facilities for advanced training may be provided. The coverage of this incentive scheme needs to be enhanced to all the trades and the competitions may be held in a decentralized manner. Some of the employers find the quota system allotting apprentices on the basis of existing manpower in a factory to be un-scientific and suggest that it should be based purely on technological infrastructure, machineries and facilities available in each organization in view of the fact that industries are becoming more and more capital intensive than labour intensive.

21. In case of vocational training at 10+2 level there is no effective monitoring mechanism. Assessment by the Department indicates that many courses have not been designed with market needs in view and they are tend to be theoretical and much attention is not given to on the job training. In this case I strongly suggest the establishment of Fine Tuning Institutions with private participation one each at Hubli,
Dharwad and Gulbarga to bring the technically trained candidates of backward regions on par with others as recommended by Dr. D.M. Nanjundappa Committee on Regional Imbalance in Karnataka.