DEPARTMENT OF ECONOMICS
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CONTENTS

SKILL DEVELOPMENT INITIATIVES AND AWARENESS AMONG MIGRANT WORKERS: EVIDENCE FROM GOA

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Abstract

Every economy experiences the natural cycle of transitions from agriculture to manufacturing and services, which triggers a cascade of emigration from rural to urban regions and from lower wages to higher wages. Labour can be supplied through migration for the different developmental projects. The 2011 Census showed that India had 450 million internal migrants, or 37.7 percent of the overall population. All things considered; these are enormous numbers. According to research, short-distance intra-district migrants make up the bulk of internal migrants in India, accounting for over 62% of all internal migrants as of the 2011 Census. Considering this huge number of internal migrants, this paper aims to understand the awareness of migrant labour with respect to various skill development programmes. The study found a statistically significant difference in the mean competency score between workers employed in the construction industry and those in the service and other sectors. The Mann-Whitney U test results show that male employees are more likely than female employees to enroll in skill development programmes. The study also reveals that the migrants in the sample think that migrant workers' social status has improved as a result of skill development.

Key Words: Migrant labour, Skill Development, Construction Industry

INTRODUCTION

Every economy experiences the natural cycle of transitions from agriculture to manufacturing and services, which triggers a cascade of emigration from rural to urban regions and from lower wages to higher wages. Labor can be supplied through migration for the different developmental projects. However, migrant employees encounter numerous difficulties in obtaining quality training and employment. The majority of people moving within nations are internal migrants. The 2011 Census showed that India had 450 million internal migrants, or 37.7 percent of the overall population. All things considered, these are enormous numbers. According to research, short-distance intra-district migrants make up the bulk of internal migrants in India, accounting for over 62% of all internal migrants as of the 2011 Census.

In the majority of the states, migrants make up a sizable portion of the unorganised sector workforce. A well-known reality is that they are exploited and compelled to work in the unorganised sector due to their inherent disadvantages. Numerous studies have revealed that immigrants are unaware of the government's different skill-development initiatives. Giving migrant workers the necessary training can aid in their integration into the organised industry and help them reach their full potential. All rural levels should experience a synchronization of technological and commercial growth, accelerating the government's skill initiatives.

The government has acknowledged the need for skill development, and the 11th Five Year Plan lays out a plan of action to address the problem. The first National Skill Development Policy was created in 2009, and a National Skill Development Mission was launched in 2010. A department of skill development and entrepreneurship was created by the Ministry of Youth Affairs and Sports in July 2014, and in November that year it was elevated to the status of a full-fledged ministry. The ministry's duties include setting up connections between industry and institutions, organizing and improving skill development frameworks, mapping current certifications and skills, and mapping extant skills. The increase in the working age population (15-59 years) compared to the dependent population is what contributes to India's demographic dividend today.

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India will need an additional 109.73 million workers by 2025 in order to close the skills gap in a number of industries. There is a 33 percent difference between the incremental manpower requirement estimates in state-by-state reports and state-specific breakups of the same derived from sector-by-sector reports, according to the reported skill gaps in state-by-state reports and data from NSDC's sector-by-sector reports.

OBJECTIVE OF THE STUDY

The study's goals were outlined as follows:

- To find out whether people are conscious of the government's skill development programmes.
- To assess how the skill development programme has helped the trained and sampled migrant employees become more employable.
- To examine the challenges migrant workers encounter in government skill development programmes and offer suggestions for overcoming them.

DATA COLLECTION AND METHODOLOGY

The sampling technique is broadly divided into three strata, namely sampling units for the construction, manufacturing, and service industries. a group of 180 respondents was chosen using a straightforward random sampling method. A focused group discussion was used to assess the data after it had been collected using a standardized questionnaire. In this research, the Questionnaire was used to gather primary data, and secondary data was gathered from journals, the internet, books, websites, reports, and newspapers. We have employed strategies like these. Spearman Rho Correlation (Point Bacterial), One-way ANOVA (Parametric).Mann Whitney U test, Kruskal Wallis test, and the Chi-square test.

REVIEW OF LITERATURE

According to Naik and Roy (2017) research, SCs and STs move from rural to urban areas in pursuit of education and/or a better way of life, whereas favoured castes move from rural to urban areas more frequently. Mukhopadhyay (2013) discovered that while immigrants from underdeveloped nations might have difficulty with language and skill sets, raising the minimum wage would lead to more work. Kaur (2011) argues that education should be used to help people better their skills and abilities and those skill development initiatives are crucial for raising the calibre and competency of the labour force. According to Khan (2021), the nation's unskilled labour force exhibited low productivity and low skill. The research finds that India has the ability to become the world's skill capital, but international standards for educational quality are required. According to Jatav and Jajodia (2019) study, the demographic potential can be a blessing when considering the size of the nation's future workforce in terms of human capital. According to the study's findings, the government should priorities expenditures in early human capital development to make sure that those who are less fortunate get what is rightfully theirs. Even though the government and its subsidiary agencies have taken numerous steps to create a skill ecosystem, there are still many obstacles to be surmounted, according to Mukta (2021) study. As the world transitions to an information economy, India cannot afford to lag behind. The numerous skill India initiatives and their positive effects on inclusive growth are understood by Prasad and Purohit (2017) research from 2017. They also mention that it might take a few more years before results are seen on a nationwide scale. The need for educated professionals in the sector is great and urgent. According to Sandi (2012) the real issue is ensuring that funds are available for different skill development initiatives. It stresses how actively involved business is in the government's various skill-development initiatives. It claims that employees must receive financial compensation in order to be skilled.

Sharma (2016) compared talent development initiatives across a number of nations and came to the conclusion that they are progressing more slowly than they should. They emphasised the significance of academic aptitude and employable ability in arguing that industry should play a bigger part in assisting the government's skill development initiatives. According to Srivastava (2016) study, all parties involved in the public, private, and academic spheres ought to work together to develop a skilled labour force that benefits society. An overview of the government's skill goal is provided in this report. The goal of Varma (2014) research is to emphasise the value and necessity of skill development. The most dynamic resource is human capital, which can be upgraded frequently to maximise the efficiency of all other resources. Other resources

include property, capital, money, and machines. They emphasise the value of training and development in bridging the gap between the needs of employers and the skills of the workforce. Lamba (2010) looked into Indian methods for developing skills and found inconsistencies between public and commercial initiatives. The research suggests that the skill development industry should adopt a new paradigm that strongly emphasizes innovation, continuous improvement, and high-quality training.

Analysis of Basic Profile of Respondent

GENDER REPRESENTATION OFRESPONDENTS

Table 1: Gender Representation ofRespondents	
	Percent
Male	68.30
Female	31.70
Total	100.0
N	120

Source: Survey data

To start, male migrant workers make up 68.30 percent of the sample size of survey respondents overall (Table 1), but only 31.70 percent of the sample attending the skill development course is made up of female migrant workers.

SECTOR WISE EMPLOYMENT OF MIGRANT WORKERS

Sectorwise employment of Migrants Workers
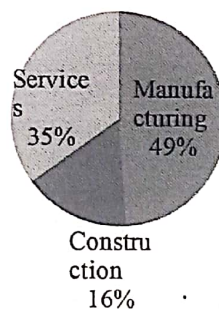
Source: Primary Data

Manufacturing employs the most individuals among the sectors in which respondents are currently employed, making up nearly half of the sampled workers (49.4 percent). Then, 35.4 percent of them labour in the service (food processing, hotels, beauty & wellness) sector, and 15.4 percent are employed in the construction sector.

AREA OF TRAINING RECEIVED BY THE MIGRANT WORKERS

Table 2: Area of training received by the migrant workers

No	Particulars of activity	Percentage
1	Fitter Electrical & Electronics	40.0
2	Tailoring	6.2
3	Motor and Pump Maintenance/ Plumbing	30.8
4	Beauty Therapist	3.1
5	Mobile and multi-phone repairs and services	16.9
6	Data Entry Operator (DTP)	3.1
	Total	100.0

Source: Primary Data

In response to the question about the area (topics) of the training they received, Table 2 reveals that 40.0 percent of the sampled migrant labourers received training as fitters in the fields of electrical and electronics, 6.2 percent in tailoring, and 30.8 percent in motor repairing and pump maintenance/plumbing. Similar to that, 16.9% of them acquired skills in mobile phone and multi-phone maintenance and repair. Only 3% expressed curiosity in learning more about data entry operators and beauty therapy. In addition, according to the survey results, 84.0 percent of them (Table 2) have reaped significant benefits from skill development training, with only 16 percent saying the programme hasn't yielded any notable benefits.

Benefit from Skill Development Programme

Table 3: Benefit from Skill Development Programme

Benefit from skill development programme	
	Percent
Yes	84.0
No	16.0
Total	100.0

Source: Primary Data

Table 4: Training Helped in Getting Better   Employability

Training Helped In Getting You Better Employability	
	Percent
< = 50 %	9.2
50 % to 75 %	30.0
> 75 %	51.8
Total	100.0

Source: Primary Data

Additionally, more than half (51.8%) of respondents to question about how much training helped them improve their employability categorically stated that the percentage influence was greater than 75%, while 30% said that the percentage usefulness of training was between 50 and 75%. A little over 10% of them claimed that the training topic had a low employability rate of fewer than 10%.

VALUE ADDITION OF SKILL DEVELOPMENT PROGRAMMED

Fig 2: Graphical Representation of Value Addition of Skill Development Programmed

Value Addition Skill Development Dimesions

SA   Agree   Neutral
Disagree   Strongly Disagree
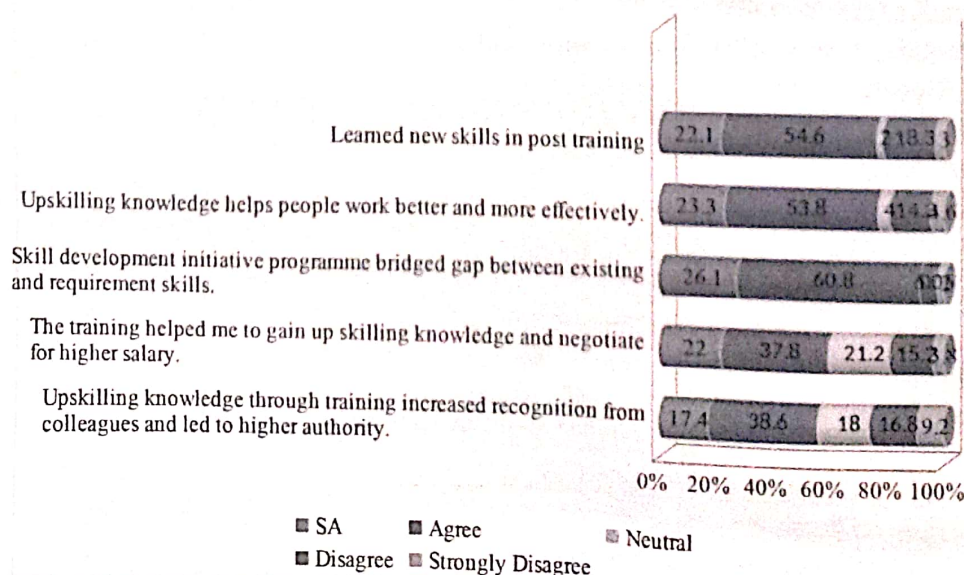
Ho1: The employment sectors and the degree of awareness of skill development efforts are related (dependent).

Table 5: Chi-Square Test result

	Value	df	Asymp. Sig.(2-sided)
Pearson Chi-Square	7.034	2	0.030*
Likelihood Ratio	5.830	2	0.054
Linear-by-Linear Association	2.533	1	0.112
N of Valid Cases	350		

* Significant a 5 % level

Table 5 Chi-square test results show that the p-value is 0.030 (chi-square = 7.034), which is below the threshold for significance of 0.05. (At 95 percent confidence level). Therefore, it is accepted that there is a relationship (dependency) between the degree of awareness of skill development efforts and the industries in which people work. In other words, it would seem from statistics that a percentage of migrant workers employed in the manufacturing, service, and construction industries have varying degrees of knowledge about skill-development opportunities. Although fewer migrant labourers in the sample study are aware of skill development programs, Table 5 reveals that the manufacturing sector has the greatest percentage of respondents who are aware of skill development programmes (36.4 percent).

H$_{02}$: Level of Competency of job/work skill differs across type of sectors employed

Table 6: Kolmogorov-Smirnov (K-S) one sample test for Normality

Variable	Mean	Most Extreme Differences			K-S (z- value)	p – value
		Absolute	Positive	Negative		
Level of competency	2.87	0.394	0.327	-0.394	3.506	0.000*

* Significant at 5 percent level.
Source: Primary Data Field Study

First, Table 6 offers the normalcy test. Since the ordinal scale data are normal and the p-value is less than 0.05, one can take the parametric mean (average) of the data into consideration.

Table 7: One way ANOVA between the level of Competency of job/work skill and type of sectors employed

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	2.805	2	1.402	5.944	0.004*
Within Groups	81.916	348	0.236		
Total	84.765	350			

* Significant at 5 percent level

Source: Primary Data Field Study

The one-way ANOVA result (Table 7) demonstrates that there is a statistically significant variation in the mean competency score [F (2,348) = 5.944, p=0.004, p0.05] among the three employment sectors for immigrants. In light of this, we adopt alternative hypothesis Ho2. In other words, there is a significant difference in the mean competency-rating score between workers working in the manufacturing sector and the construction sector, the service sector and construction, and so forth.

It will be fascinating to see which working industry the respondents belong to that has mean competency scores that significantly differ from one another. Post-hoc tests are used to accomplish this. Scheffe's post-hoc test was therefore applied in this case, and the outcome is shown in Table 7. According to Table 7 Scheffe's test results, there is a statistically significant difference in the mean competency score between workers employed in the construction industry and those in the service and other sectors.

Table 8: Scheffe's post-hoc test result between pair of sectors employed

Sector employed	Sector employed	Mean rating score		Mean Difference	Std. Error	p-value
Construction	Service & Others	2.55	2.98	- 0.430	0.129	0.006*

* Significant at 5 percent level

Source: Primary Data Field Study

First off, the negative mean difference in the above table shows that workers in the service sector (mean 2.98) have slightly higher competency scores than their counterparts in the construction sector (higher the mean, higher the acceptance) with regard to their current job skill competency. However, if the mean scores of the employees in all three sectors were rounded to the next higher decimal point, the outcome would be 3.0, indicating that the employees as a whole have slightly more job ability than is necessary.

H_{o3}: There is no significant difference in mean rank scores on the likelihood Intention to enroll for skill development Initiatives between Male and Female migrant labourers.

Table 9: Mann –Whitney U test result for likelihood intention to enroll for skill development programme.

Mann – Whitney U	241.50
Z – Statistics	-2.097
Asymp. Sig.	0.036*

* Significant at 5 % level

Source: Primary Data Field Study

We reject the null hypothesis Ho because the Mann-Whitney U test result (Table 81) shows that the p-value is less than the significance alpha threshold of 0.05.(13a). In summary, male and female workers have different perceptions of respondents' rankings on their propensity to enrol in skill development initiatives. Results suggest that male employees are more likely than female employees to enroll in skill development programmes in the future. This makes sense given the social environment in which the women migrant labourers operate.

Ho4: The income of the sampled migrant workers differs significantly between before and after the skill development plan.

Table 10: Paired Samples Statistics between pre and post skill training programme

Period	Mean (Rs)	N	Std. Deviation	Std. Error Mean
Pre-skill training salary	7,958	35	1,251	0.49
Post-skill training salary	9,150	35	1,324	0.56

Table 11: Paired t-test result of salary obtained between pre and post training of skill development Programme

Paired Differences					t	Df	Sig. (2-tailed)
Mean Difference	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
			Lower	Upper			
1,192	753	0.784	942.6	1441.4	2.273	34	0.023*

* Significant at 5 % level

Source: Primary Data Field Study

A significant difference in the sampled migrant workers' income between the pre and post skill development plan is shown by the statistical test (paired t-test) in Table 11 (t = 2.273, p=0.023, p 0.05). So, it is agreed that alternative theory (H7) is viable. The average income for the pre-skill development course is Rs 7,958 (Table 10); however, the average income of the sampled migrant workers after training is Rs 9.1150, a difference of Rs 1,192.

Ho5: The social status of the migrant workers has improved after skill development training

Table 12: Wilcoxon signed rank test result

Wilcoxon signed-rank test			
Sign	Observations	Sum Ranks	Expected
positive	11	338.5	1069.5
negative	51	1800.5	1067.5
zero	3	6	7
All	65	2145	2147
unadjusted variance	23416.25		
adjustment for ties	-1243.88		
adjustment for zeros	-3.50		
adjusted variance	22168.88		
Ho: wvarl = 3			
z	-4.910		
Prob > |z|	0.000		

Source: Researchers calculation

It can be seen from the aforementioned one sample Wilcoxon signed rank test result (see table 12) that the p-value (0.000) is below the significant at 5% level. As a result, the alternative Ho5 is accepted rather than the null hypothesis Ho4, which states that a larger percentage of respondents are still neutral towards the aforementioned assertion. We must carefully examine the Wilcoxon signed rank test outcome for the one sample before accepting either of the two alternative hypotheses. (See table 12). Now that the number of respondents who reported a negative sign is higher (i.e., 51>11) than that of respondents who reported a positive sign rank, one might infer (statistically) that a greater proportion of the migrants in the sample think that migrant workers' social status has improved as a result of skill development.

CONCLUSION

Skills improve the standard of labour and boost an economy's labour output. An important part of the virtuous cycle of employment, productivity, income growth, and development is providing migrant workers with the required skills. The growth catalyst is skill. This study emphasizes the importance of improving employment-related skills so that more workers in the unorganised sector can move into the organised sector. In order to increase the employability of a sizable number of potential workers who are either looking for employment or working in the unorganised sector, the government has acknowledged the need for skill development. The majority of workers in the unorganised industry are migrants, and they frequently lack even the most basic skills. They are also discovered to be eager to learn new skills and ready to participate in the government's numerous skill-training initiatives. The majority of workers are unaware of the numerous skill development programmes that have been implemented at the federal and state levels on a war footing. The majority of migrant employees have stated a desire to learn new skills, and it is the government's responsibility to capitalise on this trend and push the economy forward. Certain innate and fundamental problems must be resolved. If the government is willing to go above and beyond and fix some plan flaws, it can make its skill development initiatives effective.

Therefore, government agencies and nongovernmental organisations must launch extensive awareness campaigns in order to address the awareness problem. The benefits and opportunities for skill development accessible to migrants should be regularly advertised on radio, television, and in newspapers by the government and nongovernmental organisations (NGOs). Social media is another channel through which knowledge about skill development can get to a lot of young people. On-the-job training is the most practical answer to the problem of skill limitations. Weekend training should be available for employees who are unable to take time off. For migrant workers who are unable to finish any kind of official training due to an innate disability, it offers a fantastic opportunity.

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