



# Skilling Women for Jobs & Career Progression

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# Skilling

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- Non-agriculture sector future driver of job growth
- Skilling landscape:
  - Training under ITI's (6m-2 years across 15000 ITI's)
  - DDUGKY (3m-1 year, OJT)
  - PMKVY (STT - 150 to 300 hours, Recognition of Prior Learning)
  - National Apprenticeship Promotion Scheme 2023 (3 years)

# Gender gap in Skilling: ITI's

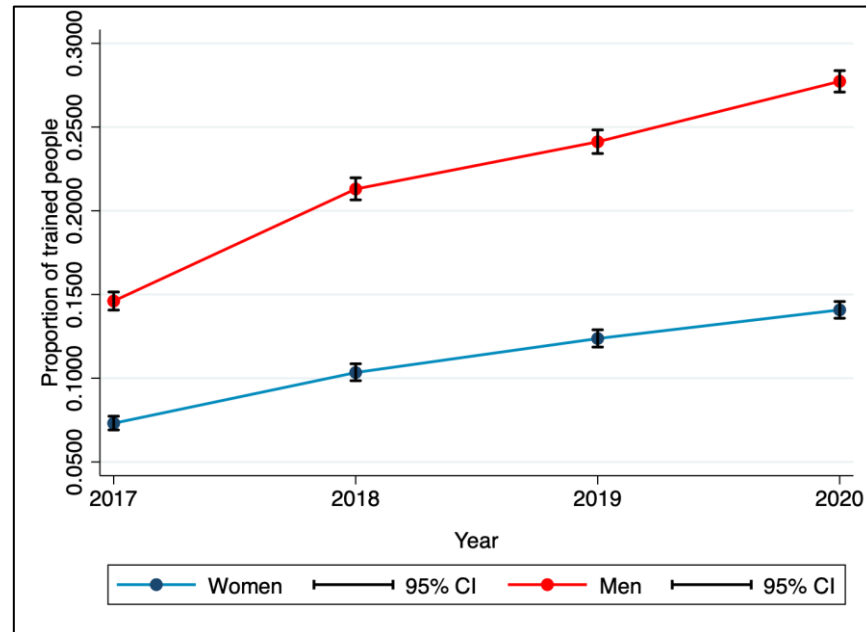
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- 7% are women candidates in 2021 despite 17% ITI's being women only
  - Distance
  - Hostels
  - Limited courses
- Low placement rates: 23%
- ITI's are one source: Others?
  - Periodic Labour Force Surveys
  - Urban individuals aged 18-45

# Vocational training: By gender

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Proportion of urban people aged 18-45, undergone training

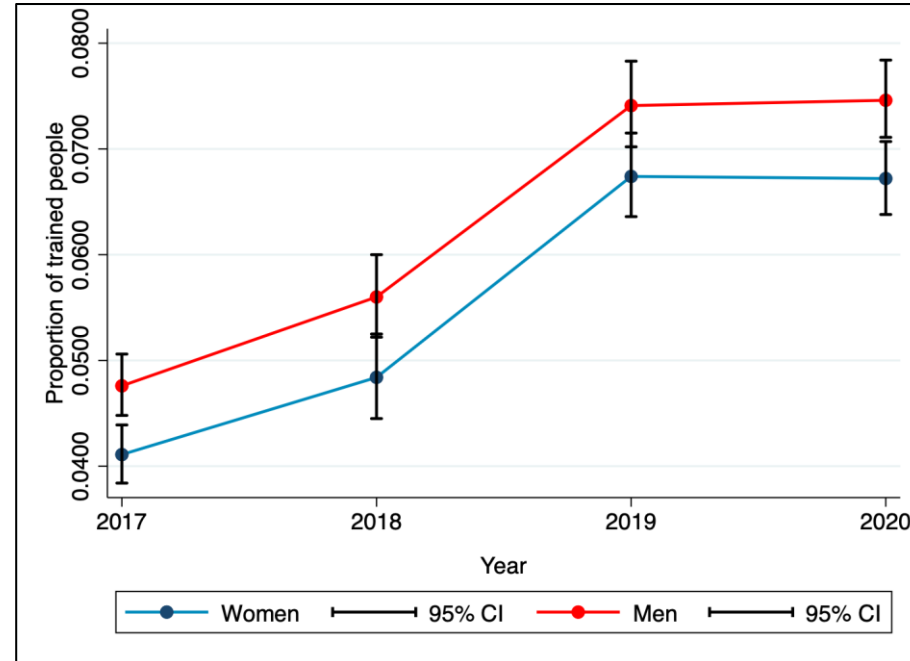


Source: Periodic Labour Force Surveys, Authors' own calculations

# Formal Vocational training: By gender

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Proportion of urban people aged 18-45, undergone formal training

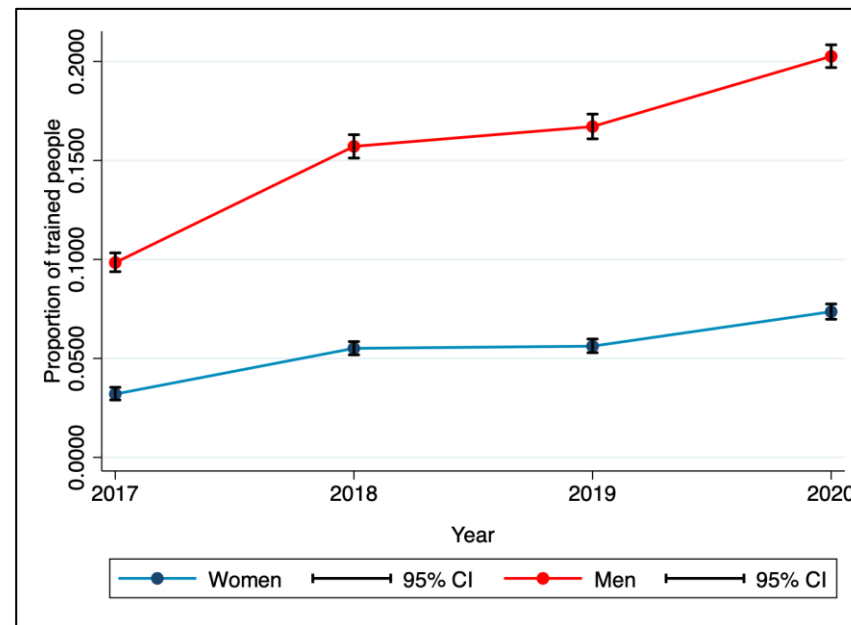


Source: Periodic Labour Force Surveys, Authors' own calculations

# Informal Vocational training: By gender

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Proportion of urban people aged 18-45, undergone informal training (on the job, hereditary, self-learning)



Source: Periodic Labour Force Surveys, Authors' own calculations

# Top 5 fields of skills training

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## Women

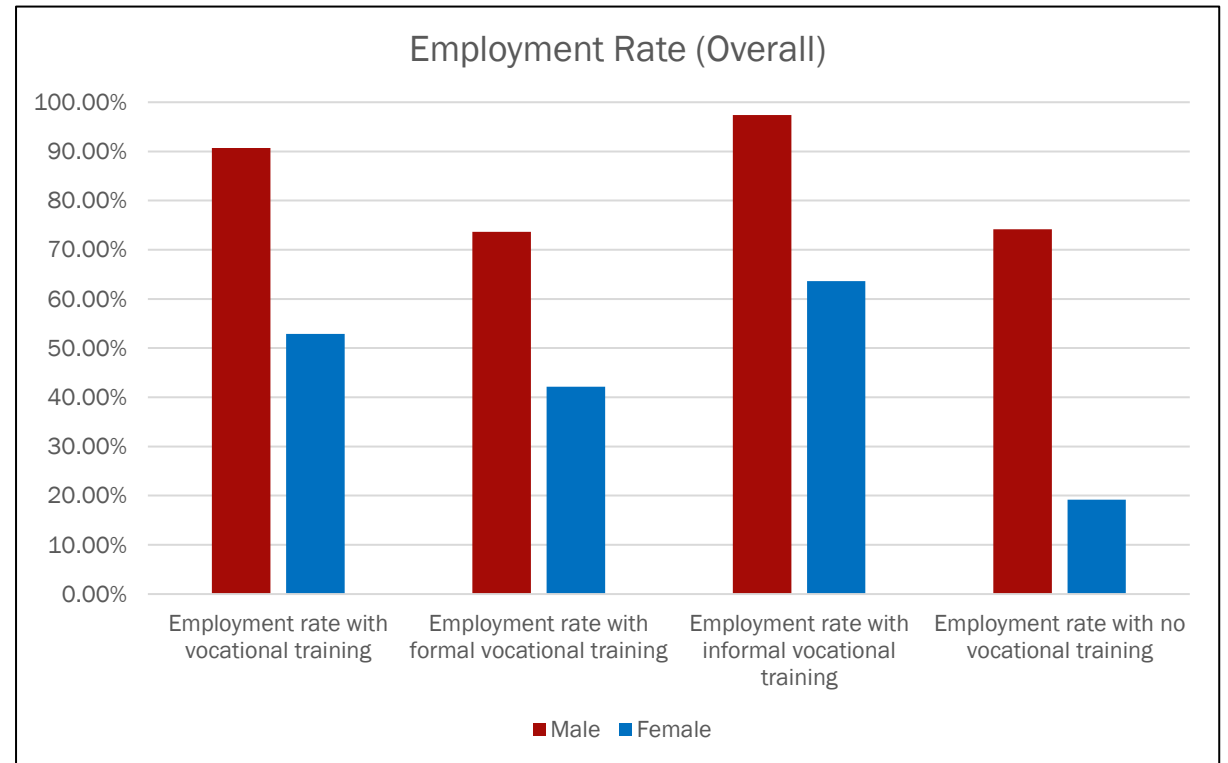
1. IT-ITeS - 26.46%
2. Textiles and handlooms, apparels - 17.62%
3. Beauty and Wellness - 8.15%
4. Office and Business Related Work - 7.09%
5. Healthcare and Life Sciences - 6.91%

## Men

1. IT-ITeS - 29.43%
2. Electrical, power & electronics - 15.31%
3. Mechanical Engineering skills - 9.23%
4. Civil Engineering skills - 5.12%
5. Automotive - 4.2%

# Skilling and Employment

- Employment rate with formal vocational training lower than informal
- Formal/informal vocational training closes gender gap in employment

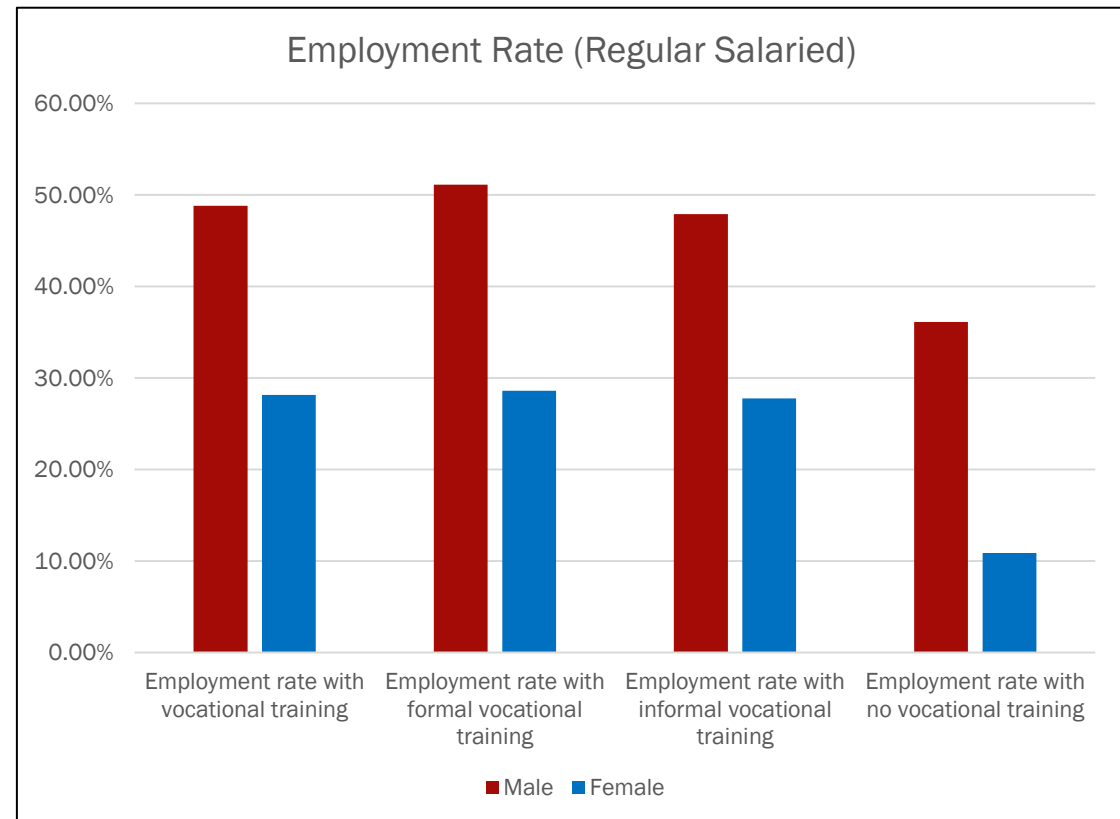


Source: Periodic Labour Force Surveys, Authors' own calculations



# Skilling and Salaried Employment

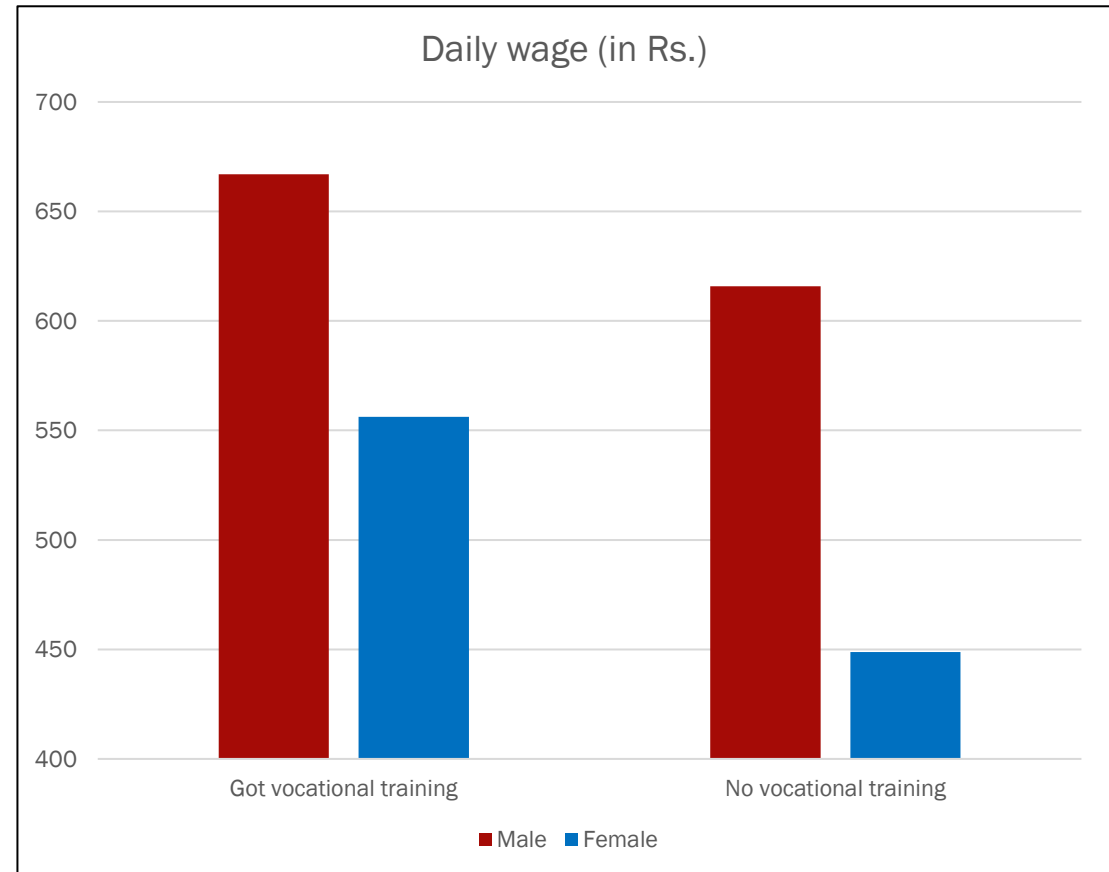
- Here formal vocational training at par with informal training
- VT more effective in closing gender gap in salaried employment



Source: Periodic Labour Force Surveys, Authors' own calculations

# Skilling and Earnings

- Conditional on employment, higher earnings for trained individuals
- Women who are trained get a relatively higher rise – lower gender wage gap among trained individuals



Source: Periodic Labour Force Surveys, Authors' own calculations

# Other evidence for employment impacts of skilling: By gender

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- Pande et al. (2017): Data from ‘Skill India’
  - Men more likely to receive job offers (search frictions for women)
  - Men more likely to accept job offers and have a low drop-out rates from jobs after accepting – distance, family, work environment.
- Maitra and Mani (2017): VT in tailoring increased self-employment
- Barua et al. (2022): DDU-GKY data find no differences in employment rates across gender after training

# Role of gig work and platform economy

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- Gig economy constitutes a large segment of workers, such as self-employed, freelancers, independent contributors and part-time workers
- With technology advancement apps match demand and supply of workers/product (Amazon, Uber, UC, OLA etc)
- Previous informal self-employed work channelled through search and matching platforms
  - Potential: 7.7 million workers in 2020-21 and 23.5 million in 2029-30 projected (NITI Aayog)
- What skills are demanded in the gig economy (Betterplace, 2019-20)?
  - Delivery staff: 8,02,745+
  - Drivers: 5,98,627+
  - Security: 3,49,313+
  - Facility: 2,49,657
  - Beautician: 24,657
  - Maintenance workers: 25,145
  - School workers: 49,855

# Women and platform economy

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- Why an important sector: Flexibility and nearby location ..... BUT
- Skill gaps: Extreme gender segregation
  - Majority in personal services (UC employs 40% women), delivery and driving male-dominated (highest growing)
  - Upskilling important for progression
- What skills are required to navigate through them?
  - Access to technology
  - Digital skills are important
  - Gender gaps in these skills: Mobile Internet use (30% women and 50% men)
- Gender gaps in earnings
  - Women specific sectors pay less
  - Even for a similar job women may earn less due to care work

# How to increase women's engagement in platform economy?

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- Bridging hard skill gaps and reducing gender segregation
- Upskilling existing skilled professionals
- Providing complementary skills
  - Digital skills
  - Mobility
  - Soft skills
- Improving technology access
- Reducing pay gaps by addressing care work challenges
- Improving public infrastructure: safety and toilets