

GOVERNMENT OF INDIA
MINISTRY OF SKILL DEVELOPMENT AND ENTREPRENEURSHIP
RAJYA SABHA
UNSTARRED QUESTION NO. 447
ANSWERED ON 23.07.2025

SKILL DEVELOPMENT FOR WOMEN

447 SMT. SAGARIKA GHOSE:

Will the Minister of SKILL DEVELOPMENT AND ENTREPRENEURSHIP be pleased to state:

- (a) the steps being taken to ensure skill development for women and whether they are being brought in line with market demands;
- (b) in what manner the industry bodies are being onboarded to ensure that skill development for women keeps pace with the needs of industry;
- (c) how skill development for women is being dovetailed with safe and secure public transport and workspaces; and
- (d) how much attention is being paid for quality control of trainers

ANSWER

THE MINISTER OF STATE (INDEPENDENT CHARGE) IN THE MINISTRY OF SKILL DEVELOPMENT AND ENTREPRENEURSHIP

(SHRI JAYANT CHAUDHARY)

(a) & (b): Under the Skill India Mission (SIM), the Ministry of Skill Development and Entrepreneurship (MSDE) delivers skill, re-skill and up-skill training through an extensive network of skill development centres under various schemes, viz. Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Jan Sikhshan Sansthan (JSS), National Apprenticeship Promotion Scheme (NAPS) and Craftsman Training Scheme (CTS) through Industrial Training Institutes (ITIs), to all the sections of the society, including women, across the country. The SIM aims at enabling youth of India to get future ready and equipped with industry relevant skills.

To encourage participation of women in skill development programs, special provisions have been made for meeting expenditure on conveyance and boarding & lodging as well as post placement support. Further, PMKVY 4.0 prioritizes and provides special focus to projects that emphasize women as primary beneficiaries. Training programs in sectors like Electronics, Retail, Healthcare, Beauty & Wellness, Handicrafts and Apparel are structured to attract higher participation from women. Projects are designed to align with local skill demands, creating opportunities for women to participate and benefit from skill development schemes. This inclusive approach ensures significant representation and benefit for women in skill training programs across the country. Under JSS Scheme, the focus is being given to women and other vulnerable sections. Women constitute more than 80% of beneficiaries under JSS scheme. Also, there are 19 National Skill Training Institutes (NSTI) and more than 300 ITIs exclusively for women. Government of India approved 30% reservation of seats for women candidates in all

ITIs (Govt. & Private) in all courses and these seats could be filled based on the general reservation policy of each respective State/UTs.

MSDE in collaboration with MoWCD has launched a joint initiative named NAVYA – Nurturing Aspirations through Vocational Training for Young Adolescent Girls. NAVYA is a pilot initiative aimed at equipping adolescent girls aged 16-18 years with a minimum qualification of class 10, with vocational training mainly in non traditional job-roles. Further, MSDE in collaboration with the Women Entrepreneurship Platform of NITI Aayog, launched the Swavalambini - a Women Entrepreneurship Programme in February 2025 in the North Eastern States of Assam, Meghalaya, Mizoram and also in Uttar Pradesh and Telangana. The programme aims to cultivate an entrepreneurial mindset among female students through Entrepreneurship Awareness Training (EAP) and Entrepreneurship Development Programme (EDP). National Institute for Entrepreneurship and Small Business Development (NIESBUD), Noida and Indian Institute of Entrepreneurship (IIE), Guwahati, under aegis of MSDE are the implementing agencies for the program.

To ensure the skills imparted to all, including women candidates, through its various scheme are aligned with the current industry requirements, MSDE has taken the following specific steps:

- (i) National Council for Vocational Education and Training (NCVET) has approved 8693 qualifications as per the industry requirements, out of which 2266 qualifications are valid and active, and 6427 qualifications are archived for being not relevant.
- (ii) 36 Sector Skill Councils (SSCs) have been set up which to identify the skill development needs of respective sectors as well as to determine skill competency standards. MSDE provides support to training providers that collaborate and align skill courses with industry demand.
- (iii) Director General of Training (DGT) under aegis of MSDE is implementing Flexi MoU Scheme and Dual System of Training (DST) with industry partners. These provide training to ITI students in industrial environment as per their requirements.
- (iv) DGT has signed MoU with IT Tech companies like IBM, CISCO, Future Skill Rights Network, Amazon Web Services (AWS) and Microsoft to ensure industry linkages for the institutes at the state and regional levels under CSR initiatives. These partnerships facilitate the provision of technical and professional skills training in modern technologies.
- (v) Indian Institute of Skills (IIS) established at Ahmedabad and Mumbai, in Public Private Partnership (PPP) Mode, provide training to create industry-ready workforce for Industry 4.0, equipped with cutting-edge technology and hands-on training.
- (vi) National Skill Development Corporation under the aegis of MSDE has partnered with several international organizations such as AWS, Microsoft, Intel, Redhat, Pearson VUE, Boston Consulting Group (BCG), Cisco Networking Academy for providing digital courses.

(c): Implementing agencies are encouraged to set up training centres in proximity to residential areas, especially in semi-urban and rural areas. Support is extended for safe transportation through conveyance support, and flexible training hours. Centres are required to maintain safe and inclusive environment as per scheme guidelines. To ensure the safety of women, training under JSS is provided at locations close to doorsteps of the beneficiaries.

(d): Recognising the quality of trainers is the key for the overall success of vocational education and training, National Council for Vocational Education and Training (NCVET) has notified the Guidelines for Training of Trainers (ToT).

Under PMKVY, the quality of trainers is ensured through development of the Trainer's Qualification Packs and mandatory certification under the ToT programs. The refresher training, TOT (Training of Trainers) programs, and performance monitoring are regularly undertaken to ensure effective delivery of training.

Under the Apprentices Act, 1961 and its Rules, employers are required to place qualified person(s) as instructional staff for imparting basic training, related instructions and practical training.

To ensure the quality of trainers, a person having qualification and experience as per the model curriculum of the respective job roles are selected as resource person/trainers for imparting skill training in JSS Scheme. Preference is given to locally available resource persons and they are paid honorarium on an hourly basis.

Director General of Training (DGT) under the aegis of MSDE is also implementing Craft Instructor Training Scheme (CITS) through network of National Skill Training Institutes (NSTIs) and Institute of Training of Trainers (IToTs) across the country. Under CITS, comprehensive training in both hands-on skills and training methodology is provided to the instructor trainees to make them conversant with techniques of transferring hands-on skills and train skilled manpower for the industry.
