



# IMPACT ASSESSMENT FOR RPL – PRADHAN MANTRI KAUSHAL VIKAS YOJANA 2.0



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NATIONAL SKILL DEVELOPMENT CORPORATION

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## Impact Assessment for Logistics Sector

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*This report has been prepared by **DATAWISE**® for National Skill Development Corporation, as part of the scope of work agreed for the project on Impact Assessment for RPL –PMKVY 2.0 vide the Work Order No. MFP Fed./AMD/2021/2992 dated 23 March 2021. This report and its contents are confidential and cannot be shared with anyone else without the prior written consent of **DATAWISE**®. This report is based on information collected through primary research and analysis of the data collected.*

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## Impact Assessment for Logistics Sector

### Abbreviations

Abbreviation	Elaboration
<b>AAs</b>	Assessment Agencies
<b>CAPI</b>	Computer Assisted Personal Interview
<b>CATI</b>	Computer Assisted Telephonic Interview
<b>CAWI</b>	Computer Assisted Web Interview
<b>CSCM</b>	Centrally Sponsored Centrally Managed
<b>CSSM</b>	Centrally Sponsored State Managed
<b>INR</b>	Indian Rupee
<b>MSDE</b>	Ministry of Skill Development & Entrepreneurship
<b>NGO</b>	Non-Government Organizations
<b>NSDC</b>	National Skill Development Corporation
<b>NSQF</b>	National Skills Qualifications Framework
<b>PIA</b>	Project Implementing Agencies
<b>PMKVY</b>	Pradhan Mantri Kaushal Vikas Yojana
<b>PPP</b>	Public Private Partnership
<b>RPL</b>	Recognition of Prior Learning
<b>SSC</b>	Sector Skill Councils
<b>SSDMs</b>	State Skill Development Missions
<b>STT</b>	Short Term Training
<b>TPs</b>	Training Providers
<b>GOI</b>	Government of India
<b>LSC</b>	Logistics Sector Council
<b>MSDE</b>	Ministry of Skill Development and Entrepreneurship



# EXECUTIVE SUMMARY



## 1 Executive summary

Below are the key findings of the impact assessment study of RPL program for logistics sector:

### Impact of RPL program on beneficiaries

- A majority of the beneficiaries (70%) across all the states came to know about the RPL program from mobilizing agency.
- A majority of the beneficiaries across all the states is certified (83%). A significant 76% claimed not to have received the INR 500 after course completion.
- The major motivating factor for enrollment of the RPL program across all the states was monetary benefits (66%), followed by improvement of subject knowledge (53%).
- A majority of the beneficiaries across all the states claimed to receive the 3 years of insurance under Kausal Bima (98%) as well as help from PIA to get registered under Udyami Mitra (54%). The hilly area and LWE regions show the same.
- Significantly, most beneficiaries across all the states benefited from improved domain knowledge (46%).
- Though there is a positive impact on the competency of the beneficiaries, the ability to improve access to markets did not change much. A significant 12% of the beneficiaries recorded no expansion whereas, 64% of the beneficiaries reported to expand/change within the city.
- Only 3% of the beneficiaries applied for Mudra loans for expansion
- The RPL program has a clear impact on the beneficiaries especially in terms of a) reduction in unemployment, and b) ability to switch jobs to different employers. However, the impact of RPL appears to be both monetary such as an increase in income as well as non-monetary benefits such as appreciation, an increase in job responsibilities etc.
- 32% of the beneficiaries across all the states reported an improved income after the RPL program. However, the impact is not very significant. A majority, i.e., 59% of the beneficiaries reported increase in income up to 5% post RPL program. However, the monetary impact is better in the hilly area where the majority of the beneficiaries reported an improvement by 5% to 15%.
- A majority of the beneficiaries (64%) stated that there is an overall improvement in their social well-being in terms of the level of savings, lifestyle, health, and social status
- The biggest impact has been improvement in social status (68%), and the least impact has been the level of savings (58%).

### Impact of RPL program on SSC

- Logistics Sector Skill Council, (LSC) is not for profit organization set up by the Ministry of Skill Development and Entrepreneurship (MSDE) to develop skill trained as well as up-skill the workforce in India.
- LSC conveyed that the infrastructure in the remote rural locations, hilly areas, and LWE areas is of high quality and sufficient enough to conduct the program.
- In the logistic sector it is comparatively difficult to start a business on their own, as conveyed by LSC.

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The below table shows the top three and bottom three states in terms of the composite scores (received from beneficiaries):

State	Composite score*	Classroom	Training quality	Training material	Placement status
<b>Uttar Pradesh</b>	4.80	4.80	4.80	4.79	4.79
<b>Himachal Pradesh</b>	4.75	4.50	5.00	4.50	5.00
<b>Puducherry</b>	4.75	4.67	4.67	4.67	5.00
<b>Karnataka</b>	4.12	4.06	4.32	4.21	3.88
<b>West Bengal</b>	4.07	4.06	4.10	4.09	4.05
<b>Goa</b>	4.07	4.00	4.14	4.14	4.00

**TABLE 1: TOP THREE AND BOTTOM THREE CITIES BASED ON FEEDBACK ON TRAINING INSTITUTE**

*(On a scale of 1-5, where 1 being Very Bad to 5 being Excellent)*

The below table shows the top hilly area districts and LWE districts in terms of the composite scores (received from beneficiaries):

	District	Composite score*	Classroom	Training quality	Training material	Placement status
<b>Hilly area</b>	Pune	4.90	4.90	4.90	4.90	4.90
<b>LWE region</b>	Deogarh	5.00	5.00	5.00	5.00	5.00

**TABLE 2: TOP HILLY AREA AND LWE DISTRICTS BASED ON FEEDBACK ON TRAINING INSTITUTE**

*(On a scale of 1-5, where 1 being Very Bad to 5 being Excellent)*

*\*(The composite score is the average of the scores received on the parameters such as classroom, training quality, training material and placement status)*

### Impact of RPL program on employers

- A slight change is seen in the working conditions regarding the reduced machine running time hours and more organized work setting
- The efficiency and productivity of the employers have been improved whereas the number of accidents has been reduced to zero.
- The companies are getting better resources in terms of employees who can add value to the company's product, services, and management.
- The key improvements in the workplace have been improvement in sanitization and ventilation as well as awareness about the first aid tool kit.
- The highest percentage of beneficiaries (76%) reported an improved awareness about the first aid tool kit as an impact of RPL program on their workplace.



# INTRODUCTION



## 2 Introduction

Below is the brief introduction of NSDC and PMKVY 2.0:

### 2.1 NSDC

National Skill Development Corporation (NSDC) is a not-for-profit public limited company incorporated on July 31, 2008, under section 25 of the Companies Act, 1956 (corresponding to section 8 of the Companies Act, 2013). NSDC was set up by the Ministry of Finance as Public-Private Partnership (PPP) model. NSDC acts as a catalyst in skill development by providing funding to enterprises, companies, and organizations that provide skill training. It also develops appropriate models to enhance, support, and coordinate private sector initiatives. The differentiated focus on 37 sectors under NSDC's purview and its understanding of their viability will make every sector attractive to private investment

#### 2.1.1 Recognition of Prior Learning (RPL)

The recognition of prior learning, usually referred to as RPL mainly refers to evaluating a person's existing skills, knowledge, and experience acquired through formal or informal learning.

The objectives of RPL are primarily three-fold:

- **Align the competencies of the unregulated sectors** of the country with the National Skills Qualification Framework
- **Enhance the chances of employment** of individuals and provide them with more options for higher education.
- **Reduce the inequalities** present due to the privileges given to some types of skills and knowledge over others.

### 2.1.1.1 RPL – 5 step processes

The RPL process comprises of five steps:

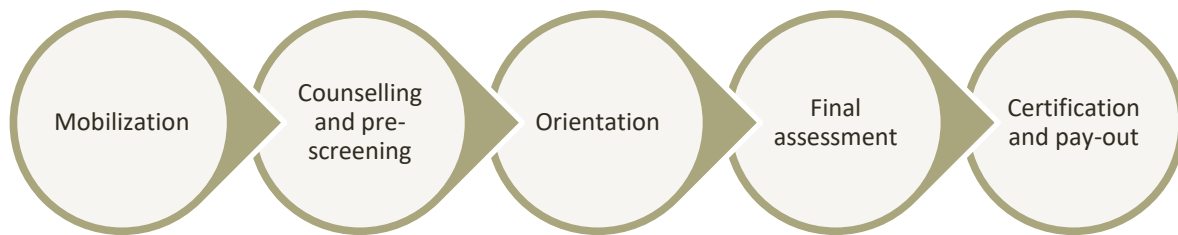


FIGURE 1: FIVE STEPS OF RPL PROCESS

1. **Mobilization:** It can happen indirectly through the mobilization agencies (associations/NGOs), training partners, or direct employers.
2. **Counselling and pre-screening:** PIAs and TPs will be involved in this process as RPL facilitators. The respective SSCs have a pre-screening format to evaluate the pre-existing skill sets of the candidates. Potential candidates are counseled about the PMKVY scheme and RPL process and its effect on their lives.
3. **Orientation:** Enrolled candidates undergo a 12-hour orientation. Orientation mainly consisted of domain training and soft skills, and entrepreneurship tips. A basic understanding of the evaluation process and condition is also provided.
4. **Final assessment:** Assessment agencies will evaluate without any intervention from the RPL facilitator. Grades will be awarded according to NSQF.
5. **Certification and pay-out:** Within seven days of the final assessment, SSCs will have to validate and approve the results. Eligible candidates will be provided with Skill Certificate/Mark sheet/Pay-Out (INR 500).

### 2.1.1.2 Types of RPL

RPL is implemented through different project types. The project type varies according to the target beneficiaries:

**Type 1 – RPL camps** – In this type, 2 to 5 steps of RPL are carried out in temporary RPL locations, where workers of a particular sector are consolidated (such as Industrial and/ or Traditional Clusters).

**Type 2 – Employer’s premises** – In this type, all the steps of RPL are executed within the employer's premises.

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**Type 3 – RPL centers** – In this type, 2 to 5 steps of RPL are carried out at the designated center within the mobilizing zone. It is done for geographically scattered workers who need to be mobilized.

**Type 4 – RPL with best-in-class employers** – Reputed employers/industries across sectors shall implement this project type. Employees of best-in-class employers from all sectors shall be certified. Senior Employees such as Supervisors/Managers shall act as assessors in this mode.

**Type 5 – RPL through demand** – RPL through demand will be conducted at centers to which targets have been allocated by NSDC. The mobilization of candidates will happen through a Demand Aggregation portal.



# PROJECT BACKGROUND



### 3 Project Background

The logistics sector is one of the key skills sectors of the NSDC, where it is promoting skill development. Under PMKVY, RPL is implemented in the logistics sector through type 2, project type. In this type 2 project, all the steps of the RPL are executed in the employer's premises.

Recognition of Prior Learning (RPL) is an initiative of the Government of India (GoI), Ministry of Skill Development and Entrepreneurship (MSDE) under Pradhan Mantri Kaushal Vikas Yojana (PMKVY), implemented by the National Skill Development Corporation (NSDC).

#### 3.1 Scope

The scope of the project are as follows:

- To identify and document the objectives of RPL project.
- To develop an impact evaluation framework with a list of quantifiable and non-quantifiable impact indicators.
- To identify existing processes, measurable outputs, data to be captured, design/implementation gaps at each step involved in the project from mobilization to certification (mobilization, counseling, pre-screening, training, assessment, and certification).
- Mapping and assessing socio-economic and cultural impacts on beneficiary, industry and society.
- Understanding the overall performance of implemented training programs and indicate whether the programs are being implemented as per the norms provided in the guidelines or not.
- To ascertain the impact of the project on the creation of tangible/intangible skill infrastructure in, hilly areas and LWE areas to understand the access of skills and training undertaken in the project.
- To understand the impact of the project through adopting a lens of diversity and inclusion which means assessing the impact on gender and different caste categories.
- To draw insights and provide inputs for corrective measures required to improve the implementation of RPL projects of similar kinds.
- To conduct an impact evaluation of selected RPL projects under PMKVY 2016-20 and share impact framework along with quantifiable and non-quantifiable results ascertained from the exercise

#### 3.2 Objective

The impact assessment project is conducted to know about the following:

##### 1. Program impact in terms of efficiency and effectiveness.

- Efficacy of skill development initiative proposed through the project.
- Effectiveness of the various activities under the project in achieving the stated objectives
- The impact created in terms of employment and increase in income.
- Livelihood opportunities of targeted beneficiaries have been impacted positively by the intervention.

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- Perception of beneficiaries and other stakeholders of the quality of crucial project interventions and responsiveness of these interventions to their needs.
- Practical approaches to improving the program implementation in terms of training aid, well-equipped trainers, assessors, handholding support, etc., to achieve the desired outcome of the project

### **2. Direct impact on beneficiaries- Employability, remuneration, welfare, working conditions.**

- Increase in the employability of beneficiary due to the training/certification
- Increase in income of the beneficiaries due to the interventions
- Development of competencies in beneficiaries demanded at work by the intervention.
- Improvement in working condition of the beneficiaries by the intervention
- Progress in the welfare of the beneficiaries.

### **3. Impact of enterprise – Productivity, labor environment, competitive advantage, etc.**

- Improvement in productivity due to the training interventions.
- Positive changes in working conditions.
- Increase in efficiency of the work processes as a result of the new competencies developed in beneficiaries.
- Impact of RPL project on accidents at workplace.
- Employer feedback in terms of trained versus untrained workers, the benefit of trained manpower, willingness to increase the pay, productivity, feedback for improvement in the curriculum.

### **4. Impact of society- Economic development, social cohesion, labor market, decent work.**

- Increased opportunities to access training in vulnerable populations such women, minorities and etc.
- Access to safer work environment.

### **5. Acceleration in horizontal or vertical mobility of beneficiaries at their workplace.**



# METHODOLOGY



## 4 Approach and Methodology

Below are the approach and methodology that we followed during the field survey:

### 4.1 Approach

At **DATAWISE**<sup>®</sup>, our approach to assignments is holistic. Our project approach to tasks is unlikely to deliver the results expected from a client. We have always mixed consulting with a solutions approach.

NSDC has initiated the project, and its main objective is to understand the impact created by RPL- PMKVY 2.0

- A kick-off meeting was organized with NSDC. It was scheduled to introduce the team, broaden our understanding of the approach, the project background, and understand what needs to be done during the evaluation study.
- Having understood the scope, three questionnaires (beneficiary, employer and SSC) were designed for this sector. Each of which was approved by NSDC to capture the relevant information both, which would help meet the project's scope.
- Several briefings and training instructions were given to the surveyors to carry out the survey in a specific manner to achieve the required target and objective.
- On receiving the list of beneficiaries, employers, and SSC from NSDC, they have been categorized and put up for planning and execution.

We have done both CATI (Computer Assisted Telephonic Interview) and CAPI (Computer Assisted Personal Interview) with the respondents (beneficiaries, employers and SSC). Around 75% of the beneficiaries' surveys have been done through CATI and the remaining 25% of the surveys have been done through CAPI.

## 4.2 Methodology

**DATAWISE**® has developed specific proprietary methodologies designed to ensure that the objectives of the market survey are achieved with the greatest efficiency without compromising on the accuracy of the information collection.

**DATAWISE**® has developed its methodologies for ensuring quality deliveries for similar projects. CORP™ is our standard methodology used for research and analysis projects which covers all stages of the project, as illustrated in the figure.



TABLE 3: CORP™ METHODOLOGY

- **Collect:** The increase in data sources and complexity has meant an increased emphasis on data collection techniques. We collect data from both primary and secondary sources. For primary data collection, we use CAPI, CAWI, and CATI, among other methodologies.
- **Organize:** The raw data collected must be systematically organized to extract Key observations from it. We have developed data review techniques that are validated and can help even where data deficiencies exist.
- **Research:** We use our experience and expertise to process the data to provide new Key observations. We use well-validated techniques used in other contexts by other researchers to ensure that our results are well supported for all research requirements.
- **Present:** We have a team specialized in data presentation in various communication formats, including MS Word, reports, MS PowerPoint presentations, data visualization tools such as Tableau or real-time dashboarding.

## Impact Assessment for Logistics Sector

**DATAWISE**® adopted a qualitative as well as quantitative approach to assess the impact of RPL projects.

For this project, we have used a 7-phase methodology, which is detailed below:



### Phase I: Understanding and Planning the Project

Impact assessment is done for seven sectors under one scheme, i.e., PMKVY 2.0. Beneficiaries of schemes from 2016 to 2021 were surveyed for this.

15% of the total beneficiaries were surveyed for this impact assessment project.

### Phase II: Sampling

Sampling is based on the RFP suggestion of a 15% sample from the total oriented candidates.

For PAN India, minimum of 10% representation each from – North, South, Central, West, East, NE. In case the project is not PAN India, all states are to be covered (or a minimum of 6, if it is more than 6 states).

Strategy for Interviews (to vary depending on on-ground COVID-19 situation in each region/city)

- Offline/Personal Interviews
- Online/Telephonic

### **Phase III: Resource Mobilization**

Resources for each state were allocated in a strategic, Mission-driven manner. We also tried to ensure an optimum allocation of resources. Since the project was based entirely on primary data, success was highly dependent on the ability of the field investigators/callers who were deployed to complete surveys. It had been ensured that they were familiar with English and Hindi along with the local language. Callers/field investigators, engaged in the project, were highly skilled and had relevant experience that ensured the data's desired quality.

### **Phase IV: Digitization of the questionnaire and the contact list**

**DATAWISE**<sup>®</sup>, in consultation with NSDC, designed the questionnaires for the beneficiaries. The questionnaire was designed based on experience and to ensure that the scope and objective of the project were met. The design of the questionnaire was kept simple and easy to collect information. Once the questionnaire was designed, **DATAWISE**<sup>®</sup> uploaded it into the tool SatisACTual<sup>™</sup>.

The contact list of beneficiaries received was also uploaded into the tool SatisACTual<sup>™</sup>, for the CATI surveys.

### **Phase V – Collection and Collation**

The questionnaire was used to collect the relevant information on different parameters through CATI and CAPI surveys. All the filled-in questionnaires were thoroughly monitored and scrutinized before closing the survey. Data that was gathered as part of the evaluation stored in secure servers located at the Corporate Office of **DATAWISE**<sup>®</sup> at Hyderabad.

The mode of data collection was

- Computer Assisted Personal Interviews (CAPI)
- Computer Assisted Telephonic interviews (CATI)

### **Phase VI – Research and Analysis**

Analysis was done in a way to ensure that they were exactly aligned with the expectation from the evaluation study. MS. Excel was used as the primary tool for data cleaning and further analysis. We have set up data coding sheets. Different charts such as bar, pie, line graphs were used for showing different aspects of the analysis.

## **Phase VII – Reporting / Presentation**

The research report has been prepared to keep in view the purpose, scope, objectives, and findings from discussions and interviews with multiple stakeholders.

### **Our Tool for Data Collection**

dATTAb®

**DATAWISE**® has designed its own proprietary tablet-based Survey Application, dATTAb®, which is designed to conduct customer surveys at remote locations. For this project, we intend to use this proprietary tablet-based Survey Application which shall be made available on the tablets/ smart Phone devices and be used during the Customer Satisfaction Survey.

The salient features of dATTAb® are as follows:

- a) Data collation using technology
- b) Harmonized field survey data
- c) Unique Surveyor identification
- d) Unique Respondent identification
- e) Date, Time and Location Stamping for each Survey
- f) Ability to accurately geo-code survey locations
- g) Mapping to a standardized database

The advantages of using dATTAb® are as follows:

- a) No manual errors
- b) Instantaneous and near real time data availability
- c) No manipulation of data
- d) Ease of access to data



# LIMITATIONS



## 5 Limitations to the Study

- CAPI survey were conducted during a period when COVID-19 prevalence was very high in most states. COVID 19 was a major challenge due to the safety concerns. That has significantly impacted the data collection process, especially the time taken to complete the field survey.
- During the course of the survey, we encountered challenges in reaching some of the customers since the information provided was not valid. In specific,
  - More than 73% of address provided were found to be duplicate.
  - About 36% of the phone numbers provided were found to be duplicates and invalid.
- For more data sets PIAs were contacted. The data provided by PIAs did not have demographic parameters. So, for the gender and caste wise analysis, beneficiaries whose demographic data was available were only considered.
- Non-availability of beneficiaries acted as a hurdle to data collection as some of them were not available in the mentioned addresses or they had shifted to other places for their livelihood.
- Across all the states, most of the beneficiaries were not available during day time. Hence a majority of the surveys had to be made either in the morning or in the evening
- Respondent fatigue occurred in many scenarios as respondents perceived the questionnaire very lengthy.
- All the respondents have not necessarily answered all the questions asked to them. The analysis has been done based on the number of respondents of each question.
- All the findings are based on the information received from the beneficiaries during the survey.
- It is possible that unemployment even after the training has resulted in dissatisfaction with the scheme itself, and responses that could be biased as a result cannot be ruled out.



# OVERVIEW OF LOGISTICS SECTOR



## 6 Overview of logistics sector

The analysis below describes the demographic details of beneficiaries of the logistics sector. Data of beneficiaries has been shared by NSDC. RPL program for logistics has continued for 5 years starting from 2016 to 2021 in batches. The duration of completion of the certification process for a batch is 14 days. The certification process has been completed at the employer's location.

Beneficiaries have gone for the certification process in 26 job roles. RPL program has been conducted across 256 camps in 22 states and 2 union territories. Each RPL camp has been allocated 1 or 2 job roles for the certification process. The batch size at each camp varies from 24 to 3500. Beneficiaries have undergone training process in states of Assam, Andhra Pradesh, Tamil Nadu, Odisha, Karnataka, Delhi, Telangana, Maharashtra, Gujarat, Tripura, West Bengal, Jammu and Kashmir, Haryana, Rajasthan, Kerala, Uttar Pradesh, Punjab, Bihar, Jharkhand, Madhya Pradesh, Chhattisgarh, Puducherry, Goa, and Himachal Pradesh

### 6.1 Logistic sectors specification

The logistics sector is one of the key skills sectors of the NSDC, where it is promoting skill development. Under PMKVY, RPL is implemented in the logistics sector through type 2, project type. In this type 2 project, all the steps of the RPL are executed in the employer's premises.

PIA for this sector was Logistics Sector Competencies Committee (LSC). It is a company registered under the Law of Registration of Associations. In 1860, it was a non-profit organization established by the Ministry of Skills Development and Entrepreneurship (MSDE) through the National Skills Development Corporation of India (NSDC) and promoted by the Industrial Logistics Association of India. (CIIL) to establish an excellent logistics center, aiming to develop professional skills and enhance the skills of the Indian workforce.

About 1,44,474 candidates are mobilized under the scheme between 2016 and 2021. The number of enrolled and oriented candidates is 1,40,860 and 1,39,527, respectively. However, 1,04,924 candidates were certified under the PMKVY 2.0.

Out of the five stages of RPL, only oriented candidates are considered for evaluation purposes.

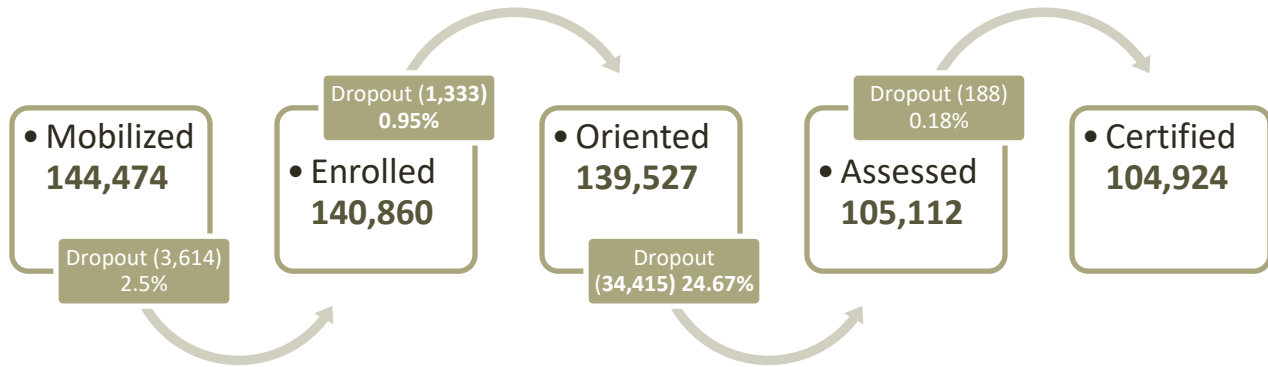
Job roles offered to the candidates of the logistics sector are following:

- EXIM - Executive
- Courier Associate
- Commercial Vehicle Driver Level 4
- Warehouse Associate
- Land Transportation Associate
- Warehouse Executive
- Land Transportation Executive
- Courier Executive

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- Signalman Port Operation

## 6.2 Beneficiaries' details



**FIGURE 2: BENEFICIARIES AT VARIOUS STAGES OF CERTIFICATION PROCESS**

- It can be inferred from the picture maximum dropouts are between Oriented and Assessed stage. The dropout after orientation is 34,415 which is 24.67% of the oriented beneficiaries have not gone for assessment.
- It can be inferred from the picture that the least dropouts are after the Assessment stage. A total of 104,924 beneficiaries which is 99.72% beneficiaries have been certified and only 188 beneficiaries which are 0.18% dropped out after the assessment stage.

Following table shows number of beneficiaries at various stages of certification process in different states across the country:

States	Enrolled	Dropout	Oriented	Assessed	Certified
Assam	33,254	84	33,254	28,561	28,460
Andhra Pradesh	30,578	-	30,578	21,331	21,329
Tamil Nadu	24,228	-	24,228	20,701	20,699
Odisha	14,927	-	14,927	12,603	12,582
Karnataka	9,157	-	9,157	7,030	7,030
Delhi	7,383	49	7,383	6,052	6,047
Telangana	5,869	-	5,869	2,755	2,715
Maharashtra	3,036	-	1,863	156	155
Gujarat	2,476	-	2,476	534	534
Tripura	1,925	-	1,925	1,816	1,807
West Bengal	1,479	-	1,479	621	621
Jammu and Kashmir	1,288	-	1,288	1,162	1,162
Haryana	1,239	-	1,239	686	679
Rajasthan	1,217	-	1,217	409	409
Kerala	942	-	942	179	179

## Impact Assessment for Logistics Sector

States	Enrolled	Dropout	Oriented	Assessed	Certified
<b>Uttar Pradesh</b>	850	-	850	458	458
<b>Punjab</b>	281	-	281	11	11
<b>Bihar</b>	233	-	233	-	-
<b>Jharkhand</b>	160	-	-	-	-
<b>Madhya Pradesh</b>	151	-	151	-	-
<b>Chhattisgarh</b>	71	-	71	-	-
<b>Puducherry</b>	49	-	49	47	47
<b>Goa</b>	42	-	42	-	-
<b>Himachal Pradesh</b>	25	-	25	-	-

**TABLE 4: BENEFICIARIES SPREAD ACROSS THE COUNTRY**

Following table shows number of beneficiaries at various stages of certification process in Hilly area districts

Districts	Enrolled	Dropout	Oriented	Assessed	Certified
<b>Pune</b>	1,083	-	64	40	39
<b>Coimbatore</b>	671	-	671	276	276
<b>DARJEELING</b>	649	-	649	621	621
<b>Thane</b>	242	-	242	2	2
<b>South Goa</b>	42	-	42	-	-

**TABLE 5: HILLY AREA**

Following table shows number of beneficiaries at various stages of certification process in LWE area districts

Districts	Enrolled	Dropout	Oriented	Assessed	Certified
<b>Deogarh</b>	4,489	-	4,489	3,901	3,894
<b>Rayagada</b>	1,118	-	1,118	763	760
<b>Khammam</b>	300	-	300	-	-
<b>Bokaro</b>	160	-	-	-	-

**TABLE 6: LWE AREAS**

### 6.3 Geographical location of beneficiaries

The below map shows distribution of oriented beneficiaries across the country:

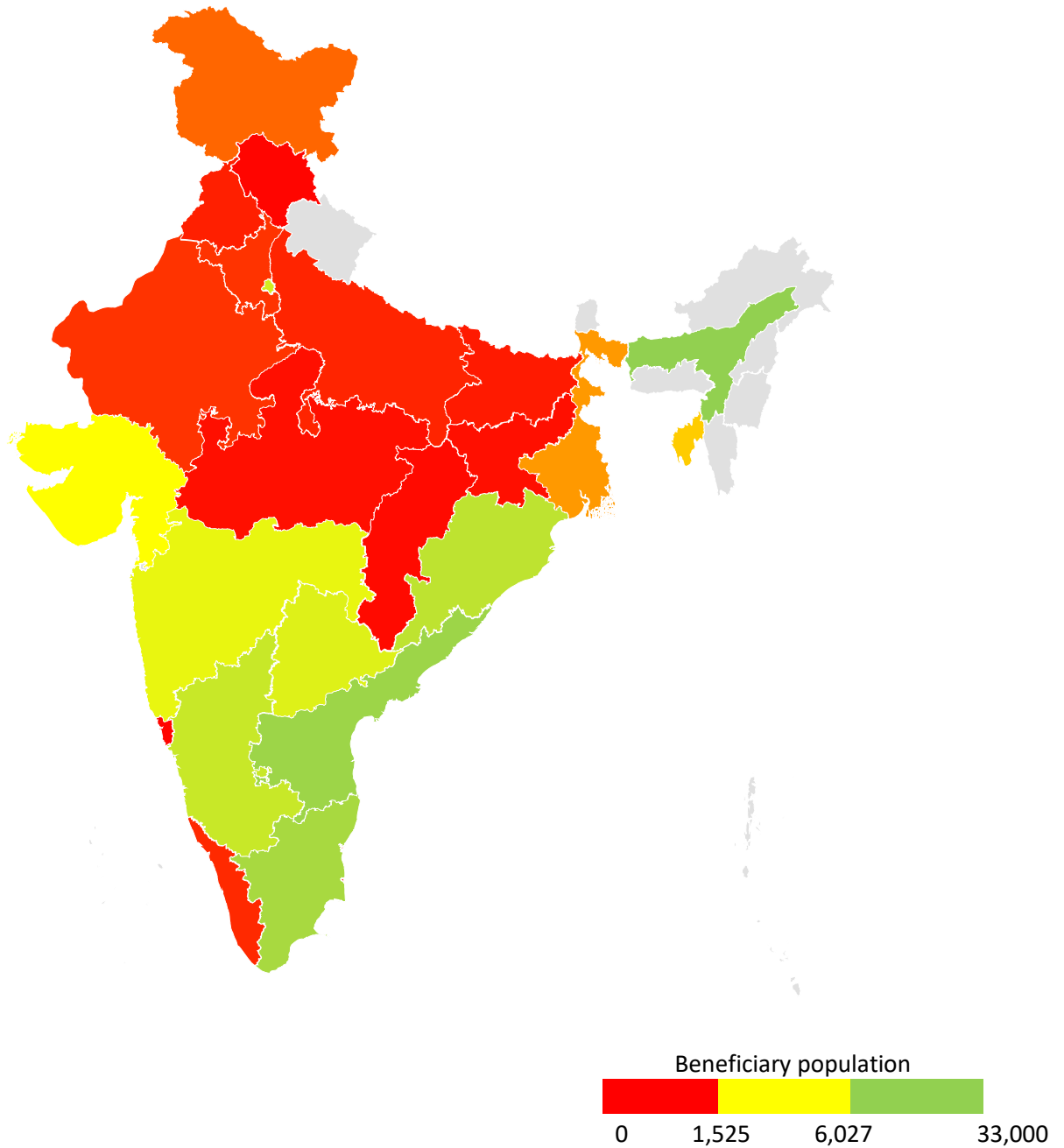


FIGURE 3: GEOGRAPHICAL LOCATION OF ORIENTED BENEFICIARIES

## Impact Assessment for Logistics Sector

- States with the least population have been marked red whereas states with the highest population have been marked green.
- States with no color indicate RPL program for the logistics sector has not been conducted there.

The below table shows percentage of certified beneficiaries in different geographical location:

State	Oriented (as a percentage of total enrolled beneficiaries)	Certified (as a percentage of certified beneficiaries in the state)
Assam	23.61%	85.58%
Andhra Pradesh	21.71%	69.75%
Tamil Nadu	17.20%	85.43%
Odisha	10.60%	84.29%
Karnataka	6.50%	76.77%
Delhi	5.24%	81.90%
Telangana	4.17%	46.26%
Maharashtra	1.32%	8.32%
Gujarat	1.76%	21.57%
Tripura	1.37%	93.87%
West Bengal	1.05%	41.99%
Jammu and Kashmir	0.91%	90.22%
Haryana	0.88%	54.80%
Rajasthan	0.86%	33.61%
Kerala	0.67%	19.00%
Uttar Pradesh	0.60%	53.88%
Punjab	0.20%	3.91%
Bihar	0.17%	0.00%
Madhya Pradesh	0.11%	0.00%
Chhattisgarh	0.05%	0.00%
Puducherry	0.03%	95.92%
Goa	0.03%	0.00%
Himachal Pradesh	0.02%	0.00%

TABLE 7: GEOGRAPHICAL LOCATION OF CERTIFIED BENEFICIARIES

## Impact Assessment for Logistics Sector

- The highest percentage of the oriented beneficiaries (as a percentage of the enrolled beneficiaries) is highest in Assam (23.61%).
- The highest percentage of the certified beneficiaries (as a percentage of the oriented beneficiaries) is from Puducherry.
- None of the beneficiaries from Bihar, Madhya Pradesh, Chhattisgarh, Goa and Himachal Pradesh was certified.

### 6.4 Job roles of beneficiaries

The below table shows the percentage of beneficiaries oriented in different job roles:

Job Role	Oriented (as a percentage of total enrolled beneficiaries)	Certified (as a percentage of oriented beneficiaries in respective job role)
<b>Warehouse Associate</b>	40.05%	79.05%
<b>Commercial Vehicle Driver Level 4</b>	25.97%	89.53%
<b>Courier Associate</b>	16.18%	45.52%
<b>Land Transportation Executive</b>	7.40%	81.20%
<b>Land Transportation - Associate</b>	3.48%	95.27%
<b>Warehouse Executive</b>	2.23%	54.15%
<b>EXIM - Executive</b>	1.23%	95.14%
<b>Courier Executive</b>	1.11%	25.77%
<b>Forklift Operator (Driver)</b>	0.43%	13.83%
<b>E-commerce Team Lead</b>	0.38%	35.86%
<b>Vessel Operator Grade 1</b>	0.17%	0.00%
<b>Cargo equipment handler</b>	0.12%	0.00%
<b>Documentation Executive (Custom Clearance Export)</b>	0.12%	0.00%
<b>Documentation Executive (Freight Forwarding Export)</b>	0.10%	0.00%
<b>EXIM - Supervisor</b>	0.05%	0.00%
<b>Signalman Port Operation</b>	0.03%	100.00%
<b>Documentation Executive (Custom Clearance Import)</b>	0.01%	0.00%

TABLE 8: ORIENTED CANDIDATES IN VARIOUS JOB ROLES

- The highest percentage of oriented beneficiaries (as a percentage of enrolled beneficiaries) is for the Warehouse associate (40.05%).

## Impact Assessment for Logistics Sector

- 100% of the beneficiaries (as a percentage of oriented beneficiaries in respective states) from the Signalman Port Operation (100%) was certified.

### 6.5 Training centers

The below table shows performance of training institute in terms of beneficiaries being oriented and certified:

Training centre	Oriented (as a percentage of total enrolled beneficiaries)	Certified (as a percentage of oriented beneficiaries in respective job role)
Edify Skills India Pvt Ltd	18.20%	65.88%
Valeur Fabtex Pvt Ltd	14.78%	95.26%
The Institute of Road Safety and Trucknowledgy	14.51%	99.64%
Medhavi Foundation	9.31%	70.42%
ASSOCHAM	7.83%	33.12%
Db Skills and Livelihood	7.21%	81.19%
Biofac Inputs Pvt. Ltd.	4.50%	90.62%
Safe Educate Pvt. Ltd.	3.32%	95.74%
Ecom Express Pvt. Ltd.	3.23%	0.00%
Ntc Training Academy	2.38%	100.00%
Nabhahitha Technologies Private Limited	2.27%	96.38%
Professional Consultants	2.21%	97.47%
CII Institute of Logistics	1.77%	0.68%
Artem Institute of Logistics and Transports	1.05%	41.71%
Indianeers Media Private Limited	0.97%	97.51%
Gati Academy	0.74%	67.84%
Instakart Services Private Limited	0.74%	0.00%
Eesan Skill Development Academy	0.65%	97.05%
Transport Mitra	0.63%	65.65%
Cochin Customs Brokers Association	0.58%	100.00%
Logskim Staffing Solutions Private Limited	0.41%	100.00%
Swale It & Skills Pvt Ltd	0.29%	99.50%
Development Alternatives	0.24%	0.00%
Ahmedabad Customs Brokers Association	0.17%	100.00%
Vrl Logistics Ltd	0.17%	0.00%
Spring Professional Services Private Limited	0.17%	0.00%
Lift Academy	0.14%	75.98%
Dalmia Bharat Foundation	0.12%	73.41%
Tuticorin Customs Brokers Association	0.12%	100.00%

## Impact Assessment for Logistics Sector

Training centre	Oriented (as a percentage of total enrolled beneficiaries)	Certified (as a percentage of oriented beneficiaries in respective job role)
<b>Alstom Transport India Ltd</b>	0.08%	74.07%
<b>Entution</b>	0.06%	0.00%
<b>Delhi Customs Brokers Association</b>	0.04%	100.00%
<b>Cochin Steamer Agents Association</b>	0.03%	100.00%
<b>Fxi Logistics Limited</b>	0.03%	100.00%
<b>Ruchitha Enterprises</b>	0.03%	100.00%
<b>Cochin Port Trust</b>	0.03%	100.00%
<b>Diptab Ventures Private Limited</b>	0.02%	100.00%
<b>Coimbatore Custom House and Steamer Agents Association</b>	0.01%	100.00%
<b>Ludhiana Customs House Agents Association</b>	0.01%	100.00%

**TABLE 9: PERFORMANCE OF TRAINING INSTITUTE**

- The highest percentage of the oriented beneficiaries (as a percentage of total enrolled beneficiaries ) is from EDIFY (18.20%)

## 6.6 Age groups of beneficiaries

The below graph shows the breakup of certified beneficiaries based on age:

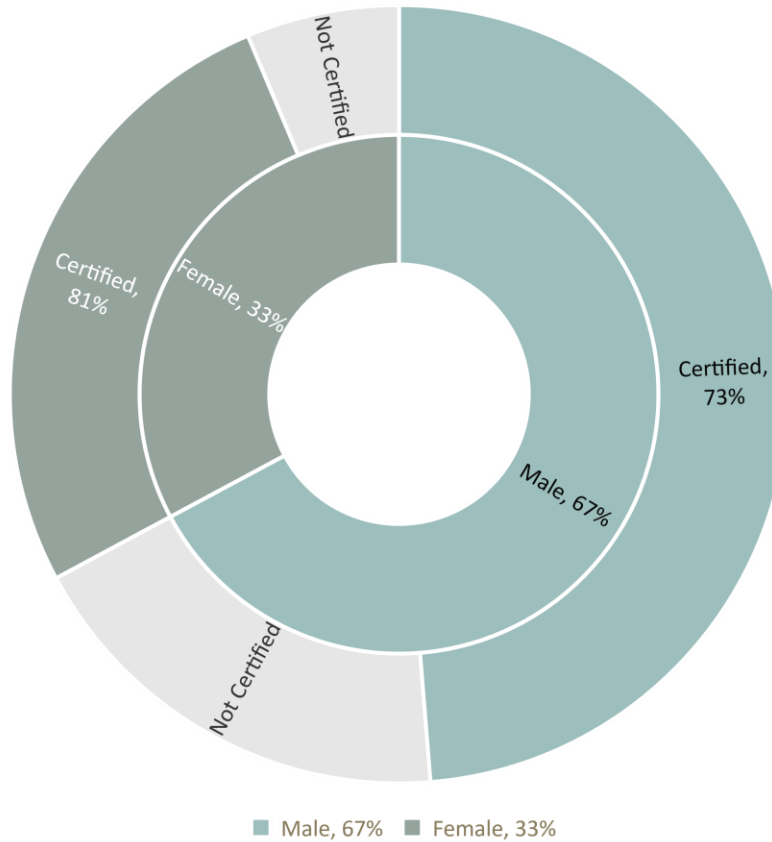


**FIGURE 4: COMPARISON OF ASSESSED AND CERTIFIED BENEFICIARIES BASED ON AGE GROUP**

- Of the oriented beneficiaries in less than 25-year age group, 62% were certified.
- Of the oriented beneficiaries in 25-to-35-year age group, 69% were certified.
- Of the oriented beneficiaries in 35-to-45-year age group, 84% were certified.
- Of the oriented beneficiaries in 45-to-55-year age group, 89% were certified.
- Of the oriented beneficiaries in more than 55-year age group, 92% were certified.

## 6.7 Gender of beneficiaries

The below graph shows breakup of male and female beneficiaries at various stages of RPL program:

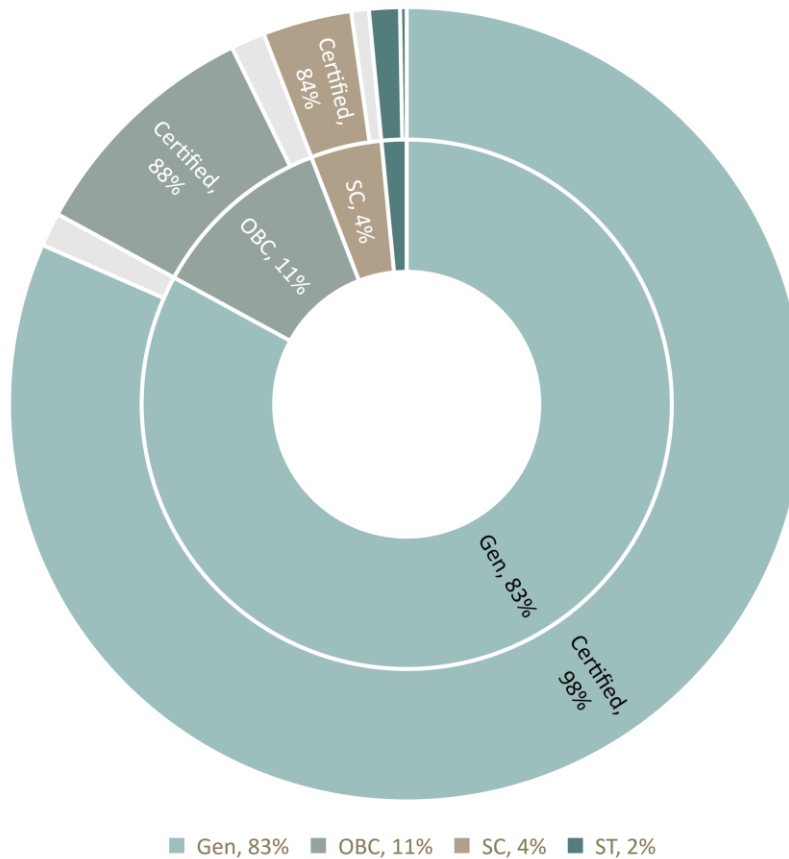


**FIGURE 5: COMPARISON OF MALE AND FEMALE BENEFICIARIES IN CERTIFICATION STAGE**

- It can be inferred from the graph that 67% oriented beneficiaries are male and 33% beneficiaries are female.
- It can be inferred from the graph that out of all male oriented beneficiaries 73% were certified and out of all female oriented beneficiaries 81% were certified.

## 6.8 Categories of beneficiaries

The below graph shows comparison of beneficiaries in different categories at certification stage:



**FIGURE 6: COMPARISON OF CERTIFIED BENEFICIARIES OF DIFFERENT CATEGORY**

- It can be inferred from the graph that out of all oriented beneficiaries 83% beneficiaries belongs to general category, 11% belongs to OBC category, 4% belongs to SC category and 2% belongs to ST category.
- It can be inferred from the graph that out of all oriented beneficiaries in general category 98% beneficiaries were certified.
- It can be inferred from the graph that out of all oriented beneficiaries in OBC category 88% were certified.
- It can be inferred from the graph that out of all oriented beneficiaries in SC category 84% were certified.
- It can be inferred from the graph that out of all oriented beneficiaries in ST category 82% were certified.



# PROGRAM IMPACT



## 7 Overall Program Impact

### 7.1 Evaluation framework

An evaluation framework represents the complete framework for evaluation across different parameters of a single program. It is designed to measure the degree to which the programmed efforts achieve the identified results. To understand the overall impact of PMKVY 2.0. and to do a 100% program assessment, all the three key stakeholders who were directly involved in the project need to be assessed –

- PIA / SSC
- Employer
- Beneficiaries

Not all the stakeholders of the program affect the program impact in the same way. Given that different weightage is given to each stakeholder. Stakeholders have few parameters on which they are assessed. To state the level of each parameter, some indicators will be measured.

Response for each indicator has been expressed on a scale of 1 to 10. To get the overall rating for an indicator, an average of all the ratings for a respective indicator has been considered.

If the rating of any indicator is more than 5, it can be inferred as a positive impact. If the rating is less than 5, it can be inferred as having a negative impact.

A detailed description of all parameters on which each stakeholder is assessed is given below:

- **To get the impact of PIAs** – Average rating for each indicator, i.e., classroom, training quality, course material, placement assistance and availability of infrastructure.
- **To get the impact on workplace** – Average rating of improvement in the working condition in terms of sanitation and ventilation, safety measures etc.
- **To get the impact on Beneficiaries** – Average rating of economic impact on beneficiaries, social impact on beneficiaries and workplace impact on beneficiaries.
  - To get the Economic impact on beneficiaries – Average rating of change in income, insurance and loans, and change in savings level.
  - Social impact on beneficiaries – Average rating of change in lifestyle, change in health status and change in social status.
  - Workplace impact on beneficiaries – Average rating for each indicator, i.e., change in employment, improvement in competency and ability to expand market/ change job location.
- **To get the total program impact** – Weight of 20% of the rating of the impact of PIA, 20% of the rating of impact on the employer, and 60% of the rating of impact on beneficiaries.

Impact Assessment for logistics Sector

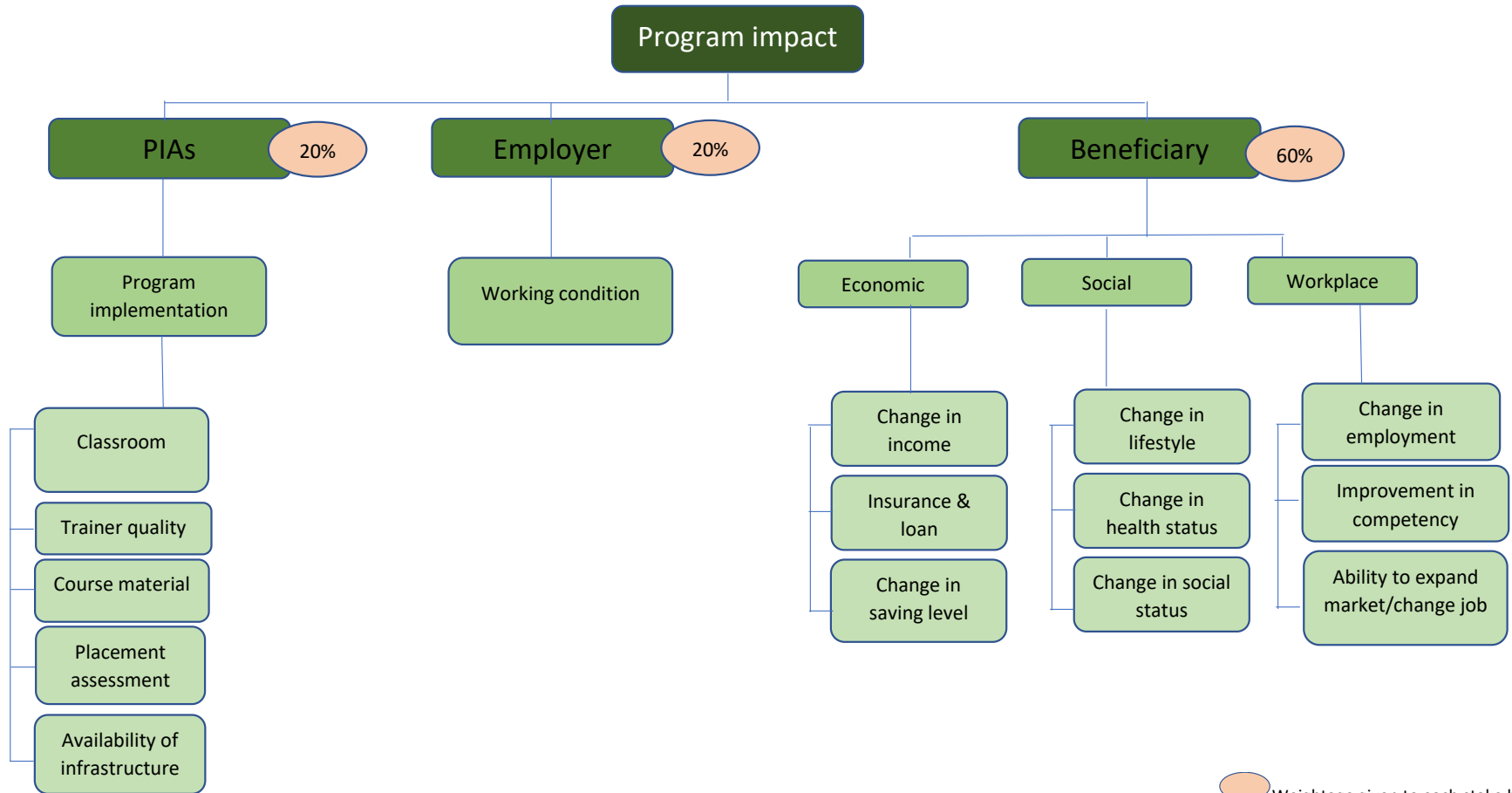
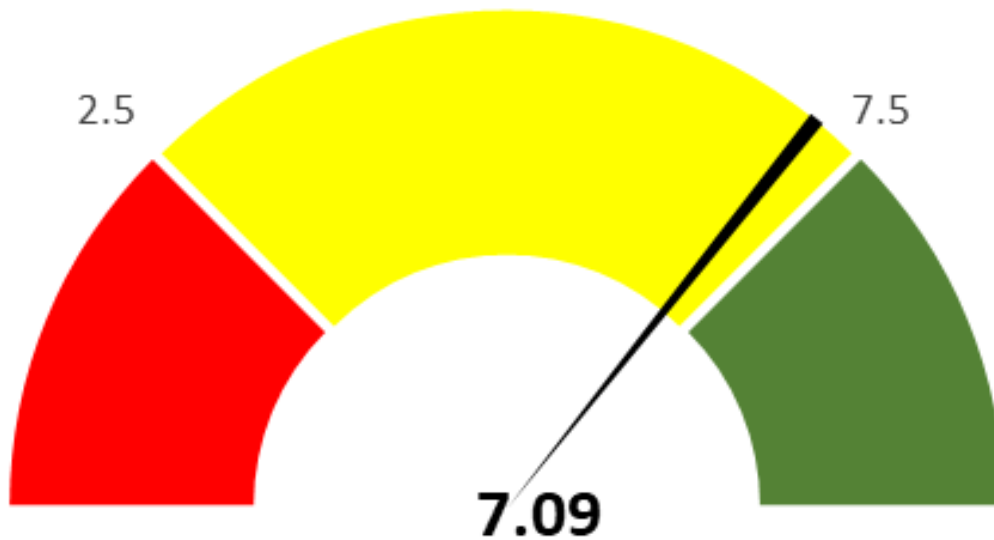


FIGURE 7: EVALUATION FRAMEWORK

Weightage given to each stake holder

## 7.2 Framework analysis of logistic sector

The following chart shows the overall program impact combining all three key stakeholders (PIA, employers and beneficiaries) on a scale of 1 to 10:



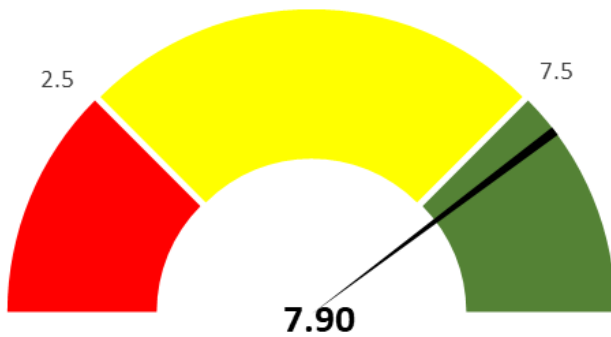
**FIGURE 8: OVERALL PROGRAM IMPACT**

The above score has been calculated based on the impact of the RPL program on PIAs, employers and beneficiaries and assigning a weightage of 20% to the PIA, 20% to the working condition and the 60% to the beneficiaries.

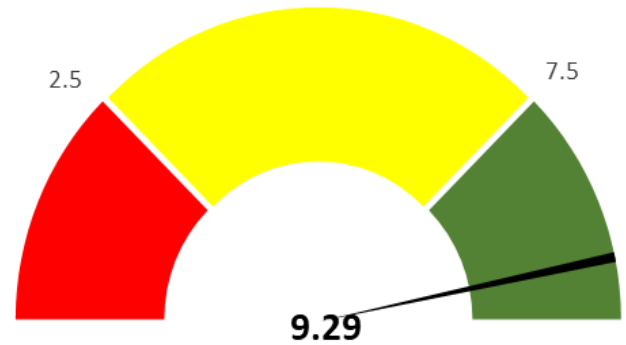
NSDC, on a whole, has been efficient in conducting their RPL program in the logistics sector. NSDC has done a commendable job through the RPL program. However, there are some scopes of improvements which would help NSDC to exceed their current result in future.

## Impact Assessment for Logistics Sector

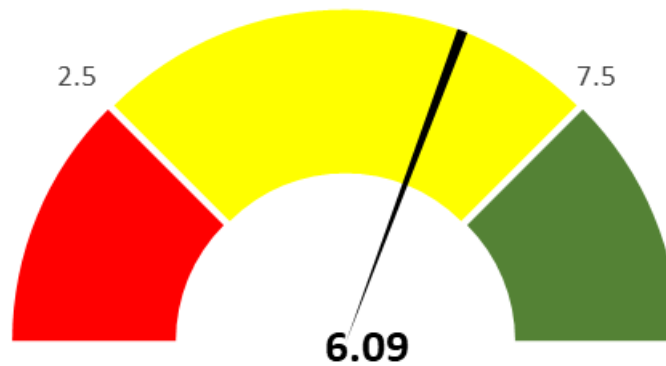
The following charts individual scores calculated as an impact on the PIAs, working condition and the beneficiaries:



SSC



Working condition



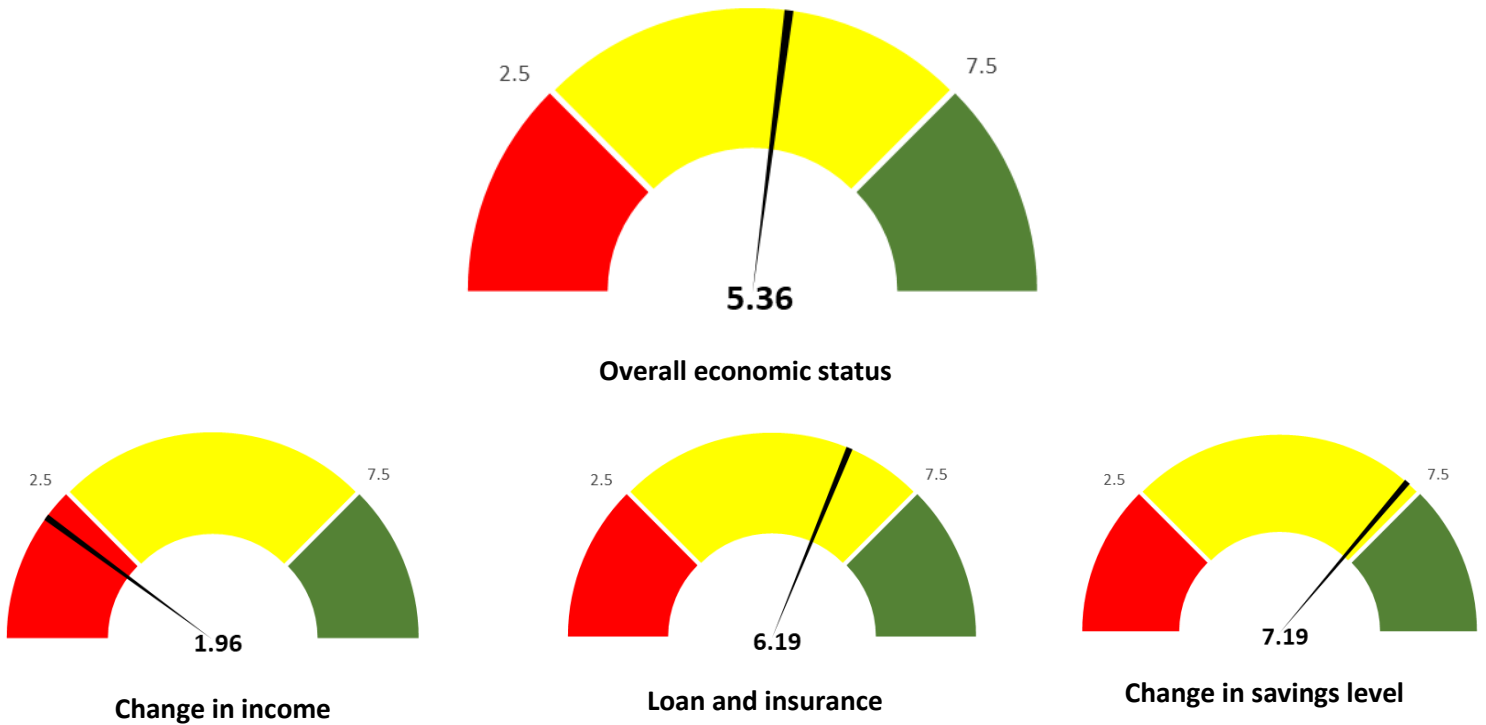
Beneficiaries

**FIGURE 9: OVERALL PROGRAM IMPACT ON THE SSC, WORKING CONDITION AND BENEFICIARIES**

The highest impact of the RPL program is on the workplace (9.29) followed by SSC (7.90) and beneficiaries (6.09). It can be observed that the least impact is on the beneficiaries. There are several parameters considered for calculating the scores for beneficiaries. The individual scores calculated for every parameter will help to understand the areas where the RPL program can work more efficiently.

Impact Assessment for Logistics Sector

The following charts show the impact of RPL program on the beneficiaries' economic status in terms of various parameters:

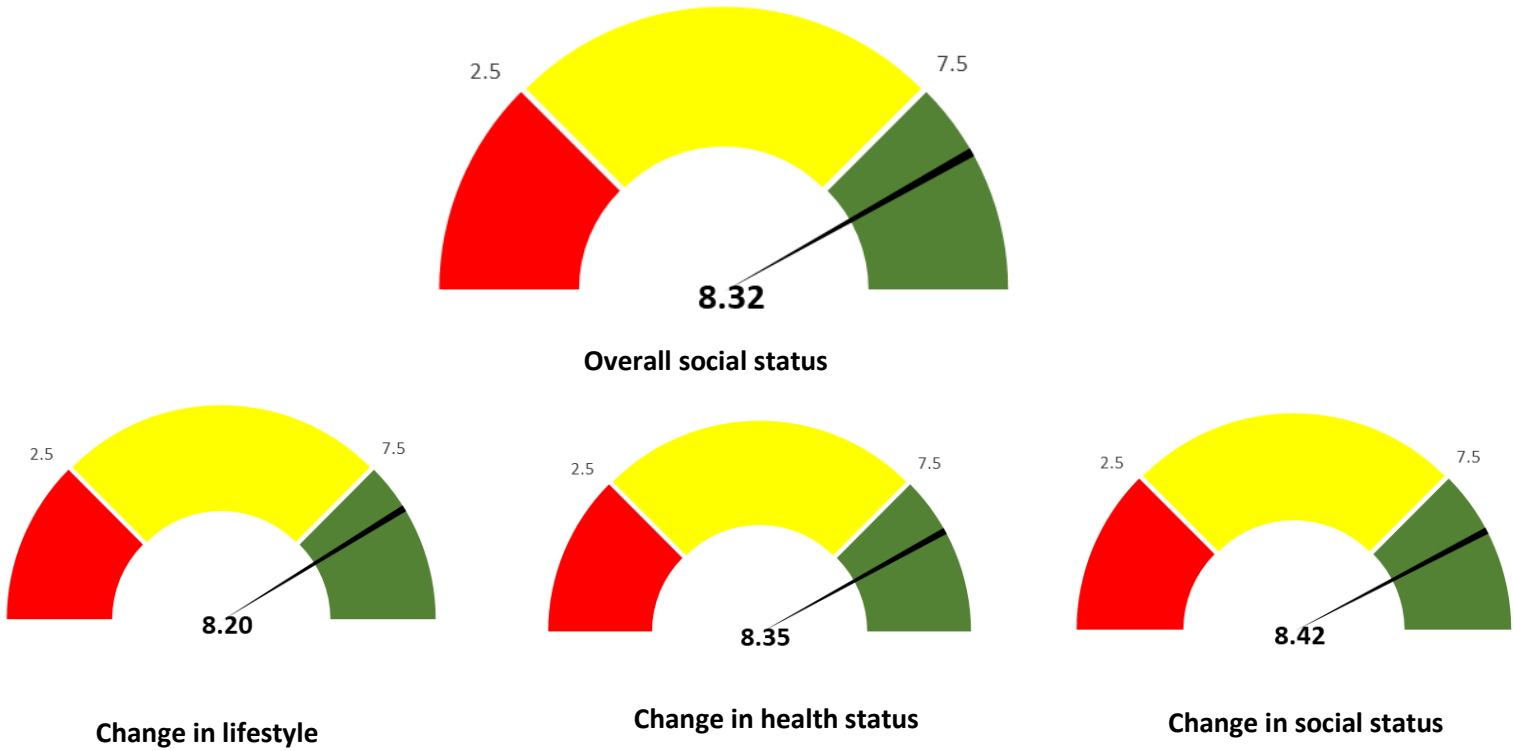


**FIGURE 10: IMPACT OF RPL PROGRAM ON ECONOMIC STATUS**

The RPL program have a moderate impact on the overall economic status of the beneficiaries. The primary reason for this is that not many beneficiaries reported an improved income after the RPL program. Though the income level did not change much after the RPL program, it has significant impact on the savings level of the beneficiaries.

**Impact Assessment for Logistics Sector**

The following charts show the impact of RPL program on the beneficiaries' social status in terms of various parameters:



**FIGURE 11: IMPACT OF RPL PROGRAM ON SOCIAL STATUS**

The overall impact of the RPL program on social status cannot be ignored. In terms of lifestyle, health status and social status RPL program has a significant impact on the beneficiaries.

Impact Assessment for Logistics Sector

The following charts show the impact of RPL program on the beneficiaries' workplace in terms of various parameters:

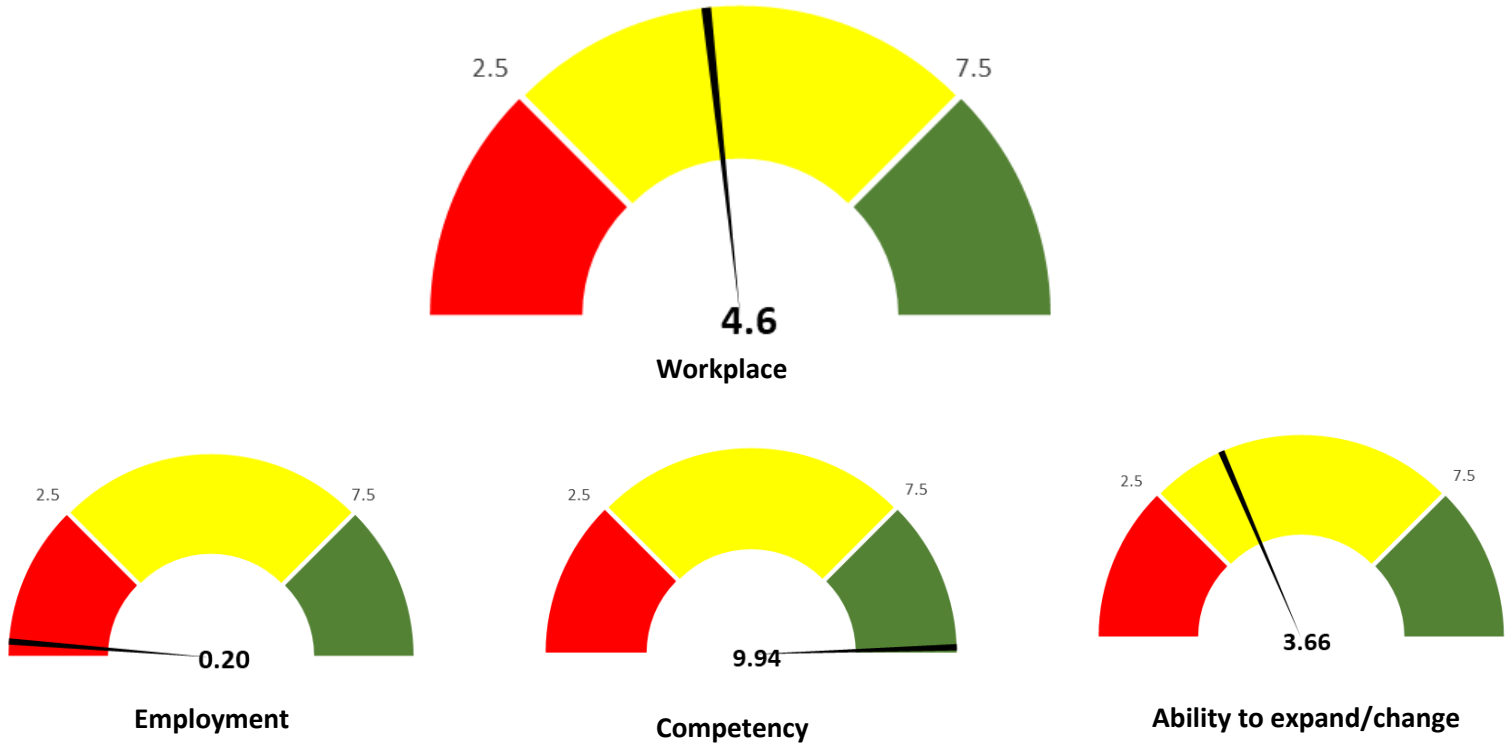


FIGURE 12: IMPACT OF RPL PROGRAM ON WORKPLACE

The overall impact of the RPL program on the workplace of the beneficiaries is not very strong. There is no considerable reduction in unemployment and very few beneficiaries were able to expand their market/change job location after the RPL program, though the RPL program has helped the beneficiaries significantly in improving their competencies.



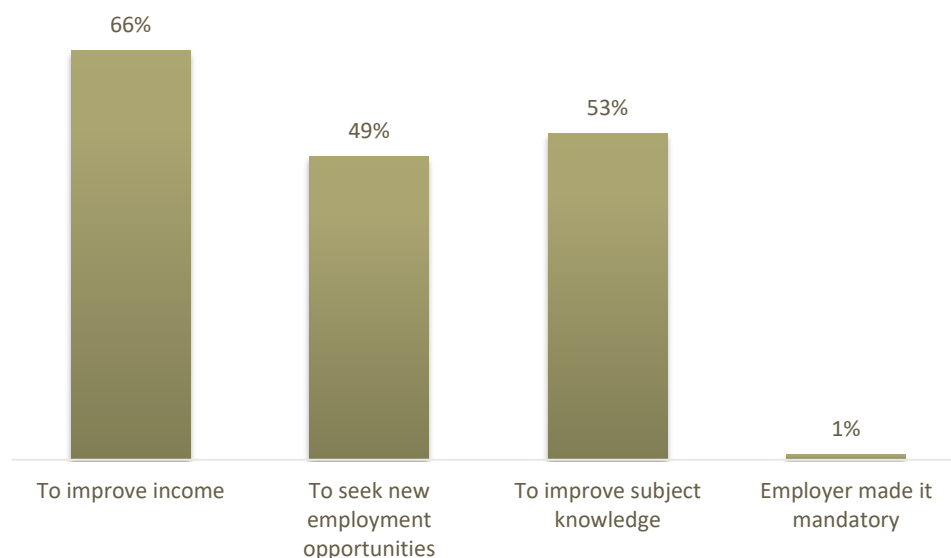
# ABOUT RPL PROGRAM



## 8 About RPL program

### 8.1 Program motivation

The following chart shows percentage of beneficiaries undertook RPL program due to various reasons:



**FIGURE 13: PROGRAM MOTIVATION -ACROSS ALL BENEFICIARIES**

*Q Why did you undertake the RPL program?*

*Number of respondents: 22,906*

A majority of the beneficiaries (66%) stated that they undertook the RPL program for improving their income. 53% of the beneficiaries wanted to upgrade their subject knowledge. 49% of the beneficiaries wanted to seek new opportunities, hence took up the program. The remaining 1% mentioned that their employers made the certification compulsory.

Almost across all the states except West Bengal and Tripura, a majority of the beneficiaries undertook the RPL program to improve income, the highest percentage is from Chhattisgarh (100%), Goa (100%), Himachal Pradesh (100%), Puducherry (100%) and Punjab (100%). In the hilly area and the LWE districts as well, in most of the districts a majority of the beneficiaries reported the reason to be the same, 100% of the beneficiaries from Thane and South Goa and 100% beneficiaries from Rayagada and Deogarh.

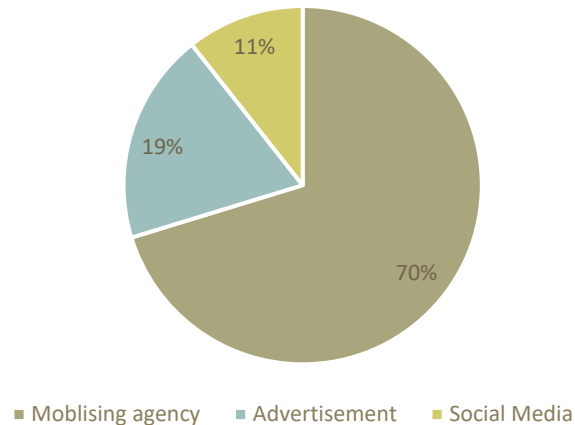
A majority of the both male (71%) and female beneficiaries (62%) undertook the program for improving their income. The highest percentage of the beneficiaries among all the caste category to state the same reason is from OBC category (79%).

## Impact Assessment for logistics Sector

Below are the different stages of RPL program:

### 8.2 Mobilization

The following chart shows the different sources of information about RPL program:



**FIGURE 14: SOURCES OF INFORMATION ABOUT RPL PROGRAM**

Q. How did you come to know about RPL project?

Number of respondents:21,364

A majority of the beneficiaries (70%) came to know about the RPL program from mobilizing agencies. Among the rest 30%, 19% beneficiaries have come to know about it from various advertisements and the remaining 11% got the information from social media.

A similar trend is seen almost across all the states and hilly areas where a majority of the beneficiaries came to know about the RPL program through mobilizing agencies. The highest percentage of beneficiaries is from Goa (100%), Himachal Pradesh (100%), Kerala (100%), and Puducherry (100%). From the hilly area, almost 100% of the beneficiaries reported the source to be mobilizing agency except from Coimbatore. Among the LWE districts, 100% of the beneficiaries from Deogarh mentioned the source to be the mobilizing agency.

### 8.3 Counselling and pre-screening

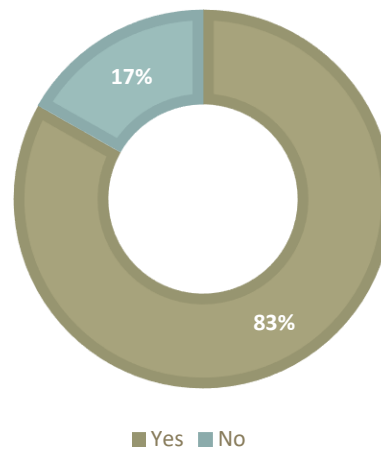
This is the second stage of RPL program. Almost all the beneficiaries (99.9%) who were undergone the RPL certification were aware of the PMKVY, RPL and importance of skill certification, watched the induction video and told that the self-assessment sheet was helpful in identifying the skill gap.

### 8.4 Orientation

This is the third stage of RPL program. Almost all the beneficiaries (99.9%) who were undergone the RPL certification mentioned that they were given orientation on domain, received the specific job role kit, and the orientation kit was available in their regional language.

### 8.5 Assessment

This is the fourth stage of the RPL program. The following chart shows the overall percentage of beneficiaries who received orientation for assessment process in their local language:



**FIGURE 15: BENEFICIARIES RECEIVED ORIENTATION FOR ASSESSMENT PROCESS IN LOCAL LANGUAGE**

Q. Did you receive orientation for assessment process in your local language?

Number of respondents: 22,906

A majority of the beneficiaries (83%) stated that they received orientation for assessment process in their local language. The remaining 17% of the beneficiaries did not receive it.

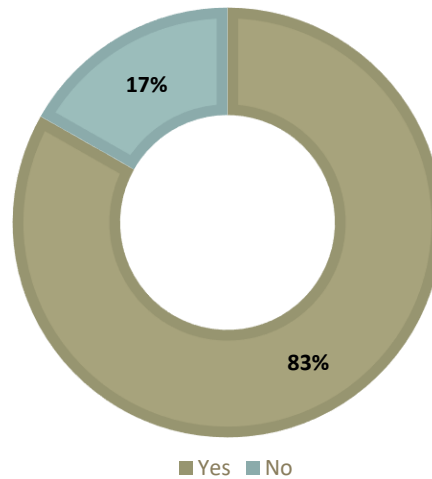
A majority of the beneficiaries across all the states and hilly area received orientation in their local language. However, in the LWE region, 100% of the beneficiaries from Deogarh and 29% in Khammam received it.

## 8.6 Certification

Certification is the final stage of the RPL program.

### 8.6.1.1 Certified beneficiaries

The following chart shows the overall percentage of certified beneficiaries:



**FIGURE 16: OVERALL PERCENTAGE OF CERTIFIED BENEFICIARIES**

Q Are you a certified candidate?

Number of respondents:22,906

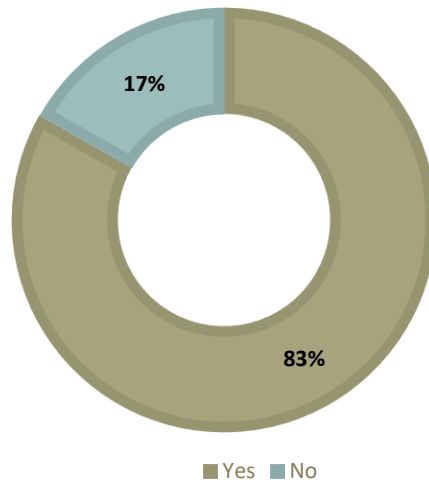
A majority of the beneficiaries informed to be certified (83%). The remaining 17% of the beneficiaries mentioned that they did not get the certificate.

A majority of the beneficiaries across all the states and hilly area districts informed to be certified. However, in the LWE region, 100% of the beneficiaries from Deogarh and 29% in Khammam reported to be certified.

Impact Assessment for Logistics Sector

8.6.1.2 Skill card and badge

The following chart shows the overall percentage of beneficiaries who received skill card and badge:



**FIGURE 17: OVERALL PERCENTAGE OF BENEFICIARIES RECEIVED SKILL CARD AND BADGE**

Q Did you receive skill card and badge along with certificate?

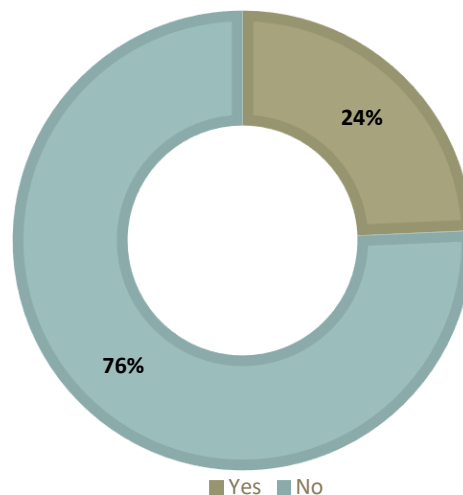
Number of respondents:22,379

A majority of the beneficiaries (83%) received skill cards and badge. The remaining 17% of them informed that they did not receive any skill card or badge.

Among all the states, the highest percentage of the beneficiaries to receive skill card and badge is from Chhattisgarh (100%). However, from Himachal Pradesh and Puducherry, none of the beneficiaries reported to receive the same. In the hilly area, 100% of the beneficiaries from Thane received the skill card and badge. However, from the LWE region, only 26% from Khammam received card and badge.

### 8.6.1.3 INR 500 after course completion

The following chart shows the overall percentage of beneficiaries who received INR 500 after course completion:



**FIGURE 18: OVERALL PERCENTAGE OF BENEFICIARIES RECEIVED INR 500**

Q Did you receive INR 500 after course completion?

Number of respondents:22,379

A majority of the beneficiaries (76%) did not receive INR 500 after the course completion, whereas only 24% of them mentioned to receive the money.

The highest percentage of the beneficiaries to receive INR 500 after the course completion was from Uttar Pradesh (81%). A similar scenario is seen in the hilly area where, 100% of the beneficiaries from South Goa and Darjeeling did not receive the money. None of the beneficiaries from the LWE region reported to receive the money.

### Key observations

- The primary reason to undertake the RPL program is to improve income
- Almost all the beneficiaries who were undergone the RPL program (99.9%) watched the induction video. This means that the message has been communicated very efficiently
- A majority of the beneficiaries (83%) is certified. However, a significant 76% claimed not to have received the INR 500 after course completion.



# IMPACT ON BENEFICIARY



## 9 Impact of RPL project on beneficiaries and society

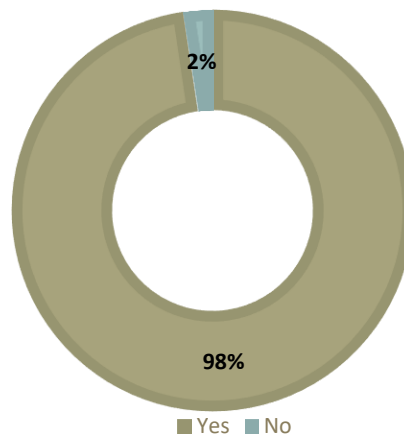
The following analysis has been done based on the impact of RPL project on beneficiaries and society:

### 9.1 Impact on beneficiaries

Below are the benefits of RPL program received by the beneficiaries after undergoing the certification:

#### 9.1.1 Kausal Bima

The following chart shows the percentage of beneficiaries with three years of insurance under Kausal Bima:



**FIGURE 19: PERCENTAGE OF BENEFICIARIES WITH KAUSAL BIMA**

*Q Have you been provided with 3 years of insurance under Kaushal Bima? Number of respondents:22,906*

The majority of the beneficiaries (98%) stated that they have been provided with the 3years of insurance under Kausal Bima.

100% beneficiaries from most of the states have been provided with 3 years of insurance under Kausal Bima. In all the hilly area districts except Pune and Darjeeling all the beneficiaries have been provided with the same. Similarly, in the LWE region, in all the districts except Khammam all the beneficiaries have been provided with the insurance.

Across all the job role, gender and caste category, almost all the beneficiaries were providing with the insurance.

### 9.1.2 Udyami Mitra

The following chart shows the percentage of beneficiaries received help from PIA to get registered under Udyami Mitra:



**FIGURE 20: BENEFICIARIES RECEIVED HELP FOR UDYAMI MITRA REGISTRATION**

Q Did PIA helped you get registered under Udyami Mitra?

Number of respondents:22,906

54% of the beneficiaries stated that they received help from PIA to get registered under Udyami Mitra whereas, 6% of the beneficiaries did not receive any help. However, the remaining 40% of the beneficiaries stated that they were not interested in Udyami Mitra.

Among the states, the highest percentage of the beneficiaries to receive help for udyami mitra registration is from Tripura (100%). From the hilly area, the highest percentage of the beneficiaries to receive help is from Darjeeling (92%). In the LWE region, all the beneficiaries from Rayagada were interested in the registration of Udyami Mitra and have been helped to get registered under it.

Among all the job roles, the highest percentage is from warehouse executives (76%) to receive help from PIA. A majority of both the male (46%) and female beneficiaries (53%) who should interest received help from the PIA to get registered under Udyami Mitra. Across all the caste categories, the highest percentage of beneficiaries to show interested and therefore receive help is from ST category (84%).

Impact Assessment for Logistics Sector

9.1.3 Impact on competencies

The following chart shows the percentage of beneficiaries reported impact of RPL on their competencies:

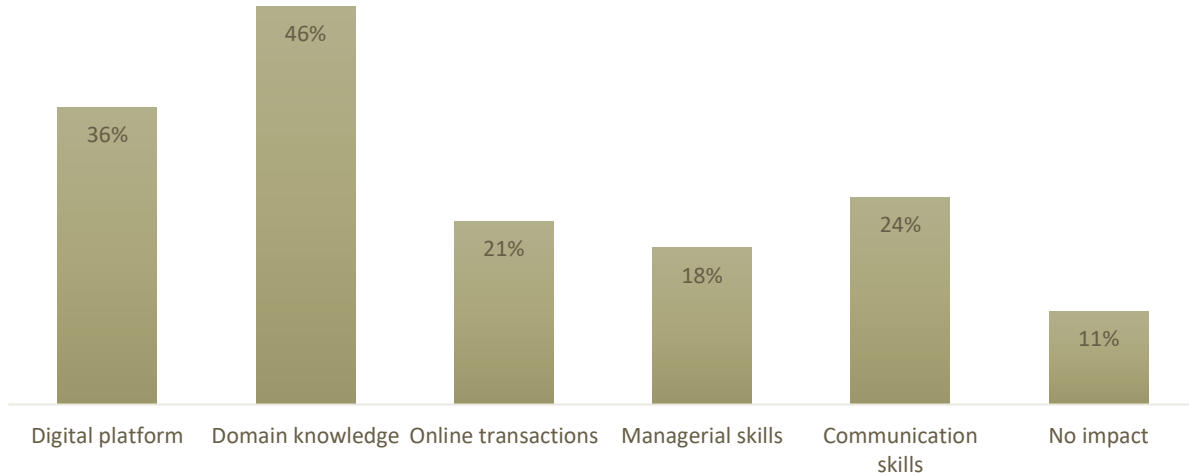


FIGURE 21: IMPACT OF RPL PROGRAM ON COMPETENCIES

Q In which area did the RPL program help to improve your competencies? Number of respondents:22,906

The highest percentage of beneficiaries (46%) mentioned the effect of the RPL program on their domain knowledge., followed by 36% of the beneficiaries, who reported that they started using digital platforms more after RPL certification. 24% of the beneficiaries mentioned improved communication skills, 21% of the beneficiaries stated that they are more comfortable with online transactions now and 18% informed enhanced managerial skills. However, 11% of the beneficiaries mentioned no impact of RPL on their competencies.

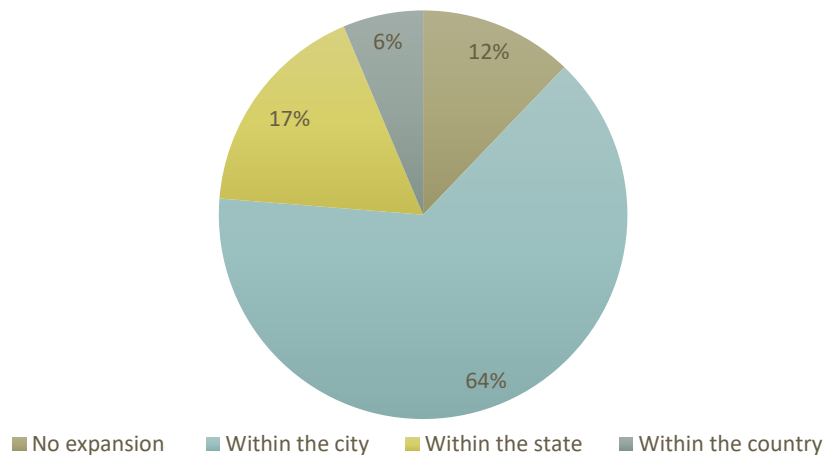
Among the states, the highest percentage of the beneficiaries are from Gujarat (88%) reported to have a better domain knowledge after undertaking the RPL program. From the hilly area, the highest percentage of the beneficiaries who found an improvement in domain knowledge is from Thane (50%). However, from the LWE region, very few beneficiaries reported an improvement in the domain knowledge, only 4% from Khammam reported the same.

The highest percentage of beneficiaries from the job roles EXIM executive (97%), courier associate (89%), commercial Vehicle Driver Level 4 (75%), and signalman port operation (100%) stated an improved domain knowledge after RPL certification. A majority of both male (52%) and female (49%) beneficiaries stated improvement in their domain knowledge. Across the caste category, the highest percentage of beneficiaries (56%) mentioned improved domain knowledge are from general category.

Impact Assessment for Logistics Sector

9.1.4 Ability to expand market/change job location

The following chart shows the percentage of beneficiaries reported that they have been able to expand market/change their job location after RPL program:



**FIGURE 22: ABILITY TO EXPAND MARKET/ CHANGE JOB LOCATION**

Q Have you been able to expand your market/change job location after RPL program?

Number of respondents:22,906

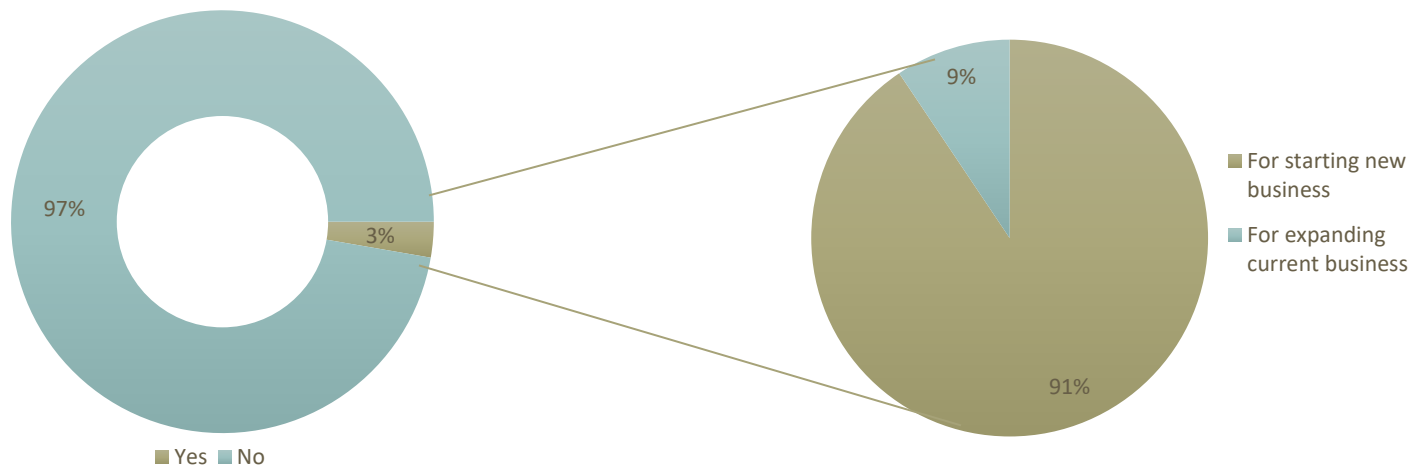
A majority of the beneficiaries (64%) mentioned an expansion of market/change in the job location within the city. 17% of the beneficiaries stated that they were able to expand/change within the state, 6% of the beneficiaries reported the same within the country and the remaining 12% mentioned no expansion/change in job location.

The highest percentage of the beneficiaries is from Andhra Pradesh (93%) reported to expand their market/change job location within the city after undertaking the RPL program. From the hilly area, the highest percentage of the beneficiaries is from South Goa (43%) reported to expand their market/change job location within the city. In the LWE region, 100% beneficiaries from Rayagada could expand within the city.

In terms of job role, the highest percentage of beneficiaries is from land transportation executive (94%) to expand the market/change the job location within the city. A majority of both male (62%) and female (63%) beneficiaries mentioned an expansion of market/change in the job location within the city. In terms of caste category, the highest percentage (64%) is from general category to expand within the city.

### 9.1.5 Mudra Loans

The following chart shows the percentage of beneficiaries who applied for Mudra Loans and reasons for applying the loans:



**FIGURE 23: BENEFICIARIES APPLIED FOR MUDRA LOAN**

*Q Did you apply for Mudra Loans?*

*Number of respondents:22,906*

*Q For what purpose did you avail the loan?*

*Number of respondents:383*

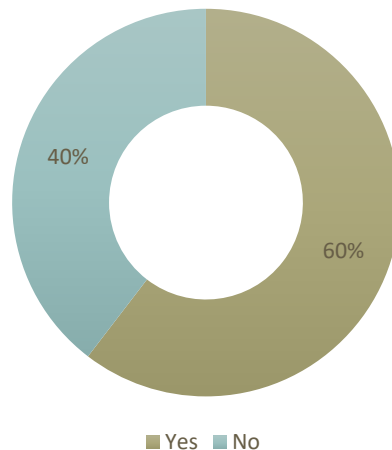
The majority of the beneficiaries (97%) stated that they did not apply for Mudra Loans. Only 3% of the beneficiaries applied for the loan. The majority of the beneficiaries who applied for Mudra Loan stated the reason to be starting a new business. The remaining 9% beneficiaries applied for it for expanding their current business.

A majority of the beneficiaries across all the states did not apply for the mudra loans. The highest percentage of the beneficiaries to apply for the loan is from Andhra Pradesh (10%). None of the beneficiaries in the hilly area except from Darjeeling applied for Mudra Loans. From the LWE region as well, a majority of the beneficiaries did not apply for it. Across job role, gender and caste category, a majority of the beneficiaries did not apply for the loan.

However, across states, hilly area, LWE region, job role, gender and caste category, most of the beneficiaries reported the reason to start a new business. A majority of both male (53%) and female (59%) beneficiaries reported to face some difficulties while availing the loan.

Impact Assessment for Logistics Sector

The beneficiaries who applied for the loan was further asked whether they faced any difficulty while applying for the loan:



**FIGURE 24: DIFFICULTIES FACED WHILE APPLYING FOR THE LOAN**

*Q Did you face any difficulty in availing loan?*

*Number of respondents:240*

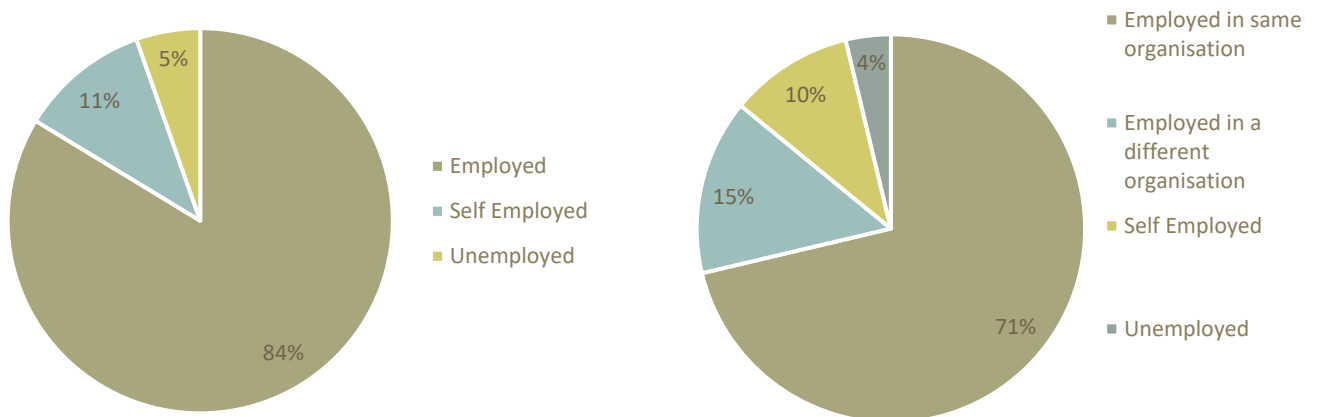
A majority of the beneficiaries (60%) reported to face some difficulties while availing the loan.

Among the beneficiaries who applied for the mudra loan, a majority of the beneficiaries almost across all the states faced some difficulties in availing the loan, the highest percentage is from Andhra Pradesh (93%). Beneficiaries who applied for loans from LWE region, all of them reported to face difficulty.

Among the job roles, the highest percentage of the beneficiaries to face difficulty while availing mudra loans is from EXIM executive (100%). A majority of both male (53%) and female (59%) beneficiaries reported to face some difficulties while availing the loan. A majority of the beneficiaries from all the caste category except general category faced difficulty, the highest percentage is from ST category (100%).

### 9.1.6 Impact on employment

The following charts shows the employment status of the beneficiaries before and after the certification:



**FIGURE 25: EMPLOYMENT STATUS BEFORE AND AFTER RPL CERTIFICATION**

Q. What was your employment status at the time of the certification?

Number of respondents:22,906

Q. What is your employment status now?

Number of respondents:22,906

84% of the beneficiaries were employed before the RPL certification. 11% of the beneficiaries were self-employed and the remaining 5% of them were unemployed before the RPL certification. However, the percentage of unemployed beneficiaries reduced to 4% after the RPL program. A majority of the beneficiaries (71%) of them are currently employed in the same organization as before, 15% are employed in a different organization. The remaining 10% stated that they are self-employed.

A majority of the beneficiaries across all the states were employed in the same organization after the RPL certification. Among the hilly area districts, in Darjeeling, Coimbatore and Pune, the percentage of employed beneficiaries reduced. In the LWE region, there is no change in the employment status of the beneficiaries in Deogarh and Rayagada.

Almost across all the job roles, the percentage of employed beneficiaries is either same or increased, the highest percentage increase is for commercial vehicle driver level 4. The percentage of both employed male and female beneficiaries increased by 3% and 1% respectively after the RPL certification. The percentage of employed beneficiaries increased by 1%-3% across all the caste categories after the RPL certification.

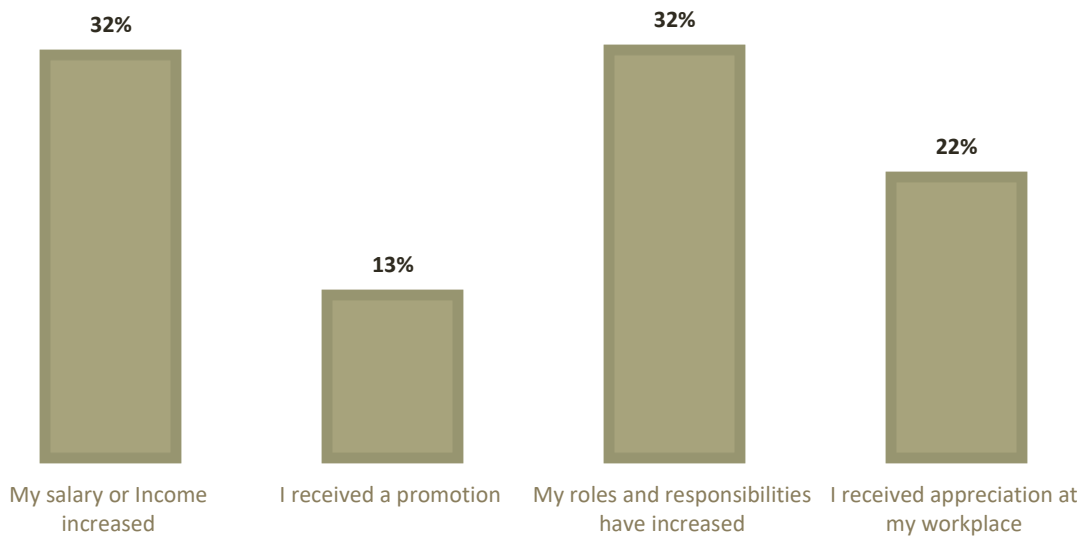
## Impact Assessment for Logistics Sector

### 9.1.7 Impact on income

The following charts shows the overall certification impact on their job and their income:

#### 9.1.7.1 Overall certification impact

The following chart shows the overall certification impact on the beneficiaries:



**FIGURE 26: OVERALL CERTIFICATION IMPACT**

Q In what ways has the RPL certificate benefited you?

Number of respondents: 19,535

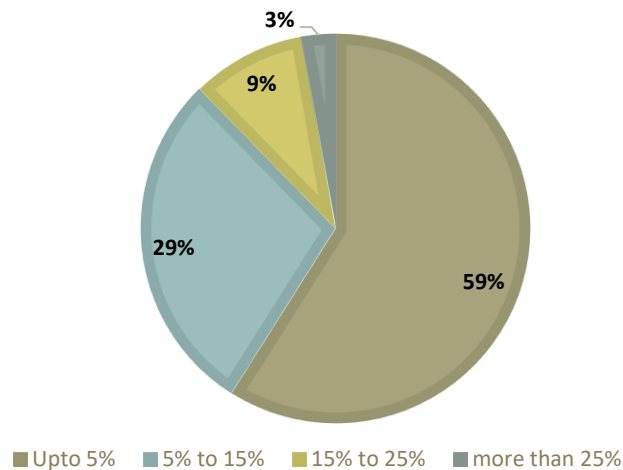
The highest percentage of beneficiaries (32%) stated rise in their salary or income or increase in their roles and responsibilities. 23% beneficiaries received appreciation at their workplace. The remaining 13% received a promotion after the RPL certification.

Among all the states, the highest percentage of beneficiaries mentioned an increase in their salary/income is from Uttar Pradesh (91%). From the hilly area, the highest percentage of the beneficiaries to inform increase in salary as an impact of RPL program is from South Goa (86%). 83% from Rayagada and 68% from Khammam among the LWE districts informed that their salary increased as an impact of RPL program

Among the job roles, the highest percentage of beneficiaries whose salary or income increased after the RPL program is land transportation executive (89%). The percentage of female beneficiaries (26%) is higher than the male beneficiaries (24%) who mentioned a raise in their income. Among the different caste categories, the highest percentage of beneficiaries to state improvement in salary/income is from OBC category (42%).

### 9.1.7.2 Overall change in income/salary

Beneficiaries who have some rise in their income were further interviewed on their change in income/salary. The following chart shows the percentage of beneficiaries reported change in their income/salary:



**FIGURE 27: OVERALL CHANGE IN INCOME/SALARY**

Q What percentage of income/salary has increased after RPL program? Number of respondents:5,046

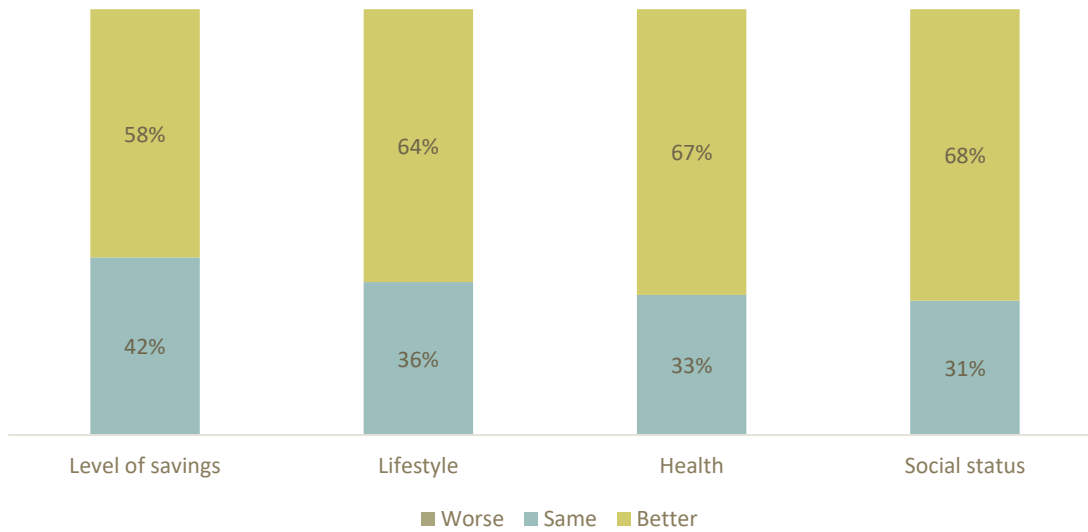
A majority of the beneficiaries (59%) stated to experience a rise up to 5% in their income/salary. From the remaining beneficiaries, 29% had a rise of 5% to 15%, 9% beneficiaries reported an increase of 15% to 25% and the remaining 3% mentioned their income to be increased by more than 25%.

Among all the states, 100% of the beneficiaries from Jammu and Kashmir had a rise up to 5%. In the hilly area, 100% of the beneficiaries from all the districts except Coimbatore reported a rise by 5% to 15%. Among the three districts in LWE region, only from Khammam beneficiaries reported a change in their income.

A majority of the beneficiaries almost across all the job roles experience an increase up to 5%, the highest percentage is warehouse executive (97%). A majority of both male (50%) and female (66%) beneficiaries stated their income to be increased up to 5% after RPL certification. A majority of beneficiaries across all the caste categories stated their income to be increased up to 5%, the highest percentage is from OBC category (76%)

## 9.2 Impact on society

The following chart shows the RPL program impact on social well-being:



**FIGURE 28: IMPACT OF RPL PROGRAM ON SOCIAL WELL BEING**

*Q Did you face any difficulty in availing loan?*

*Number of respondents:22,906*

A majority of the beneficiaries stated that there is an overall improvement in their social well-being. 58% of the beneficiaries stated improvement in level of savings, 64% stated improvement in lifestyle, 67% stated improvement in health and 68% beneficiaries stated improvement in social status after RPL certification.

Among all the states, 100% of the beneficiaries from Chhattisgarh stated improvement in terms of level of savings, lifestyle, and health. In term of social status, the highest percentage of beneficiaries is from Bihar (100%) to report a betterment. From the hilly area, 100% beneficiaries from Coimbatore reported an improved condition in terms of level of savings and lifestyle. 100% of the beneficiaries from Thane, Pune, and South Goa are better off in terms of health and social status. In the LWE region, except Deogarh, 100% of the beneficiaries are better off in terms of all the four parameters.

A majority of the male and female beneficiaries as well as beneficiaries from all the caste category are better off in terms of lifestyle, health and social status.

## Key observations

- The majority of the beneficiaries (98%) stated to receive the Kaushal Bima Yojana, 54% of the beneficiaries stated that they received help from PIA to get registered under Udyami Mitra
- Significantly, most beneficiaries benefited from improved digital learning (digital platform, online transactions) which could benefit them in the longer run.
- Only 3% of the beneficiaries applied for Mudra loans mainly for expansion. This could be related to the fact that most beneficiaries claim not to have benefited through expansion
- The impact of RPL appears to be both monetary such as increase in income as well as non-monetary benefits such as appreciation, increase in job responsibilities etc

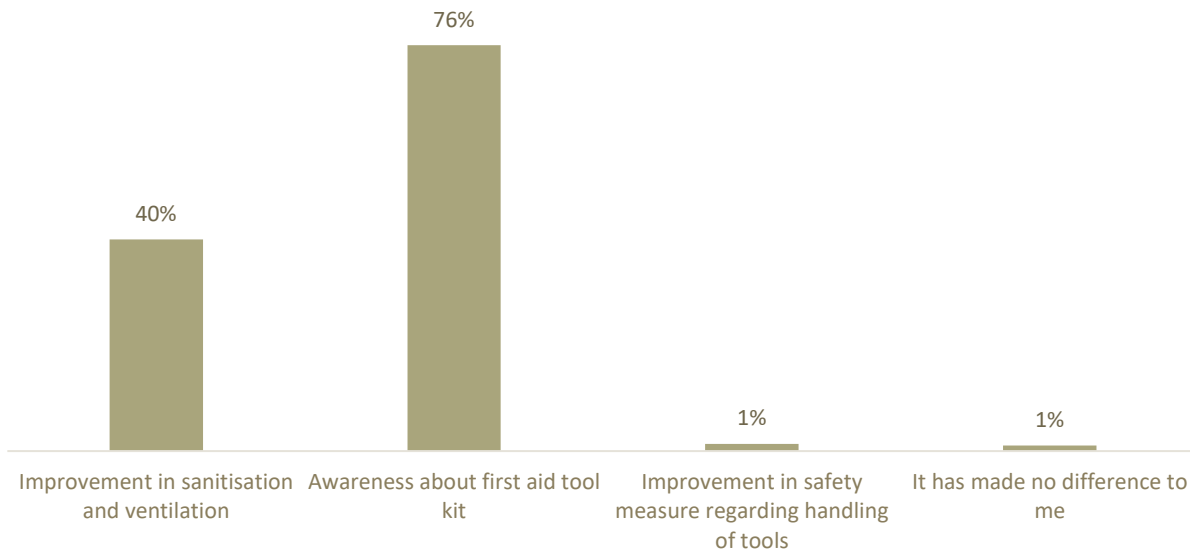


# IMPACT ON ENTERPRISE



## 10 Impact on enterprise

The following chart shows the impact of RPL on working conditions at workplace:



**FIGURE 29: OVERALL IMPACT OF RPL ON WORKPLACE**

*Q What impact did the RPL program had on working conditions at your workplace*

*Number of respondents:22,906*

The majority of the beneficiaries (76%) reported that awareness about first aid tool kit got increased at the workplace after the RPL certification. 40% of the beneficiaries reported an improvement in the sanitization and ventilation at their respective workplaces. Only 1% of the beneficiaries mentioned no difference after RPL program.

The highest percentage of the beneficiaries are from West Bengal (93%) reported an increase in the awareness about first aid tool kit. From the hilly area, the highest percentage to mention about an increased awareness about first aid tool kit is from Darjeeling (87%). Among the LWE districts, the highest percentage to mention the impact to be same as above is from Khammam (64%).

A significant percentage of beneficiaries across different job roles also mentioned about an increased awareness about first aid tool kit, the highest percentage is warehouse executives (94%). The majority of both male (73%) and female beneficiaries (82%) reported that awareness about first aid tool kit got increased at the workplace after the RPL certification. The majority of the beneficiaries across all the caste categories stated that their awareness about first aid tool kit increased after RPL program, the highest percentage of beneficiaries are from ST category (79%).

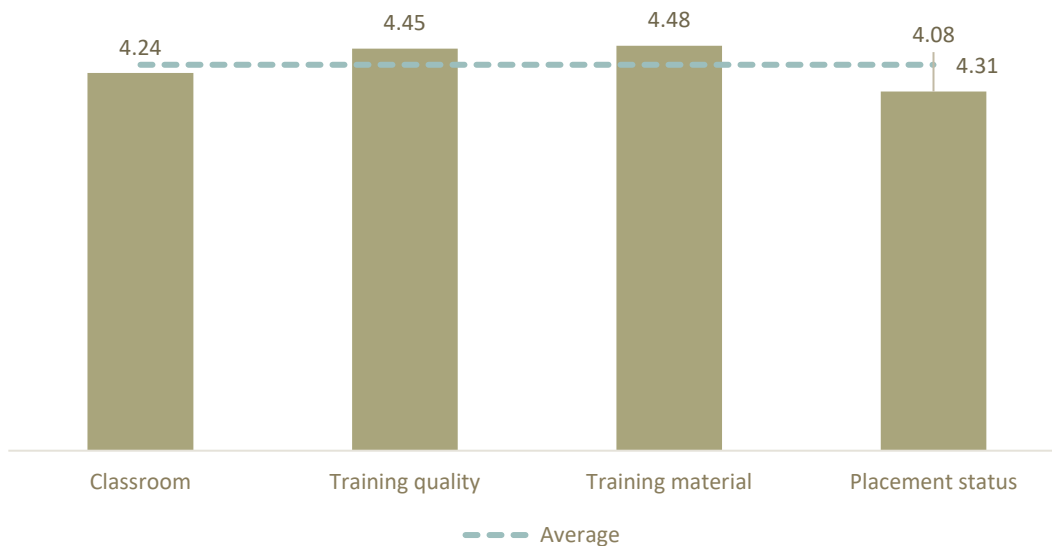


# FEEDBACK ON TRAINING INSTITUTE



## 11 Feedback on training institute by beneficiaries

The following chart shows the overall perception of training institute



**FIGURE 30: OVERALL PERCEPTION OF TRAINING INSTITUTE**

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the training institute

Number of respondents:22,887

For all the parameters such as classroom, training quality, training material and placement status, the perception of the all the beneficiaries is very good and above. Highest rating had been given to training material (4.48) and the lowest rating had been given to placement status (4.08).

Across all the states, the beneficiaries perceived the training institution in terms of classroom, training quality, training material and placement status to be very good and above except Gujarat and Assam. Both in the hilly area and LWE region, the beneficiary's perception about the training institution is also very good and above.

Except EXIM executives, courier associates and commercial vehicle driver level 4, the perception across all the job roles about the training institution is same as above. The perception of the male beneficiaries is slightly better than female beneficiaries in terms of all the parameters. Almost across all the categories the beneficiaries perceived the training institute to be very good and above, highest rating given by the beneficiaries is from the OBC categories.

# RPL

**PMKVY**  
प्रधानमंत्री कौशल विकास योजना

## IMPACT ON EMPLOYER PRIOR LEARNING



## 12 Impact of RPL Project on Employers

Below are the impacts of the RPL program on the employers:

### 12.1 Working conditions

Slight change is seen in the working conditions regarding the reduced machine running time hours and more organized work setting. The space and surroundings of the workplace are getting messed up less frequently.

Employers who followed the ISO standards for safe and healthy working conditions continue to maintain the standards. Given the current situation of the pandemic, COVID19 guidelines are also followed in the working premises. Everyone is wearing masks and trying to maintain social distancing in the working premises.

### 12.2 Benefits to the Company

According to one of the employers, "Grooming of the employees automatically impacts the organization". Increased efficiency also improves productivity. Companies are getting more orders and, as a result, is making profits.

Certified workers have become more professional in their work and behavior. Management of the work and workers has become painless.

Employees' motivation and understanding of the logistics have increased after the training, indirectly affecting the company.

- **Efficiency** – "Training is ought to increase the efficiency of the beneficiaries", said one of the employers. Changes are seen in the working style and attitude of the certified workers. It has helped increase efficiency. Employees have become better at handling customers as well as money.
- **Productivity** – All the surveyed employers said that the productivity has increased up to 10-20%, except one. It is the result of the well-organized working of the certified worker and reduced mistakes rates.
- **Reduced accidents** – None of the employers have reported any casualties.

### 12.3 Benefits to the Beneficiaries

Employees are the direct beneficiaries of the program. They got certified and were supposed to get 500/-, which many didn't get. However, the program's objective to positively affect the lives of candidates is achieved to an extent.

- **Motivational** – Compared to the uncertified workers, certified workers are more motivated and feel that they know the work. Training has helped them to gain confidence in themselves.
- **Financial** – Employers have thought of increasing the pay in a couple of months, i.e., after observing the performance of the certified workers. The outcome of the training takes some time to show its effects on the company productivity. While, according to few employers, the salary was up to the mark, it's just that they're getting better resources for the compensation now.
- **Social status** – Demand for certified workers is increasing so does the job opportunities for them. They are getting preference, which also adds on to have a better social position in society.

### 12.4 Overall impact

The training program has impacted the lives of beneficiaries and employers in the following ways:

- Certified workers are given preference over uncertified workers for jobs and career growth.
- Working professionally with technical tools and methods has become an everyday event.
- They have got a more professional attitude and are more equipped than before to work and execute ideas.
- They have boosted morale and confidence, as the uncertified worker is treated as unskilled labors and doesn't get recognized.
- Digital literacy is a must in today's world, which is also the main difference between certified and uncertified workers.
- Companies are getting better resources in terms of employees who can add value to the company's product, services and management.

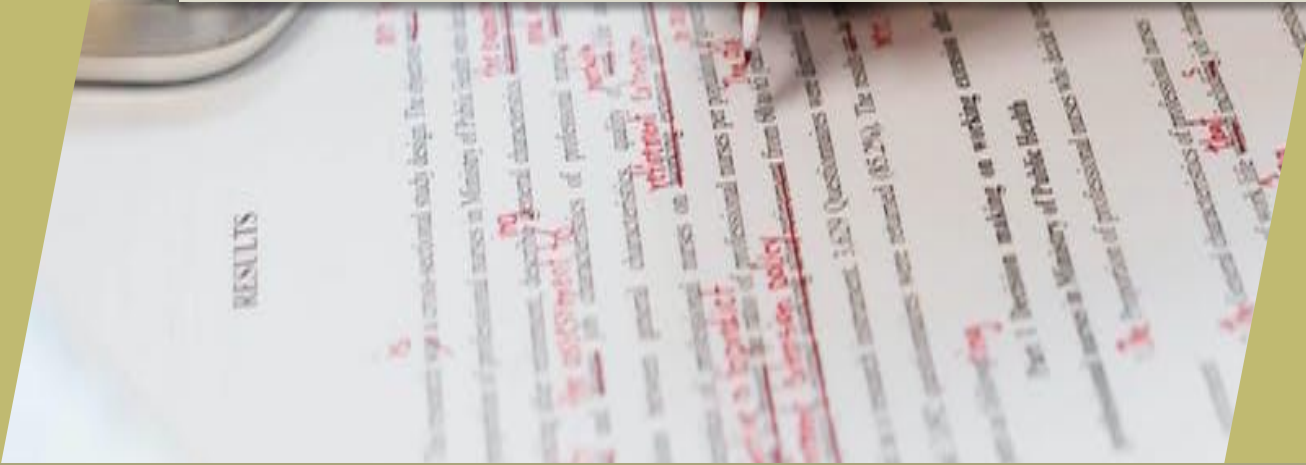
## 12.5 Implementation gaps

Suggestions from the employers' end so that the program becomes more productive are as follows –

- The course duration and the number of practical sessions can be increased for better understanding; the trainer and the trainee lose consistency in learning in just one day.
- The expected objective of the program is met very late or not met at all. The training process should be simplified and should not be imparted in instalments, as it is very time-consuming.
- Companies can also be considered as training partners. In this situation, they can practice and get a better grip of the learning from the programs.
- Training in excel based programs and industrial aids from other organizations should also be provided, as minimum knowledge about these things is also essential.
- Provisions for more training programs should be made, so more workers get trained and could enhance their capabilities of practical work.
- If a provision is made for training by other organizations from different industries, in excel skills and industrial aids, and some advanced technologies, it would be very beneficial for the candidates.



# IMPACT ON SSC



## 13 Impact of RPL Project on Sector Skill Council

Logistics Sector Skill Council, (LSC) is not a profit organization set up by Ministry of Skill Development and Entrepreneurship (MSDE) though National Skill Development Corporation of India (NSDC) and promoted by Confederation of Indian Industries Institute of Logistics (CII-IL) a Centre of Excellence in Logistics with the aim to develop skill trained as well as up-skill the workforce in India.

The Members of the Governing Council are representative of the 11 Sub Sectors that LSC represents namely: -

- Warehousing (including tertiary packaging)
- Land Transportation (including Commercial Vehicle Drivers for Cargo)
- Cold Chain Solutions
- Courier and Express Industry
- E Commerce
- Port Terminals, Inland Container Depots and Container Freight Stations
- Air Cargo Handling (other than Tarmac side operations)
- Freight Forwarding and Customs
- Marine Services, Shipping and Inland Waterways
- Supply Chain Solutions
- Liquid Logistics

Below is the information received from the SSC during the survey:

### 13.1 Implementation gap

- The course contents will be approved as per NSDC standards. RPL will discuss with the employers and update the database with the course content and send them for validation. Once validated, this will be processed for training.
- They are updated on the PAN India portal giving details of training program like category, locations and time. Brochures are also prepared and shared across for nominations. Counselling of candidates is done before selecting them for training.
- Though the counselling is done, they may not return for the training. Few of them will be interested to join. They will be converted in to batches and training is rolled out.
- Training on Domain skill for courier services are given for 12 hours. Candidates work only for 8 hours once their assessment process is done.

### 13.2 Infrastructure in remote rural locations, hilly areas, and LWE areas

LSC conveyed that the infrastructure in the remote rural locations, hilly areas and LWE areas is of high quality and sufficient enough to conduct the program. They mentioned about availability of CCTV cameras which have the recording facility as well. Apart from that, air conditioning is also available. To maintain a good hygiene there are dustbins in all the classrooms. Safe drinking water is available all the time. They also take care of the safety and security; first aid box and firefighting equipment is also available there.

### 13.3 About beneficiaries

Based on this certification, the candidate is evaluated and promotion is given at RPL. He / She can also try for some good opportunities outside RPL. Candidates are provided with proper support and guidance at RPL. Any employer can contact the skill committee at district levels and get the database of the skilled candidate. The employer can call them for the interview and provide good opportunity based on the skills and demand.

As per NSDC statistics, 1,33,055 candidates were provided with jobs after this certification last year and 4,271 candidates in the last quarter.

Candidates will have to get enrolled at Skill India portal and get registered with the help of Aadhar Card. If, there are any issues in Aadhar Card (like mismatch of names and address) it will not be accepted and treated as dropouts.

It is understood that 10% candidates opt for placement and opportunities for business are very less. It is very difficult to start of his/her own business as this is related to logistic sector.



# KEY FINDINGS AND RECOMMENDATIONS



## 14 Key findings

Below are some of the key findings of the field survey:

### About the RPL program

1. The retention rate is overall good between the mobilization phase to the certification phase. At 27% drop-outs overall, the achievements for the logistics sector are encouraging.
2. The largest concentration of beneficiaries is in Assam, Andhra Pradesh and Tamil Nadu. Almost across all the states the SSC targeted the logistics talent pools and conducted RPL programs which ensured better coverage.
3. Out of the total oriented beneficiaries 33% of them is female. Considering the fact that the job roles associated with logistics sector is majorly men driven, this is really encouraging that around one third of the beneficiaries is female. The participation of female beneficiaries is even higher (57%) than male in the LWE region.
4. Achievements in LWE are markedly better than those for rest of the country in terms of assessments as well as certification.
5. In contrast, hilly areas have shown worse performance in terms of assessments and certifications.
6. Even while beneficiaries from some states remain more committed to successfully completing the entire program as compared to other states, the beneficiaries did not receive all the benefits associated with RPL program such as skill card and badge, INR 500 after completion etc.
7. Almost all the beneficiaries who were undergone the RPL program (99.9%) watched the induction video. This means that the message has been communicated very efficiently. However, a total of 16 beneficiaries across four states such as Assam, Odisha, Tamil Nadu and Tripura claimed not to watch the induction video as well as unawareness of the importance of skill certification. Therefore, it makes sense to reinforce the message by repeated viewing of the induction video rather than carry it out as a routine exercise.
8. There is a clear and strong correlation between those who watched the video and those who claimed to understand the benefits of the program
9. Almost all of the beneficiaries (99.9%) received orientation in soft skills. However, in some states such as Andhra Pradesh, Assam, Jammu and Kashmir, Odisha, Rajasthan, Tamil Nadu, Telangana and Tripura around 19 beneficiaries claimed not to receive the same.
10. Not receiving the skill card badge reduces the mobility of the beneficiary and ability to seek better jobs. With 17% of beneficiaries not receiving the skill card badge, this is a very high percentage. It is possible that there could have been deficiency in this regard due to Covid 19, nevertheless this needs to be investigated further.
11. A significant 76% claimed not to have received the INR 500 after course completion. This too could be because of Covid19, but needs further investigation.

## Impact Assessment for Logistics Sector

### Impact of the program on beneficiaries

1. With a score of 7.56 (out of 10), overall program Impact is satisfactory. In specific, the contribution of the SSC and the employer in the overall program impact is very encouraging.
2. From a beneficiaries' standpoint, the social Impact is the highest (score of 8.32), followed by workplace impact (score of 6.96), followed by Economic Impact (score of 5.36).
3. The largest motivation for joining the RPL program is better income. In light of this, the fact that the resultant perception of the beneficiaries that there was no significant improvement in income is a cause for concern and shows a mismatch between expectation and reality.
4. 2% of the beneficiaries claimed not to have received the Kaushal Bima Yojana and the concentration is comparatively higher in Odisha (16%) and Punjab (17%). Though the percentage is not very big, it cannot be ignored.
5. The registrations under Udyami Mitra are not very encouraging. Only 56% of the beneficiaries received help from the PIAs to get registered under Udyami Mitra. Either the benefits of such registration have not been properly and completely explained, or the follow up by the SSCs is weak.
6. Significantly, most beneficiaries benefited from improved domain knowledge which could benefit them in the longer run. Also, improvement in the usage of digital platform (digital platform, online transaction). managerial skills and communication skills is a successful outcome of the RPL program. Only 11% claimed to have not benefited from the program.
7. One of the biggest challenges of the outcome of the RPL program is the limited success in the beneficiaries' ability to improve access to markets. In a majority of the cases, this does not appear to have changed much. A part of this could be the reluctance of beneficiaries to relocate themselves to a different geography if demanded by expansion.
8. Only 3% of the beneficiaries applied for Mudra loans-for expansion. This could be related to the fact that most beneficiaries claim not to have benefited through expansion
9. There has been positive impact in terms of a) reduction in unemployment, and b) ability to switch jobs to different employers. These show that there is a clear impact of the RPL program on the beneficiary. The fact that the income has not improved significantly can be ascribed to Covid19 as well as the newness of starting a new enterprise.
10. The impact of RPL appears to be both monetary such as increase in income as well as non-monetary benefits such as appreciation, increase in job responsibilities etc.
11. On the social aspects, the biggest impact has been improvement in social status (68%), and least impact has been level of savings (58%).

## Impact Assessment for Logistics Sector

### Impact on workplace

1. The key improvements in the workplace have been improvement in sanitization and ventilation as well as awareness about first aid tool kit. Both have these have a significant role to play in beneficiary wellbeing and health and wellness, even though immediate tangible benefits may not be visible

### Impact on SSC

1. Perception of SSCs performance was overall very good. While they scored the highest on the training material, they scored lowest on placement ability.

## 14.1 Recommendation

1. A large part of the mobilization continues to be SSC led, which would have limited reach. SSC would typically have their own pockets of influence, which may not be uniformly spread, or well mapped to the logistics skill set. Ideally, if the program has to reach every possible beneficiary, there has to be better communication channel utilization. It is recommended that a better communication plan be initiated before the next program is launched. Ideally, the reach, and influence of specific media (such as radio, TV, social media, hoardings and posters, etc.) should be ascertained and the media plans should be based on this understanding
2. A greater emphasis on the benefits skill card and badge, INR 500 after completion etc could help beneficiaries leverage these to ensure better impact.
3. Self-assessment sheet. Is it useful? Perhaps consider an aided assessment rather than a self-assessment. Especially since collective feedback may carry greater benefits than individual assessment feedback, especially if done across homogenous geographic or skill clusters
4. In some states, beneficiaries did not receive orientation in soft skills receive the Though the number is not very big, it cannot be ignored. It has a key role to play in improved quality of delivery. SSC needs to consider if a refresher course on orientation of soft skills should be conducted. Also, to consider an evaluation of the orientation on impact, perhaps through a baseline study
5. Since there is a mismatch between expectation and reality in terms of improvement in income, a value-chain assessment study is recommended to understand post RPL certification beneficiary journey. This could be done either in the form of specific case studies, or through cohort studies.
6. Not all the beneficiaries received Kausal Bima. This is the least assurance that a beneficiary would seek, and for the future RPL programs to be considered even more successful, a method has to be put in place to ensure that this is remedied earliest.
7. Not all the beneficiaries received help to get registered under Udyami Mitra. This is an area which requires strengthening in order to ensure the availability of a pool of resources and also improve employability opportunities.
8. It may be recommended to consider a follow-on hand holding program specifically directed towards improving the ability of beneficiaries to leverage technology to improve reach.

## Impact Assessment for Logistics Sector

9. On the one hand, the beneficiaries gave highest rating to training material on the other hand they gave lowest rating to the placement process. This also demonstrates a gap which needs to be bridged.



# ANNEXURE-1



## 15 Annexure 1: Analyses based on demographic details

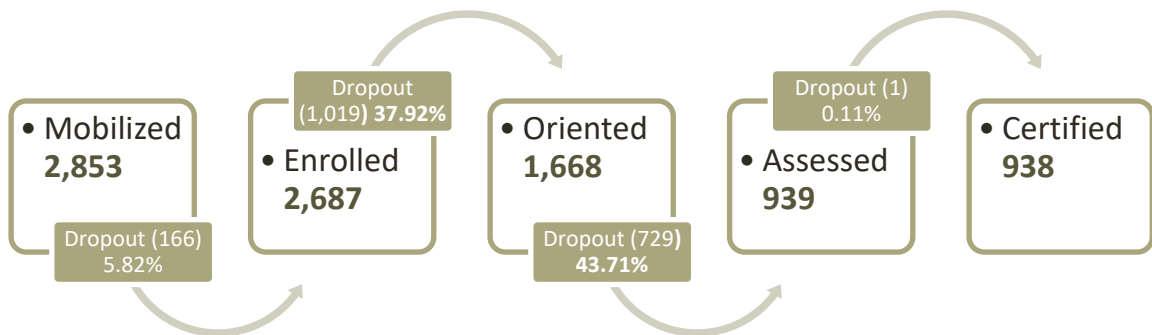
Below are the demographic details of the beneficiaries from hilly area and LWE region:

### 15.1 Overview of hilly areas

The government of India has identified 52 districts from 9 states as hilly area districts for skill development. RPL program for logistics sectors has been carried out in districts of Pune and Thane in Maharashtra, Coimbatore in Tamil Nadu, Darjeeling in West Bengal and South Goa in Goa. A total of 2,204 beneficiaries have been mobilized in these 4 districts.

#### 15.1.1 Beneficiaries' details in hilly areas

The below picture shows beneficiaries in various stages of certification:



**FIGURE 31:NUMBER OF BENEFICIARIES IN HILLY AREAS**

- There was a certain percentage of dropout at every stage of the RPL program in the hilly area.
- It can be inferred from the picture that the percentage of drop outs is the highest between orientation and assessment stage (43.71%).

**Impact Assessment for Logistics Sector**

**15.1.2 Job roles of beneficiaries in hilly areas**

The below table shows percentage of beneficiaries in different job roles in hilly areas at orientation and certification stage:

Job Role	Oriented (as a percentage of total enrolled beneficiaries)	Certified (as a percentage of oriented beneficiaries in respective job role)
<b>Courier Associate</b>	22.14%	33.61%
<b>Warehouse Executive</b>	20.47%	95.82%
<b>Warehouse Associate</b>	9.38%	0.00%
<b>Commercial Vehicle Driver Level 4</b>	7.85%	72.04%
<b>Courier Executive</b>	1.49%	97.50%
<b>Vessel Operator Grade 1</b>	0.74%	100.00%

**TABLE 10: BENEFICIARIES UNDER DIFFERENT JOB ROLE IN HILLY AREAS**

- RPL program for logistics sector has happened for job roles such as Courier Associate, Warehouse Executive, Warehouse Associate, Commercial Vehicle Driver Level 4, Courier Executive, Vessel Operator Grade 1 in the hilly area districts.
- It can be inferred from the table that the highest percentage of the oriented beneficiaries are from the Courier Associate job role (22.14%).
- 100% of the beneficiaries who were certified (as a percentage of the oriented beneficiaries) is from the Vessel Operator Grade 1.

### 15.1.3 Training centers in hilly areas

The below table shows performance of training institute in terms of beneficiaries being oriented and certified:

Training Centre	Oriented (as a percentage of total enrolled beneficiary)	Certified (as a percentage of oriented beneficiary in respective training centre)
<b>Biofac Inputs Pvt. Ltd</b>	24.33%	95.69%
<b>Artem institute of Logistics and Transport</b>	12.86%	0.00%
<b>ASSOCHAM</b>	7.87%	0.00%
<b>Professional Consultants</b>	4.65%	100.00%
<b>Transport Mitra</b>	3.75%	48.00%
<b>Alstom Transport India Ltd</b>	2.10%	100.00%
<b>CII Institute of Logistics</b>	2.02%	0.00%
<b>Ecom Express</b>	1.57%	0.00%
<b>Lift Academy</b>	1.57%	97.62%
<b>The Institute of Road Safety and Trucknowledgy</b>	1.05%	100.00%
<b>Custom House and Steamer Agents Association</b>	0.75%	100.00%

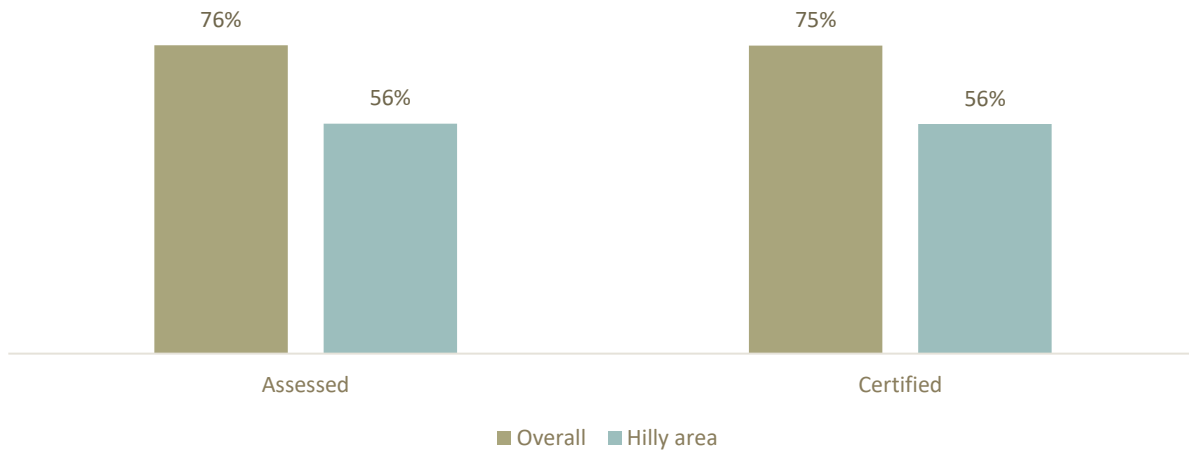
**TABLE 11: PERFORMANCE OF TRAINING INSTITUTE IN HILLY AREAS**

- It can be inferred from the table that the highest percentage of the oriented beneficiaries are from the BIOFAC (24.33%).
- 100% of the beneficiaries who were certified (as a percentage of the oriented beneficiaries) is from the Vessel Operator Grade 1, ALSTOM, IRST and CHAASAC.

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15.1.4 Comparison of beneficiary performance - overall with hilly areas

The below graph shows comparison of assessed and certified beneficiaries who had gone through certification process in hilly areas and overall country:



**FIGURE 32: COMPARISON OF BENEFICIARIES IN HILLY AREAS AND OVERALL COUNTRY**

- The percentage of both assessed and certified beneficiaries is lower in hilly area compared to across the country.

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15.1.5 Age group of beneficiaries in hilly areas

The below graph shows age group of beneficiaries in hilly regions:

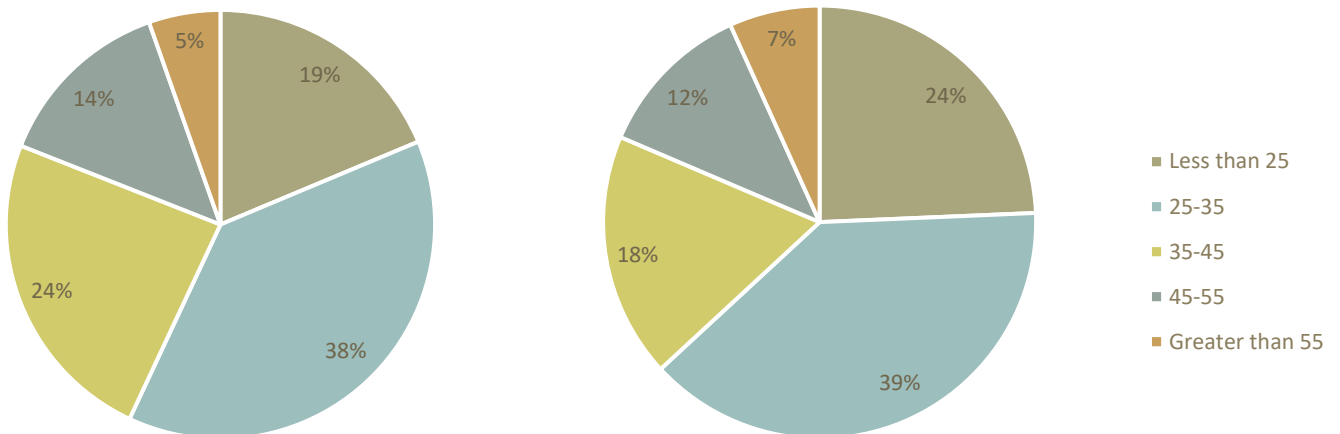


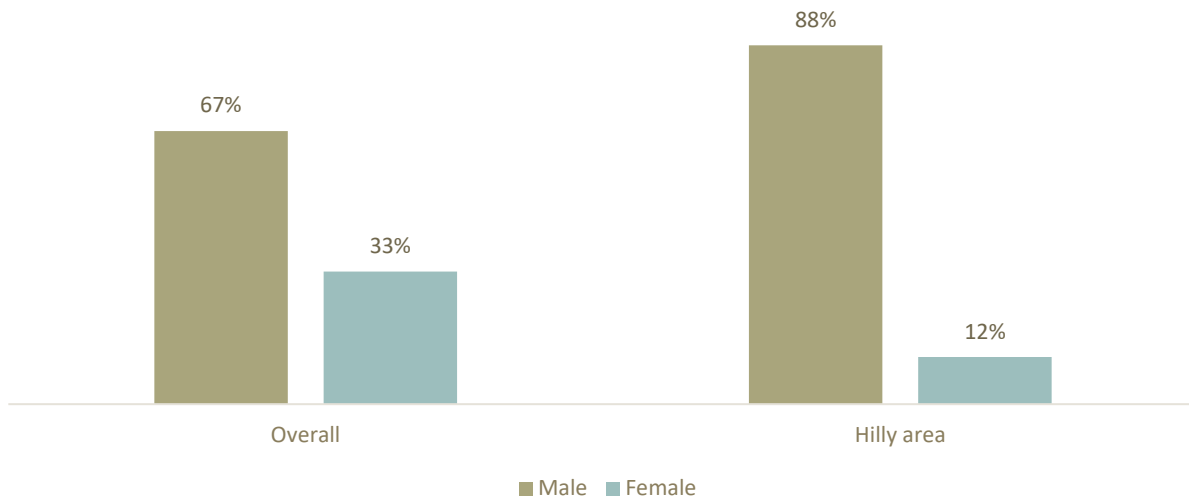
FIGURE 33: AGE GROUP OF BENEFICIARIES

- Out of all oriented beneficiaries in hilly areas 24% belongs to age group of 25 years or less whereas percentage of oriented beneficiaries in same age group across the country is 19%.
- Out of all oriented beneficiaries in hilly areas 39% belongs to age group of 25 to 35 years whereas percentage of oriented beneficiaries in same age group across the country is 38%.
- Out of all oriented beneficiaries in hilly areas 18% belongs to age group of 35 to 45 years whereas percentage of oriented beneficiaries in same age group across the country is 24%.
- Out of all oriented beneficiaries in hilly areas 12% belongs to age group of 45 to 55 years whereas percentage of oriented beneficiaries in same age group across the country is 14%.
- Out of all oriented beneficiaries in hilly areas 7% belongs to age group of 55 years or more whereas percentage of oriented beneficiaries in same age group across the country is 5%.

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### 15.1.6 Gender of beneficiaries in hilly areas

The below graphs show the gender diversification of beneficiaries across the country as well as in hilly areas:



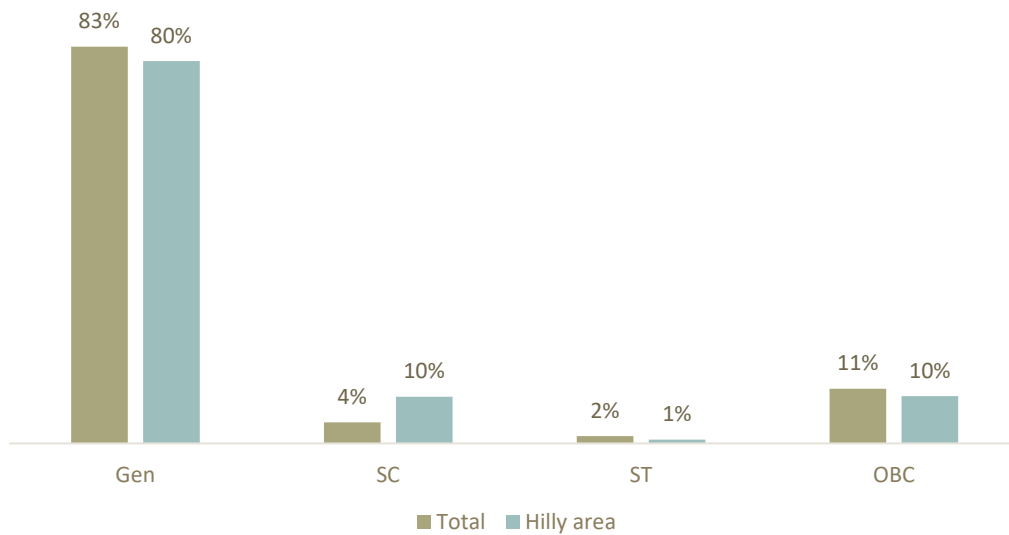
**FIGURE 34: COMPARISON OF GENDER DIVERSIFICATION**

- The percentage of male beneficiaries in hilly area and across the country is higher than female beneficiaries.

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15.1.7 Caste category of beneficiaries in hilly areas

The below graph shows comparison of beneficiaries in hilly areas and across the country on the basis of category:



**FIGURE 35: COMPARISON OF BENEFICIARIES IN HILLY AREAS AND ACROSS THE COUNTRY BASES ON CATEGORY**

- It can be inferred from the graph that maximum participation in RPL program is from the general category beneficiaries in hilly areas districts as well as across the country.
- It can be inferred from the graph that the least participation in RPL program is ST category beneficiaries in hilly areas districts as well as across the country.

## 15.2 Overview of LWE areas

The government of India has recognized 47 districts across 10 states as LWE affected districts. RPL program for the logistics sector has been conducted in district Deogarh, and Rayagada in Odisha, Bokaro in Jharkhand and Khammam in Telangana. A total of 6,070 beneficiaries was mobilized in these 4 districts.

### 15.2.1 Beneficiaries in LWE regions

The below picture shows beneficiaries in various stages of certification

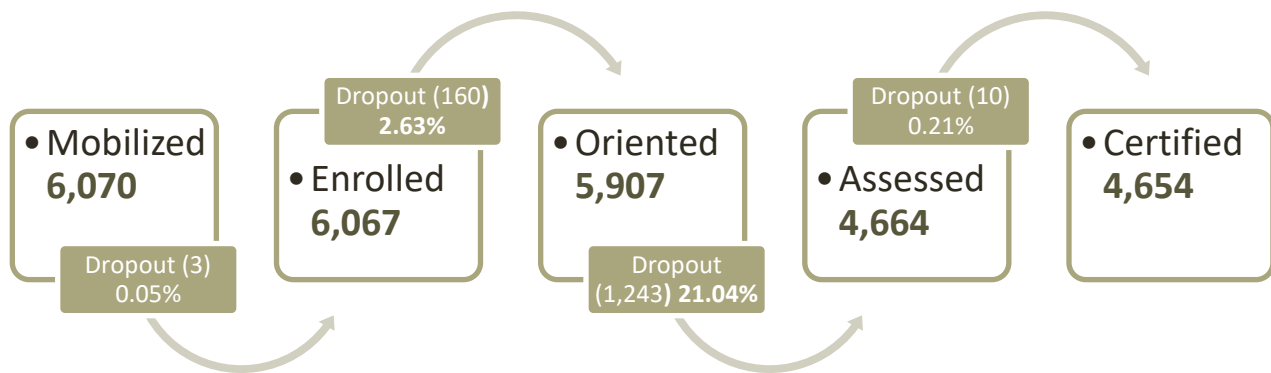


FIGURE 36: NUMBER OF BENEFICIARIES IN LWE AREAS

- It can be inferred from the picture that maximum dropouts have happened at the orientation stage as 1,243 (21%) beneficiaries dropped out at after orientation.
- It can be inferred from the picture that 4654 (99.79%) beneficiaries of total assessed beneficiaries have been certified.

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**15.2.2 Job roles of beneficiaries in LWE regions**

The below table shows percentage of beneficiaries in different job roles in LWE areas at orientation and certification stage:

Job Role	Oriented (as a percentage of total enrolled beneficiaries)	Certified (As a percentage of oriented beneficiaries in respective job role)
<b>Land Transportation Executive</b>	88.51%	82.33%
<b>Warehouse Associate</b>	4.94%	0.00%
<b>EXIM - Executive</b>	3.91%	98.31%

**TABLE 12: BENEFICIARIES UNDER DIFFERENT JOB ROLE IN LWE AREAS**

- RPL program for logistics sector has happened for job roles such as Land Transportation Executive, Warehouse Associate and EXIM - Executive, in the LWE districts.
- The highest percentage of the oriented beneficiaries (as a percentage of total enrolled beneficiaries) is from Land Transportation Executive (88.51%).
- None of the beneficiaries from the Warehouse Associate job role were certified (as a percentage of oriented beneficiaries).

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15.2.3 Training centers in LWE regions

Training Centre	Oriented (as a percentage of total enrolled beneficiaries)	Certified (as a percentage of oriented beneficiaries in respective training centre)
<b>Db Skills and Livelihood</b>	92%	83%
<b>Edify Skills India Pvt Ltd</b>	5%	0%

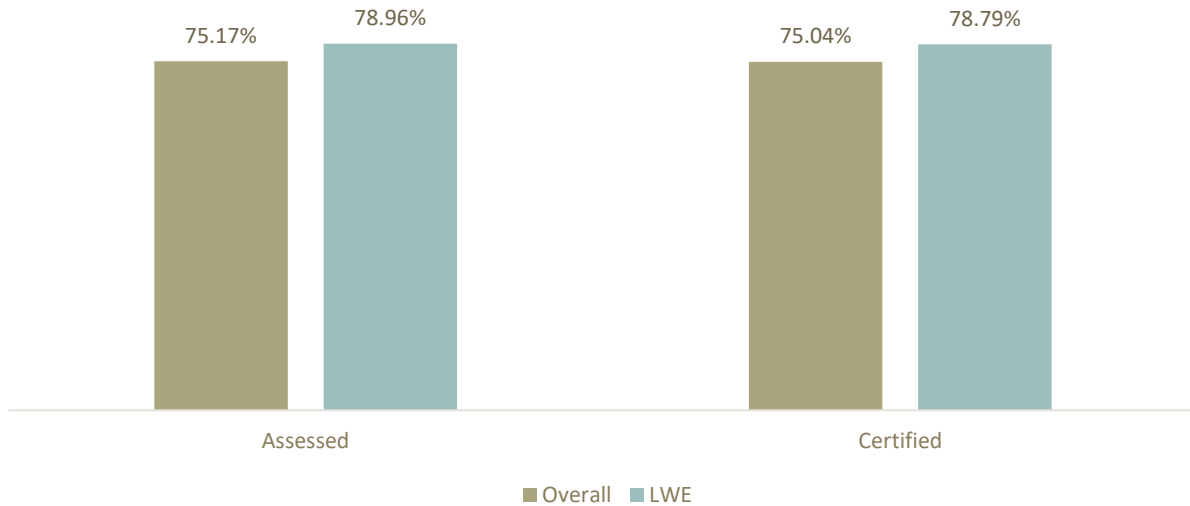
TABLE 13: PERFORMANCE OF TRAINING INSTITUTE IN LWE

- It can be inferred from the table that there were two training centers responsible for the RPL program in the LWE region.
- It can be inferred from the table that the percentage of the oriented beneficiaries from DB Skills (92%) is higher than EDIFY.
- None of the beneficiaries from EDIFY was certified (as a percentage of the oriented beneficiaries).

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15.2.4 Comparison of beneficiary performance – overall with LWE regions

The below graph shows comparison of beneficiaries in LWE regions and overall country who have gone through different stages of certification:



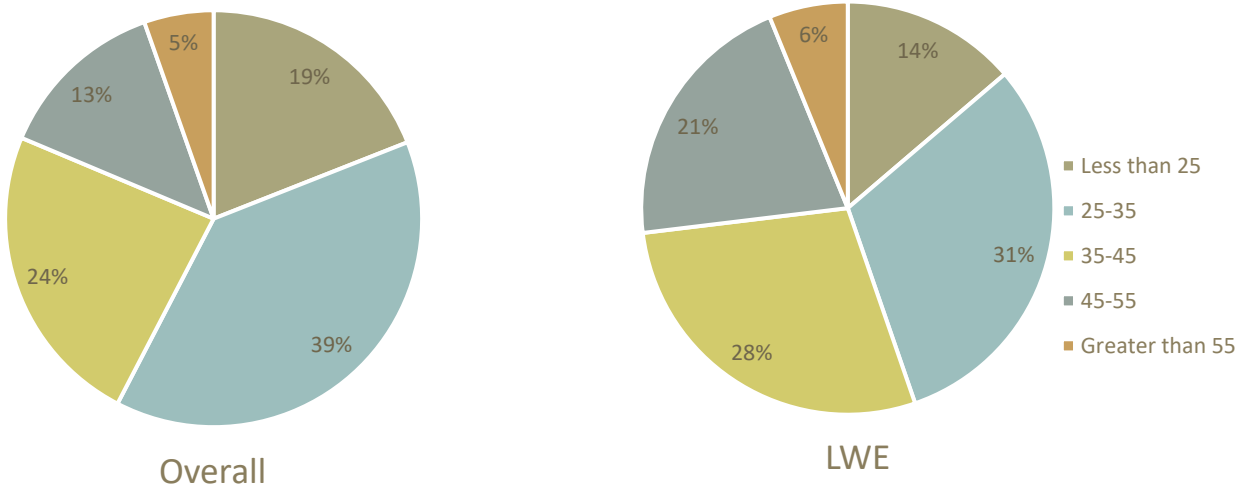
**FIGURE 37: BENEFICIARIES OF LWE REGIONS IN ASSESSMENT AND CERTIFICATION STAGE**

- The percentage of both assessed and certified beneficiaries is higher in LWE region compared to across the country.

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15.2.5 Age group of beneficiaries in LWE regions

The below graph shows age group of beneficiaries in LWE regions:



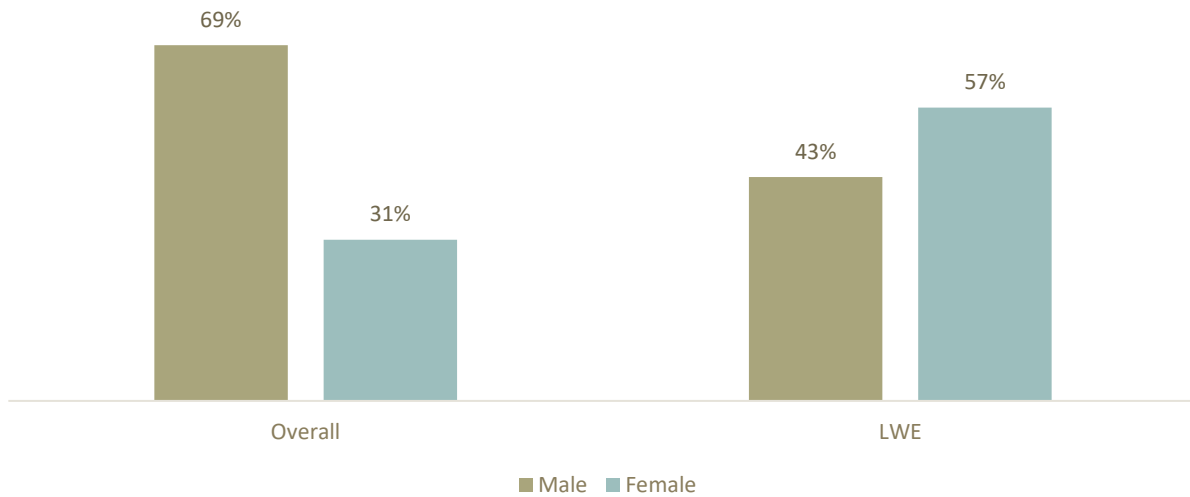
**FIGURE 38: BENEFICIARIES IN DIFFERENT AGE GROUP**

- Out of all oriented beneficiaries in hilly areas 14% belongs to age group of 25 years or less whereas percentage of oriented beneficiaries in same age group across the country is 19%.
- Out of all oriented beneficiaries in hilly areas 31% belongs to age group of 25 to 35 years whereas percentage of oriented beneficiaries in same age group across the country is 39%.
- Out of all oriented beneficiaries in hilly areas 28% belongs to age group of 35 to 45 years whereas percentage of oriented beneficiaries in same age group across the country is 24%.
- Out of all oriented beneficiaries in hilly areas 21% belongs to age group of 45 to 55 years whereas percentage of oriented beneficiaries in same age group across the country is 13%.
- Out of all oriented beneficiaries in hilly areas 6% belongs to age group of 55 years or more whereas percentage of oriented beneficiaries in same age group across the country is 5%.

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15.2.6 Gender of beneficiaries in LWE regions

The below graphs show the gender diversification of beneficiaries across the country as well as in LWE areas:



**FIGURE 39: GENDER DIVERSIFICATION OF BENEFICIARIES**

- The percentage of male beneficiaries is higher than the female beneficiaries across the country, whereas the percentage of male beneficiaries is lower in the LWE region compared to the female beneficiaries.

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15.2.7 Caste category of beneficiaries in LWE regions

The below graph shows comparison of category of beneficiaries in LWE regions and across the country.

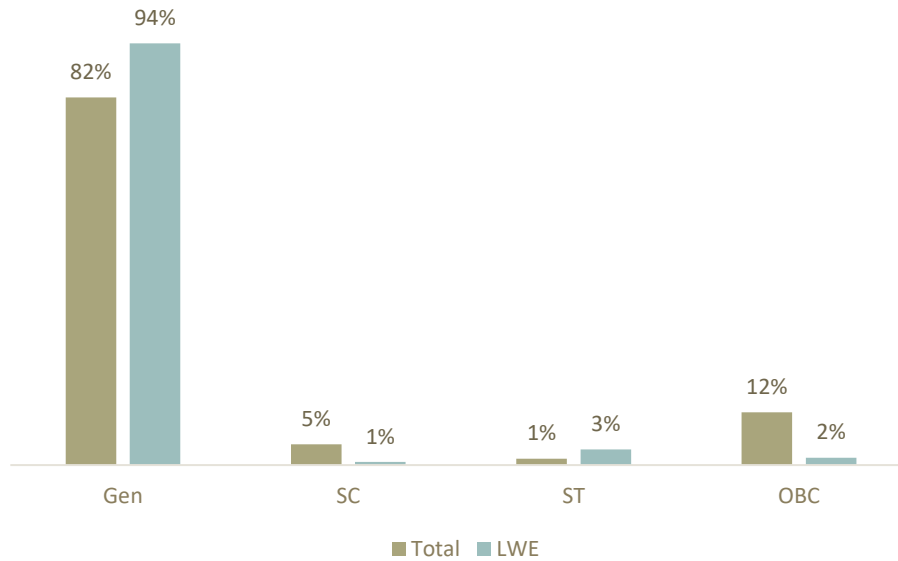


FIGURE 40: COMPARISON ON CATEGORY OF BENEFICIARIES BETWEEN LWE REGION AND ACROSS THE COUNTRY

- It can be inferred from the graph that maximum participation in RPL program is from the general category beneficiaries in LWE region as well as across the country. However, the percentage of beneficiaries from general category is higher in the LWE region.
- It can be inferred from the graph that the least participation in RPL program is from the SC category (1%) in the LWE region whereas the least participation across the country is from the ST category (1%).

## 15.3 About RPL program

### 15.3.1 Program motivation

Below is the analysis of the program motivation in terms of state, hilly areas, LWE, gender and caste category:

#### 15.3.1.1 Program motivation by state

The following table shows the percentage of beneficiaries across all the states who stated different reasons for undertaking the RPL program:

State	To improve income	To seek new employment opportunities	To improve subject knowledge	Employer made it mandatory
Chhattisgarh	100%	50%	0%	0%
Goa	100%	29%	14%	0%
Himachal Pradesh	100%	100%	100%	0%
Puducherry	100%	100%	100%	0%
Punjab	100%	33%	25%	0%
Gujarat	99%	99%	94%	0%
Uttar Pradesh	97%	86%	56%	3%
Haryana	97%	94%	75%	0%
Karnataka	95%	74%	52%	0%
Delhi	94%	75%	33%	0%
Jammu And Kashmir	93%	94%	85%	6%
Madhya Pradesh	92%	92%	31%	0%
Maharashtra	91%	94%	66%	0%
Bihar	91%	86%	58%	0%
Odisha	90%	82%	78%	2%
Kerala	88%	56%	19%	0%
Telangana	86%	84%	67%	2%
Andhra Pradesh	78%	98%	81%	3%
Tamil Nadu	71%	62%	56%	0%
Rajasthan	71%	23%	47%	0%
Assam	56%	23%	34%	0%

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State	To improve income	To seek new employment opportunities	To improve subject knowledge	Employer made it mandatory
West Bengal	8%	7%	93%	0%
Tripura	8%	16%	88%	0%

TABLE 14: PROGRAM MOTIVATION BY STATE

Q. Why did you undertake the RPL program?

Number of respondents: 22,906

The highest percentage of the beneficiaries who reported the reason for undertaking the RPL program was to improve income are from Chhattisgarh (100%), Goa (100%), Himachal Pradesh (100%), Puducherry (100%) and Punjab (100%). The highest percentage of the beneficiaries who reported the reason to be seeking new employment opportunity and improvement in subject knowledge is from Himachal Pradesh (100%) and Puducherry (100%). However, only from few states such as Andhra Pradesh, Jammu and Kashmir, Odisha, Telangana and Uttar Pradesh the beneficiaries stated that their employers made the RPL program mandatory, highest percentage is from Jammu and Kashmir (6%).

15.3.1.2 Program motivation by hilly region

The following chart shows the beneficiaries by hilly areas undertook RPL program due to various reasons:

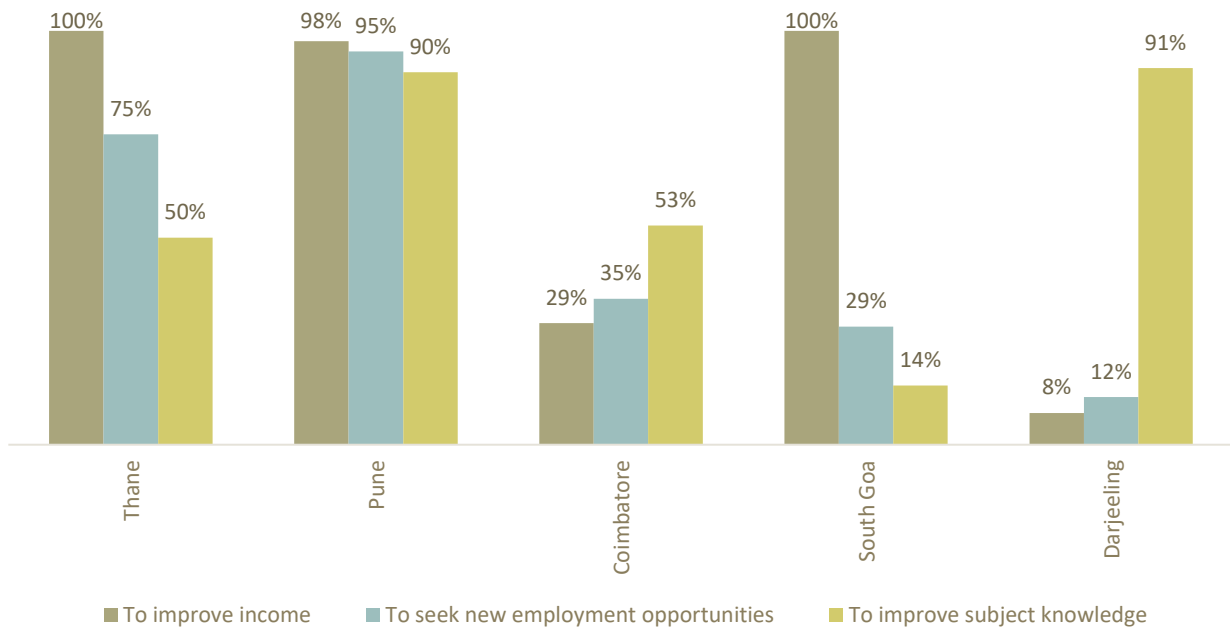


FIGURE 41: PROGRAM MOTIVATION-HILLY AREA WISE DISTRIBUTION

Q. Why did you undertake the RPL program?

Number of respondents: 146

100% of the beneficiaries from Thane and South Goa undertook the program to improve income. The highest percentage of beneficiaries who wanted to seek new employment opportunities is from Pune (95%). The highest percentage of beneficiaries to improve subject knowledge is from Darjeeling (91%).

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15.3.1.3 Program motivation by LWE region

Three districts have been covered in the field investigation such as Deogarh, Rayagada and which are considered as LWE. A total of 36 beneficiaries have been covered from these districts. The following chart shows the beneficiaries by LWE undertook RPL program due to various reasons

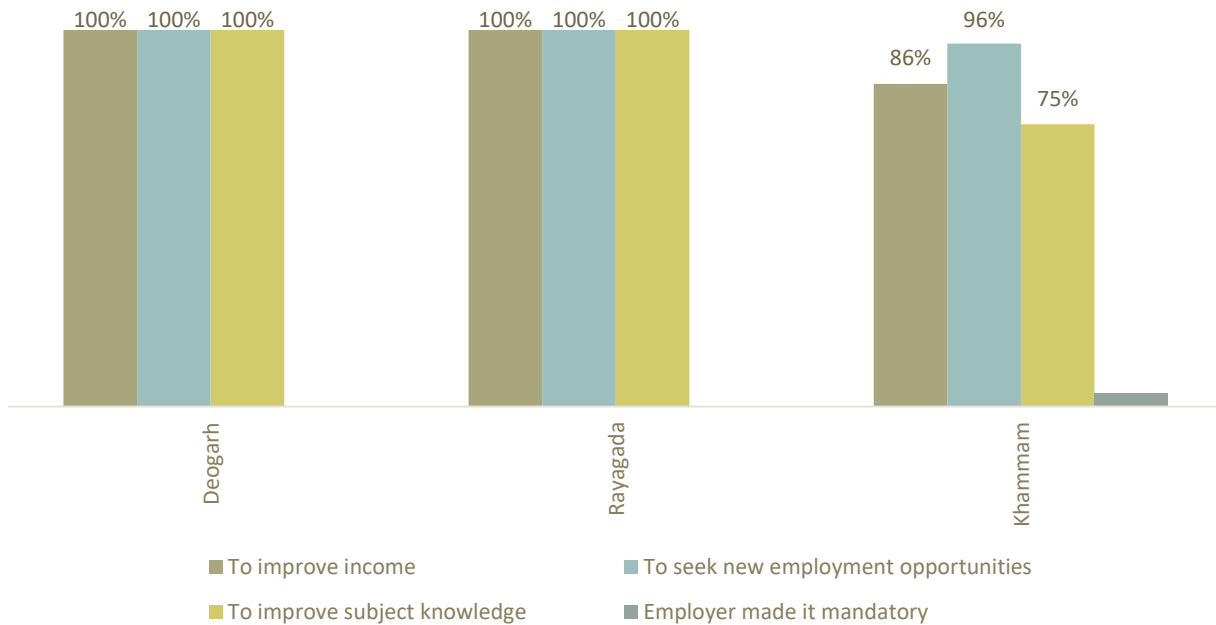


FIGURE 42: PROGRAM MOTIVATION-LWE WISE DISTRIBUTION

Q. Why did you undertake the RPL program?

Number of respondents: 36

All the beneficiaries from Deogarh undertook the RPL program in order to improve income, get new employment opportunities and to improve subject knowledge. 100% beneficiaries from Rayagada also went through the program to improve income. A majority of the beneficiaries from Khammam (96%) wanted to seek new employment opportunities, hence went through the program.

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15.3.1.4 Program motivation by job role

The following chart shows the category wise distribution of beneficiaries undertook RPL program due to various reasons:

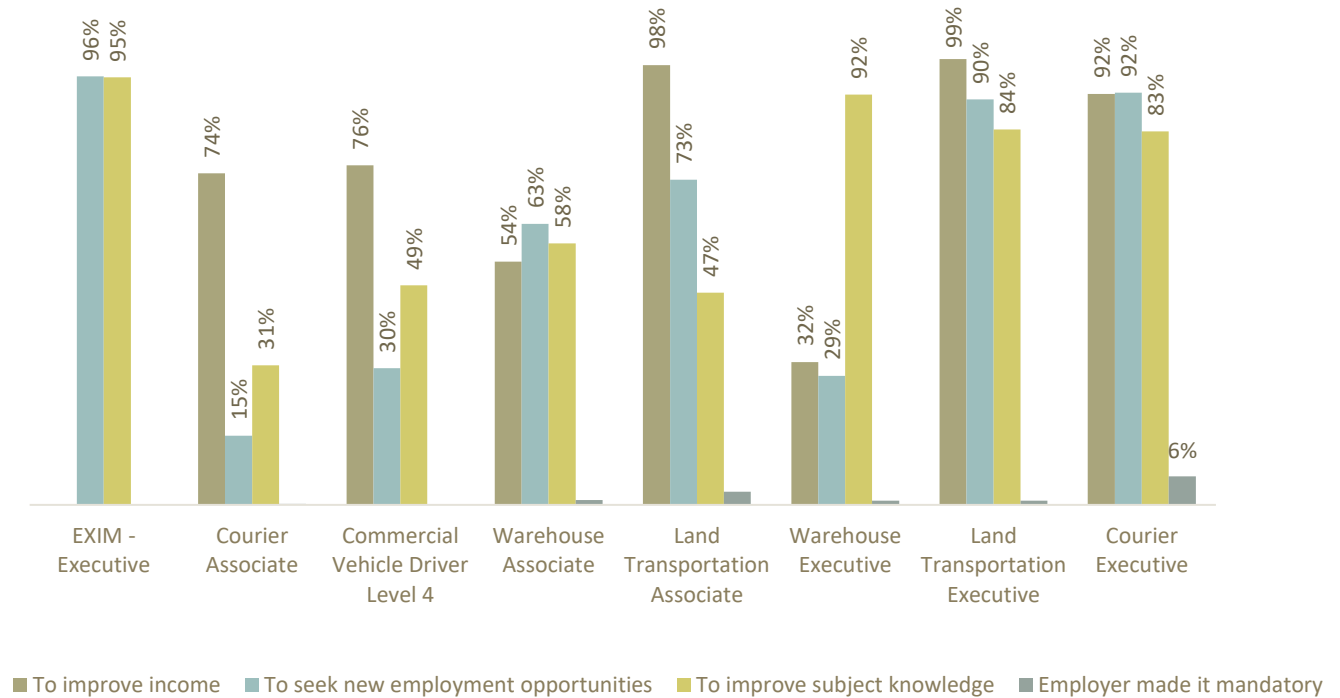


FIGURE 43: PROGRAM MOTIVATION-CASTE CATEGORY WISE DISTRIBUTION

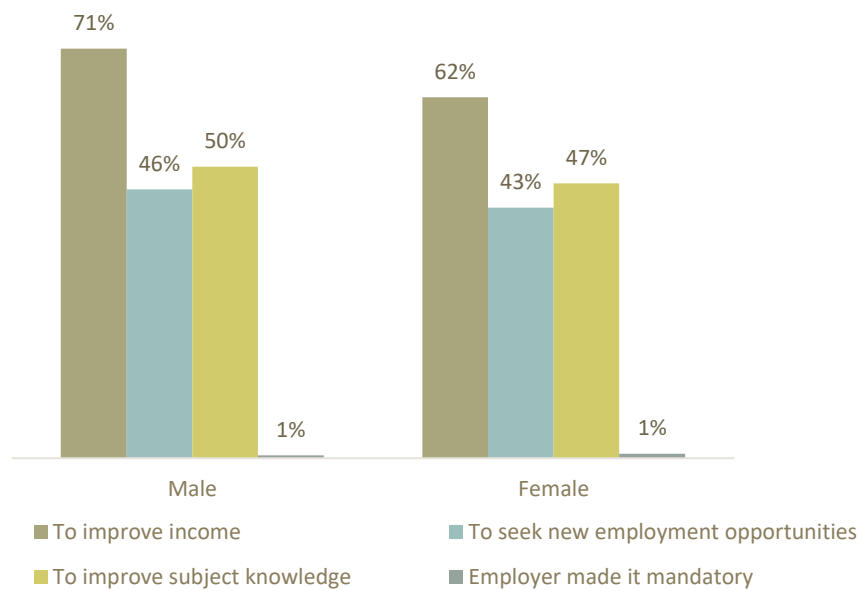
Q. Why did you undertake the RPL program?

Number of respondents: 22,949

A majority of the beneficiaries almost across all the job roles stated the reason for undertaking the RPL program was to improve income, the highest percentage (99%) is land transportation executive followed by land transportation associate (98%). The highest percentage of beneficiaries who undertook the program for seeking new employment opportunities (96%) and upgrade their subject knowledge (95%) is EXIM executive. However, a very small percentage of beneficiaries from some job roles mentioned that their employers made it mandatory, hence they took up the course, highest percentage is courier executive (6%).

### 15.3.1.5 Program motivation by gender

The following chart shows the gender wise distribution of beneficiaries undertook RPL program due to various reasons:



**FIGURE 44: PROGRAM MOTIVATION-GENDER WISE DISTRIBUTION**

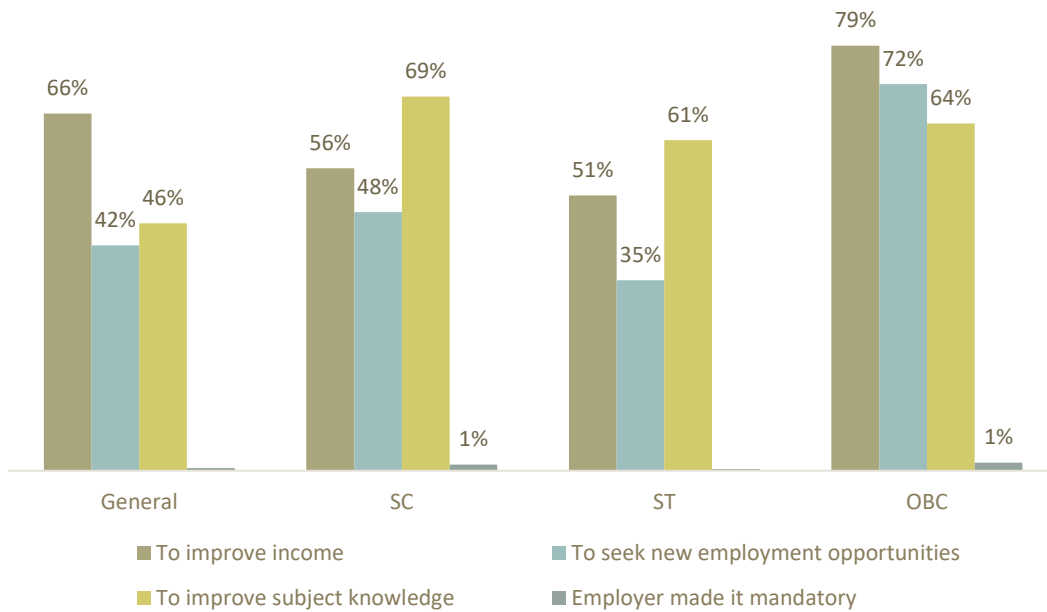
Q. Why did you undertake the RPL program?

Number of respondents: 20,228

A majority of both male and female beneficiaries (71% male and 62% female) undertook the RPL program to improve their income. 50% of the male beneficiaries and 47% of the female beneficiaries wanted to enhance their subject knowledge, hence they have undergone the certification. 46% of the male beneficiaries and 43% of the female beneficiaries wanted to seek new employment opportunities by taking up this RPL program. Only 1% of both the male and female beneficiaries mentioned that their employers made it mandatory.

### 15.3.1.6 Program motivation by caste category

The following chart shows the category wise distribution of beneficiaries undertook RPL program due to various reasons:



**FIGURE 45: PROGRAM MOTIVATION-CASTE CATEGORY WISE DISTRIBUTION**

Q. Why did you undertake the RPL program?

Number of respondents: 20,227

A majority of the beneficiaries across all the caste categories stated the reason for undertaking the RPL program was to improve income, the highest percentage (79%) are from the OBC category followed by the general category (66%). The highest percentage of beneficiaries who undertook the program for seeking new employment opportunities are from the OBC category (72%). The highest percentage of beneficiaries who wanted to upgrade their subject knowledge is from the SC category (69%). However, only 1% beneficiaries from both SC and OBC categories mentioned that their employers made it mandatory, hence they took up the course.

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### 15.3.2 Mobilization

The following charts show the mobilization of the beneficiaries by all over the country, states, hilly areas and LWE regions

#### 15.3.2.1 Mobilization by state

The following chart shows the different sources of information about RPL program by state:

	Mobilising agency	Advertisement	Social Media
Goa	100%	0%	0%
Himachal Pradesh	100%	0%	0%
Kerala	100%	0%	0%
Puducherry	100%	0%	0%
Karnataka	99%	1%	0%
Odisha	99%	1%	0%
Uttar Pradesh	99%	1%	0%
Gujarat	94%	6%	0%
Delhi	94%	6%	0%
Maharashtra	91%	9%	0%
Tamil Nadu	90%	7%	3%
Haryana	90%	10%	0%
Jammu And Kashmir	87%	13%	0%
Punjab	83%	8%	8%
West Bengal	82%	12%	6%
Chhattisgarh	75%	25%	0%
Assam	75%	8%	17%
Rajasthan	73%	14%	13%
Bihar	63%	35%	3%
Madhya Pradesh	54%	46%	0%
Telangana	52%	48%	0%
Tripura	12%	4%	84%
Andhra Pradesh	5%	95%	0%

TABLE 15: MOBILIZATION BY STATE

Q. How did you come to know about RPL project?

Number of respondents:21,364

100% of the beneficiaries from Goa, Himachal Pradesh, Kerala, and Puducherry stated the source of information as the mobilizing agency. The highest percentage of the beneficiaries who got to know about the RPL program through advertisements is from Andhra Pradesh (95%). Some beneficiaries who came to

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know about the RPL program through the social media, the highest percentage is coming from Tripura (84%).

15.3.2.2 Mobilization by hilly area

The following chart shows the different sources of information about RPL program by hilly area:

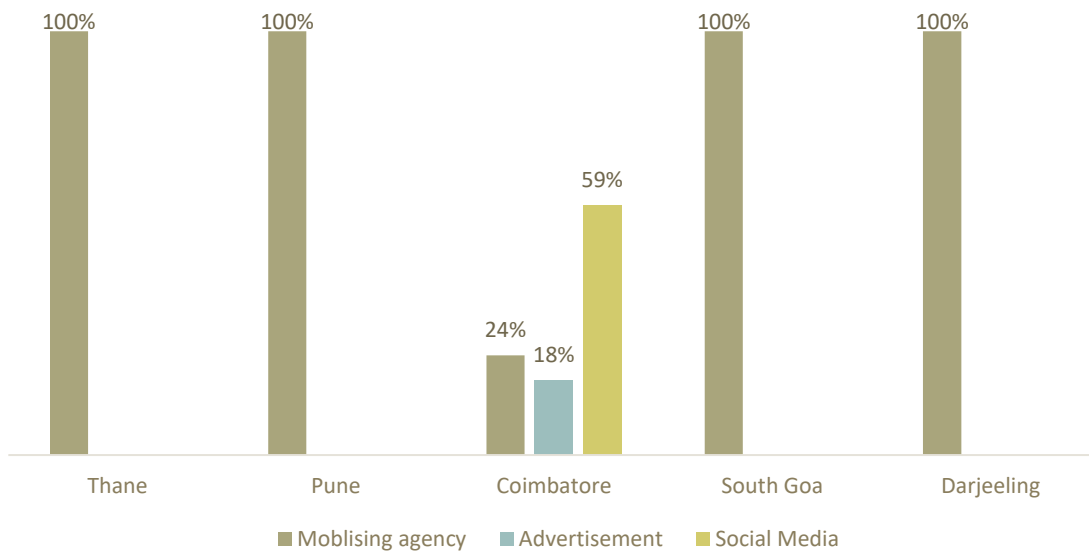


FIGURE 46: MOBILIZATION BY HILLY AREA

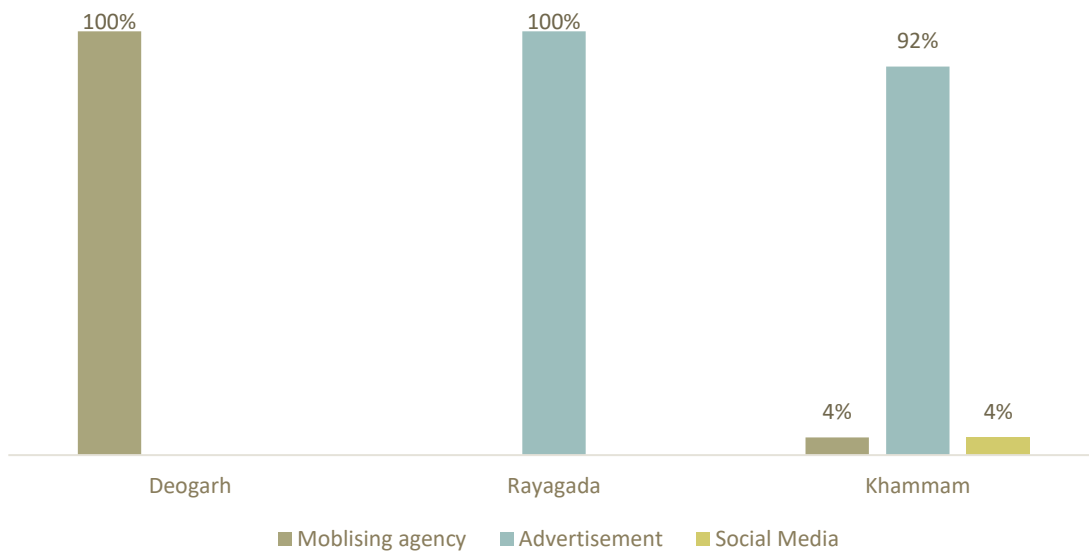
Q. How did you come to know about RPL project?

Number of respondents:74

100% of the beneficiaries from Thane, Pune, South Goa and Darjeeling came to know about the RPL program through the mobilizing agencies. Only in Coimbatore, the majority of the beneficiaries came to know about the program from social media.

### 15.3.2.3 Mobilization by LWE region

The following chart shows the different sources of information about RPL program by LWE:



**FIGURE 47: MOBILIZATION BY LWE**

Q. How did you come to know about RPL project?

Number of respondents:13

100% of the beneficiaries from Deogarh, and 4% from Khammam came to know about the RPL program through the mobilizing agencies. 100% from Rayagada and 92% of the beneficiaries received the information from the advertisements.

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### 15.3.3 Counselling and pre screening

Almost all the beneficiaries who were undergone the RPL certification were aware of the PMKVY, RPL and importance of skill certification, watched the induction video and told that the self-assessment sheet was helpful in identifying the skill gap.

Only a small number of beneficiaries said no. A total of 24 beneficiaries across five states such as Andhra Pradesh, Assam, Odisha, Tamil Nadu, and Tripura were not aware of PMKVY and importance of skill certification. A total of 16 beneficiaries across four states such as Assam, Odisha, Tamil Nadu and Tripura did not watch the induction video. Similarly, from these four states a total of 15 beneficiaries mentioned that the self-assessment sheet was not helpful.

### 15.3.4 Orientation

Almost all the beneficiaries who were undergone the RPL certification mentioned that they were given orientation on domain, received the specific job role kit, and the orientation kit was available in their regional language.

Only a small number of beneficiaries said no. A total of 19 beneficiaries across eight states such as Andhra Pradesh, Assam, Jammu and Kashmir, Odisha, Rajasthan, Tamil Nadu, Telangana and Tripura were not given orientation on domain. A total of 13 beneficiaries across four states such as Assam, Odisha, Rajasthan and Tamil Nadu did not receive the specific job role kit. From seven states such as Andhra Pradesh, Assam, Odisha, Rajasthan, Tamil Nadu, Telangana and Tripura a total of 194 beneficiaries mentioned that the orientation kit was not available in their regional language Assessment.

### 15.3.5 Assessment

The following charts show the percentage of the beneficiaries who received orientation for assessment process in your local language by all over the country, states, hilly areas and LWE regions:

#### 15.3.5.1 Assessment by state

The following chart shows the percentage of beneficiaries by state who received orientation for assessment process in their local language:

State	Yes	No
Chhattisgarh	100%	0%
Goa	100%	0%
Himachal Pradesh	100%	0%
Gujarat	99%	1%
West Bengal	98%	2%
Maharashtra	97%	3%
Kerala	94%	6%
Tripura	93%	7%
Tamil Nadu	92%	8%
Karnataka	91%	9%
Assam	89%	11%
Uttar Pradesh	89%	11%
Rajasthan	86%	14%
Madhya Pradesh	85%	15%
Delhi	84%	16%
Odisha	83%	17%
Punjab	75%	25%
Bihar	74%	26%
Haryana	74%	26%
Puducherry	67%	33%
Jammu And Kashmir	65%	35%
Telangana	64%	36%
Andhra Pradesh	53%	47%

TABLE 16: BENEFICIARIES RECEIVED ORIENTATION FOR ASSESSMENT PROCESS IN LOCAL LANGUAGE BY STATE

Q. Did you receive orientation for assessment process in your local language?

Number of respondents:22,906

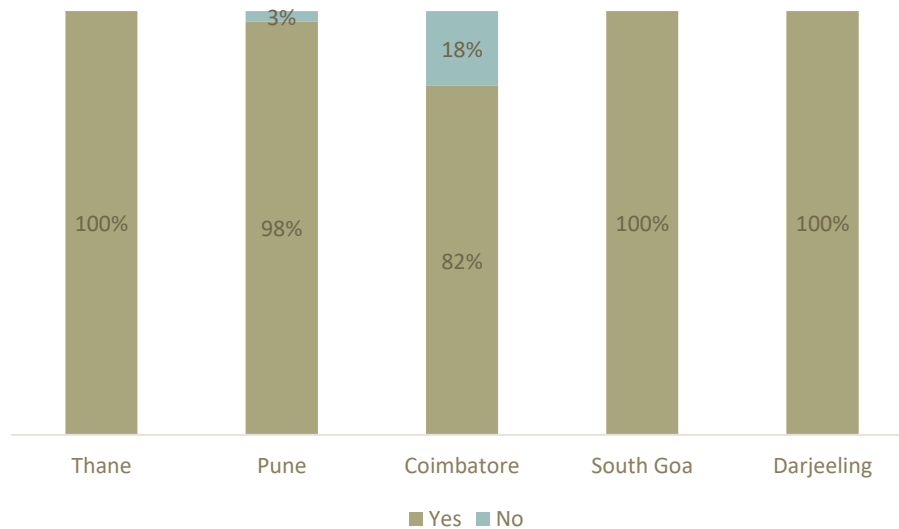
A majority of the beneficiaries stated that they received orientation for assessment process in their local language across all the states. 100% of the beneficiaries received the same is from Chhattisgarh, Goa and

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Himachal Pradesh. However, the highest percentage of beneficiaries who did not receive assessment in local language is from Andhra Pradesh.

### 15.3.5.2 Assessment by hilly area

The following chart shows the percentage of beneficiaries by state who received orientation for assessment process in their local language:



**FIGURE 48: BENEFICIARIES RECEIVED ORIENTATION FOR ASSESSMENT PROCESS IN LOCAL LANGUAGE BY HILLY AREA**

Q. Did you receive orientation for assessment process in your local language?

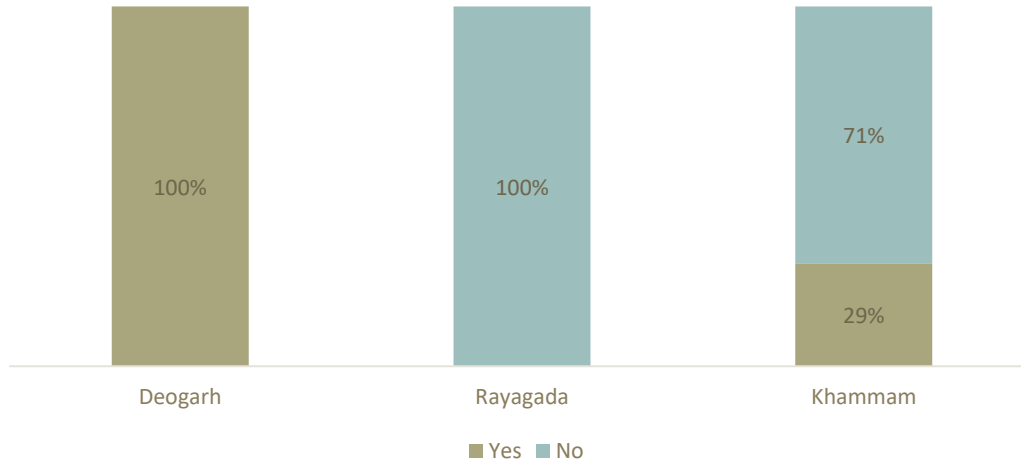
Number of respondents:78

100% of the beneficiaries from Thane, South Goa and Darjeeling received orientation for assessment process in their local language. Only in Pune and Coimbatore, 98% and 82% of the beneficiaries respectively informed to receive the same.

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*15.3.5.3 Assessment by LWE region*

The following chart shows the percentage of beneficiaries by state who received orientation for assessment process in your local language:



**FIGURE 49: BENEFICIARIES RECEIVED ORIENTATION FOR ASSESSMENT PROCESS IN LOCAL LANGUAGE BY LWE**

Q. Did you receive orientation for assessment process in your local language?

Number of respondents:37

100% of the beneficiaries from Deogarh and 29% in Khammam received orientation for assessment process in their local language whereas, 100% from Rayagada did not receive it in local language.

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### 15.3.6 Certification

#### 15.3.6.1 Certified beneficiaries

Below is the analysis of the percentages of certified beneficiaries in terms of state, hilly areas, LWE, gender and caste category:

##### 15.3.6.1.1 Percentage of certified beneficiaries by state

The following chart shows the percentage of certified beneficiaries by state:

State	Yes	No
Chhattisgarh	100%	0%
Goa	100%	0%
Himachal Pradesh	100%	0%
Gujarat	99%	1%
West Bengal	98%	2%
Maharashtra	97%	3%
Kerala	94%	6%
Tripura	93%	7%
Tamil Nadu	92%	8%
Karnataka	91%	9%
Assam	89%	11%
Uttar Pradesh	89%	11%
Rajasthan	86%	14%
Madhya Pradesh	85%	15%
Delhi	84%	16%
Odisha	83%	17%
Punjab	75%	25%
Bihar	74%	26%
Haryana	74%	26%
Puducherry	67%	33%
Jammu And Kashmir	65%	35%
Telangana	64%	36%
Andhra Pradesh	53%	47%

TABLE 17: PERCENTAGE OF CERTIFIED BENEFICIARIES BY STATE

Q Are you a certified candidate?

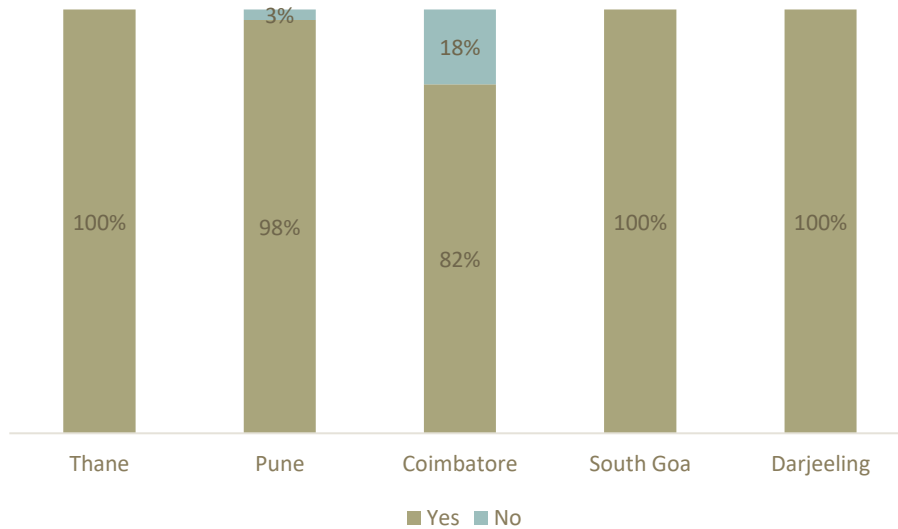
Number of respondents:22,906

100% of the beneficiaries from Chhattisgarh, Goa and Himachal Pradesh informed to be certified beneficiaries. However, the lowest percentage of certified beneficiaries is from Andhra Pradesh (53%).

Impact Assessment for Logistics Sector

15.3.6.1.2 Percentage of certified beneficiaries by hilly area

The following chart shows the percentage of certified beneficiaries by hilly area:



**FIGURE 50: PERCENTAGE OF CERTIFIED BENEFICIARIES BY HILLY AREA**

Q Are you a certified candidate?

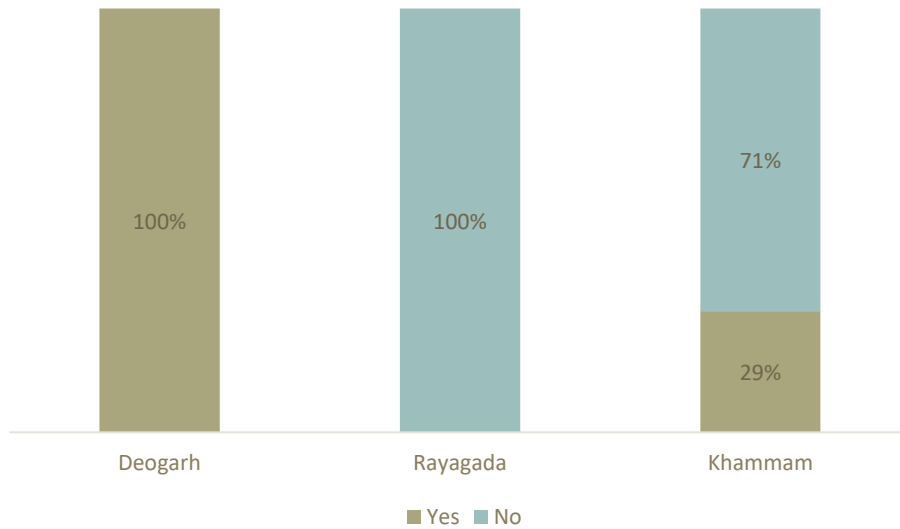
Number of respondents:146

100% of the beneficiaries from Thane, South Goa and Darjeeling informed to be certified. However, 98% from Pune and 82% of the beneficiaries from Coimbatore are certified.

Impact Assessment for Logistics Sector

15.3.6.1.3 Percentage of certified beneficiaries by LWE region

The following chart shows the percentage of certified beneficiaries by LWE region



**FIGURE 51: PERCENTAGE OF CERTIFIED BENEFICIARIES BY LWE**

Q Are you a certified candidate?

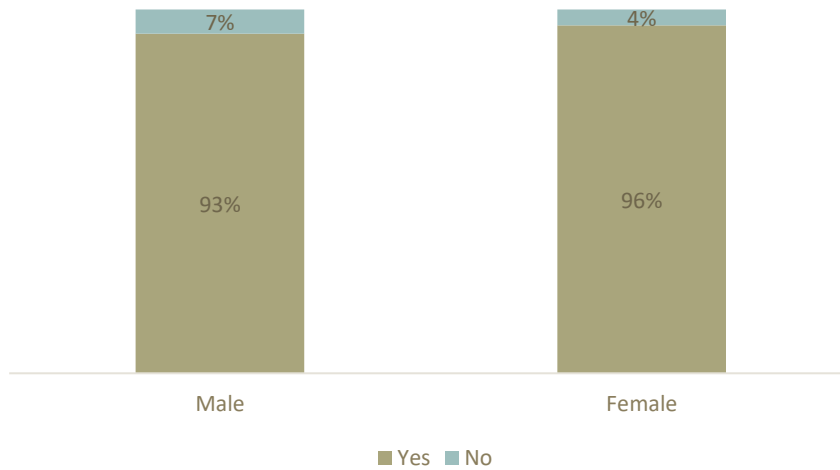
Number of respondents:37

100% of the beneficiaries from Deogarh informed to be certified whereas 100% from Rayagada informed not to be certified. In Khammam, only 29% of them were certified and the remaining 71% beneficiaries reported not to be certified.

Impact Assessment for Logistics Sector

15.3.6.1.4 Percentage of certified beneficiaries by gender

The following chart shows the percentage of certified beneficiaries by gender:



**FIGURE 52: PERCENTAGE OF CERTIFIED BENEFICIARIES BY GENDER**

Q Are you a certified candidate?

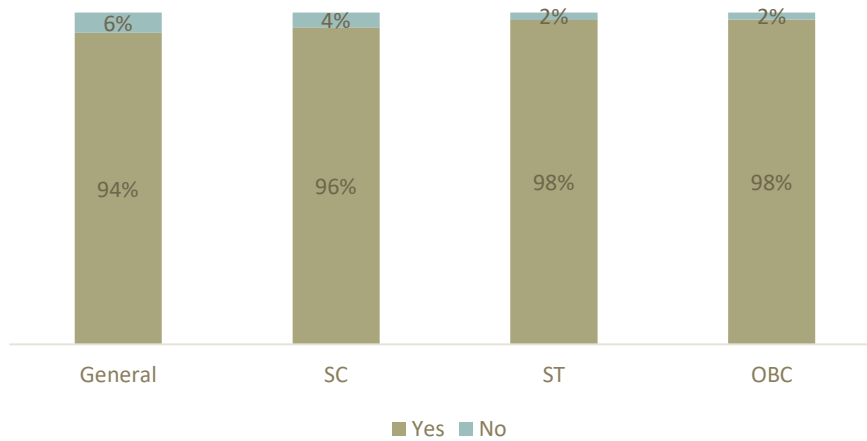
Number of respondents:20,228

For both male (93%) and female beneficiaries (96%), the majority of them are certified.

Impact Assessment for Logistics Sector

15.3.6.1.5 Percentage of certified beneficiaries by caste category

The following chart shows the percentage of certified beneficiaries by caste category:



**FIGURE 53: PERCENTAGE OF CERTIFIED BENEFICIARIES BY CASTE CATEGORY**

Q Are you a certified candidate?

Number of respondents:20,227

Across all the caste categories, the majority (more than 94%) of the beneficiaries is certified, the highest percentage of certified beneficiaries is from ST and OBC category.

## Impact Assessment for Logistics Sector

### 15.3.6.2 Skill card and badge

Below is the analysis of the percentages of beneficiaries received skill card and badge in terms of state, hilly areas, LWE, gender and caste category:

#### 15.3.6.2.1 Percentage of beneficiaries with skill card and badge by state

The following table shows the percentage of beneficiaries who received skill card and badge by state:

State	Yes	No
Chhattisgarh	100%	0%
West Bengal	97%	3%
Tripura	92%	8%
Assam	89%	11%
Uttar Pradesh	86%	14%
Goa	86%	14%
Rajasthan	82%	18%
Kerala	81%	19%
Odisha	81%	19%
Delhi	80%	20%
Tamil Nadu	73%	27%
Haryana	72%	28%
Madhya Pradesh	69%	31%
Punjab	67%	33%
Karnataka	64%	36%
Bihar	56%	44%
Jammu And Kashmir	54%	46%
Telangana	53%	47%
Andhra Pradesh	49%	51%
Maharashtra	42%	58%
Gujarat	39%	61%
Himachal Pradesh	0%	100%
Puducherry	0%	100%

TABLE 18: PERCENTAGE OF BENEFICIARIES BY STATE RECEIVED SKILL CARD AND BADGE

Q Did you receive skill card and badge along with certificate?

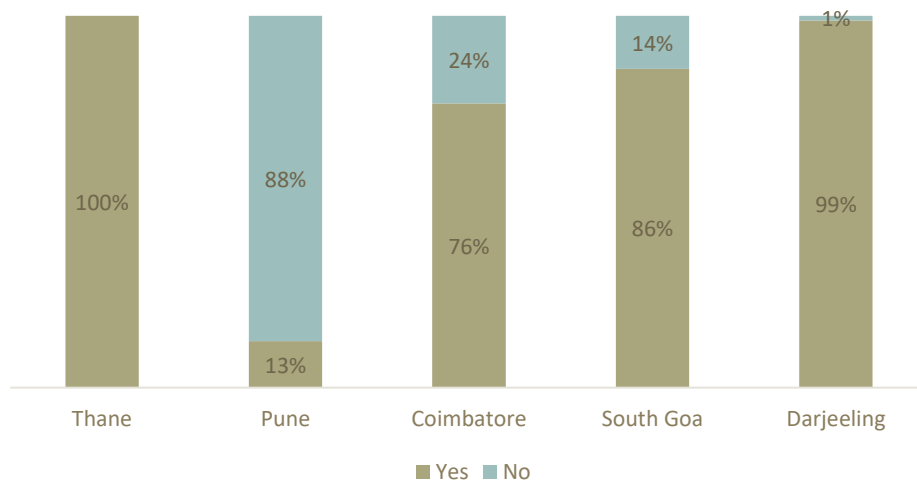
Number of respondents:22,379

100% of the beneficiaries from Chhattisgarh received the skill card and badge along with the certificate whereas 100% of beneficiaries who did not receive any skill card or badge is from Himachal Pradesh and Puducherry.

Impact Assessment for Logistics Sector

15.3.6.2.2 Percentage of beneficiaries with skill card and badge by hilly area

The following table shows the percentage of beneficiaries who received skill card and badge by hilly area:



**FIGURE 54: PERCENTAGE OF BENEFICIARIES BY HILLY AREA RECEIVED SKILL CARD AND BADGE**

Q Did you receive skill card and badge along with certificate?

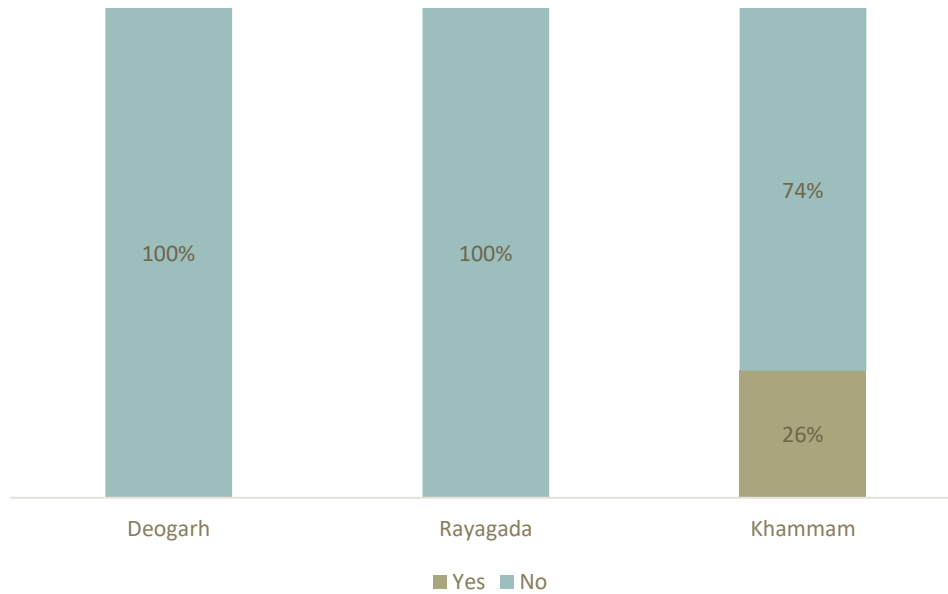
Number of respondents: 146

100% of the beneficiaries from Thane and 99% from Darjeeling received the skill card and badge. However, the lowest percentage of the beneficiaries who did not receive the skill card and badge is from Pune (88%).

Impact Assessment for Logistics Sector

15.3.6.2.3 Percentage of beneficiaries with skill card and badge by LWE region

The following table shows the percentage of beneficiaries who received skill card and badge by LWE region:



**FIGURE 55: PERCENTAGE OF BENEFICIARIES BY LWE RECEIVED SKILL CARD AND BADGE**

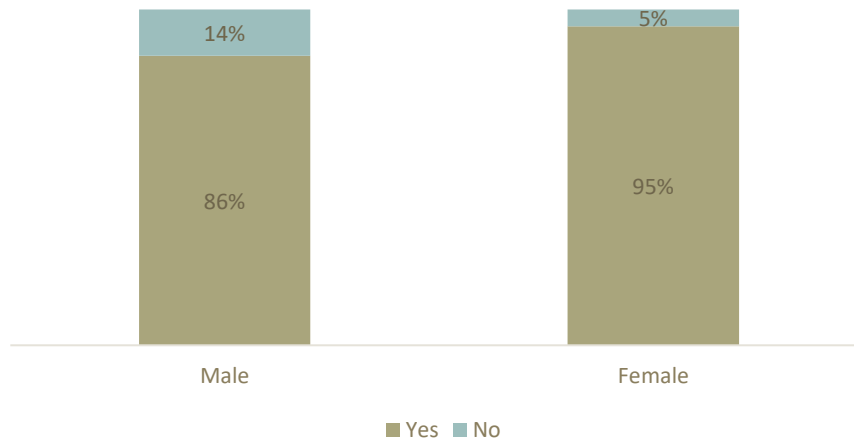
Q Did you receive skill card and badge along with certificate?

Number of respondents: 13

100% of the beneficiaries from Deogarh and Rayagada and 74% of the beneficiaries Khammam did not receive the skill card and badge.

15.3.6.2.4 Percentage of beneficiaries with skill card and badge by gender

The following chart shows the percentage of beneficiaries by gender who received skill card and badge:



**FIGURE 56: PERCENTAGE OF BENEFICIARIES BY GENDER RECEIVED SKILL CARD AND BADGE**

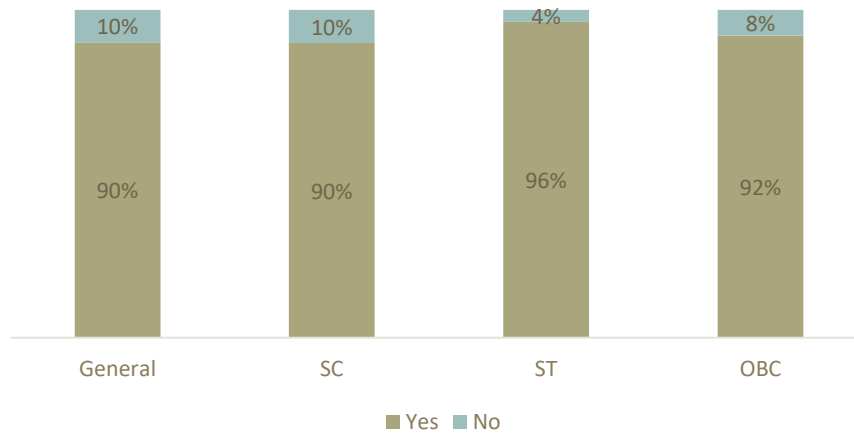
Q Did you receive skill card and badge along with certificate?

Number of respondents:19,701

For both male and female beneficiaries, the majority of them received skill card and badge. However, the percentage is higher for the female beneficiaries (95%) than the male (86%).

15.3.6.2.5 Percentage of beneficiaries with skill card and badge by caste category

The following chart shows the percentage of beneficiaries by category who received skill card and badge



**FIGURE 57: PERCENTAGE OF BENEFICIARIES WITH SKILL CARD AND BADGE BY CASTE CATEGORY**

Q Did you receive skill card and badge along with certificate?

Number of respondents:19,700

Across all the caste categories, the majority (more than 90%) of the beneficiaries is certified, the highest percentage of certified beneficiaries is from ST category.

Impact Assessment for Logistics Sector

*15.3.6.3 INR 500 after course completion*

Below is the analysis of the percentages of beneficiaries received INR 500 after course completion in terms of state, hilly areas, LWE, gender and caste category:

*15.3.6.3.1 Percentage of beneficiaries received INR 500 by state*

The following table shows the percentage of beneficiaries by state who received INR 500 after course completion:

State	Yes	No
Uttar Pradesh	81%	19%
Assam	36%	64%
Jammu And Kashmir	17%	83%
Rajasthan	13%	87%
Odisha	7%	93%
West Bengal	5%	95%
Tamil Nadu	5%	95%
Maharashtra	5%	95%
Tripura	3%	97%
Andhra Pradesh	2%	98%
Telangana	2%	98%
Haryana	2%	98%
Karnataka	1%	99%
Gujarat	1%	99%
Bihar	0%	100%
Chhattisgarh	0%	100%
Delhi	0%	100%
Goa	0%	100%
Himachal Pradesh	0%	100%
Kerala	0%	100%
Madhya Pradesh	0%	100%
Puducherry	0%	100%
Punjab	0%	100%

**TABLE 19: PERCENTAGE OF BENEFICIARIES BY STATE RECEIVED INR 500**

Q Did you receive INR 500 after course completion?

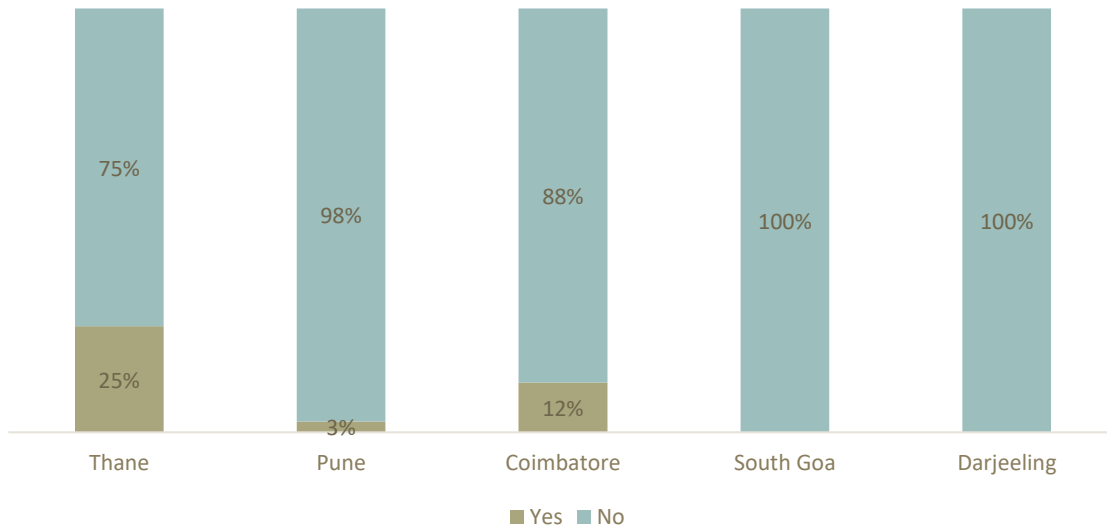
Number of respondents:22,379

100% of the beneficiaries from Bihar, Chhattisgarh, Delhi, Goa, Himachal Pradesh, Kerala, Madhya Pradesh, Puducherry and Punjab did not receive the INR 500. Some beneficiaries mentioned to receive the money, the highest percentage is from Uttar Pradesh (81%).

Impact Assessment for Logistics Sector

15.3.6.3.2 Percentage of beneficiaries received INR 500 by hilly area

The following table shows the percentage of beneficiaries by hilly area who received INR 500 after course completion:



**FIGURE 58: PERCENTAGE OF BENEFICIARIES BY HILLY AREA RECEIVED INR 500**

Q Did you receive INR 500 after course completion?

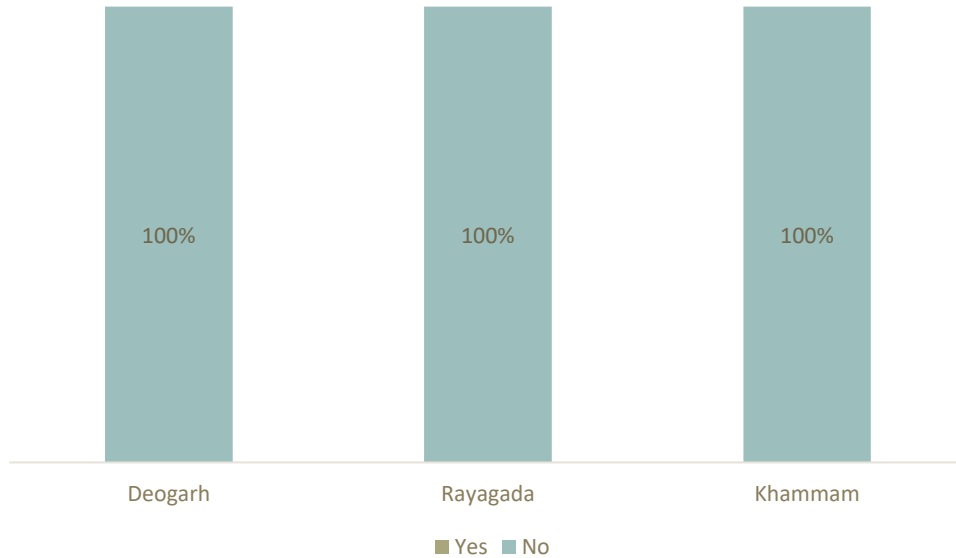
Number of respondents:146

100% of the beneficiaries from South Goa, and Darjeeling did not receive the INR 500 after the course completion. Only 25% from Thane, 12% from Coimbatore and 3% from Pune received the same.

Impact Assessment for Logistics Sector

15.3.6.3.3 Percentage of beneficiaries received INR 500 by LWE region

The following table shows the percentage of beneficiaries by LWE who received INR 500 after course completion:



**FIGURE 59: PERCENTAGE OF BENEFICIARIES BY LWE RECEIVED INR 500**

Q Did you receive INR 500 after course completion?

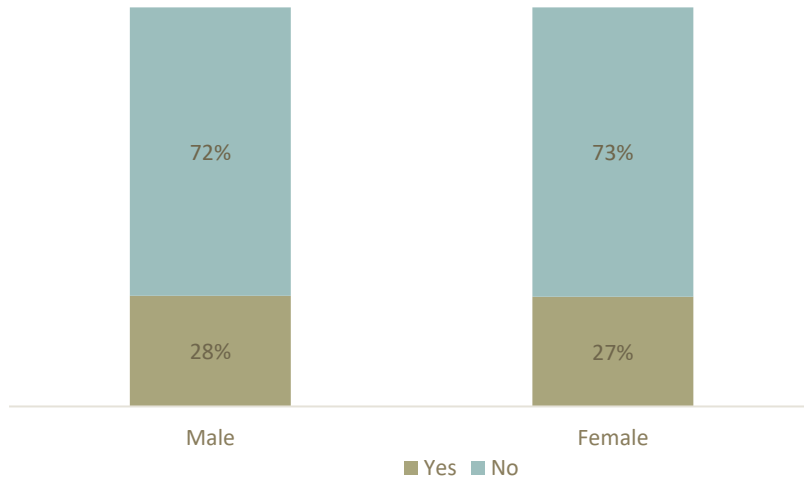
Number of respondents:37

100% of the beneficiaries from the LWE region did not receive the INR 500 after the course completion.

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15.3.6.3.4 Percentage of beneficiaries received INR 500 by gender

The following chart shows the percentage of beneficiaries by gender who received INR 500 after course completion:



**FIGURE 60: PERCENTAGE OF BENEFICIARIES BY GENDER RECEIVED INR 500**

Q Did you receive INR 500 after course completion??

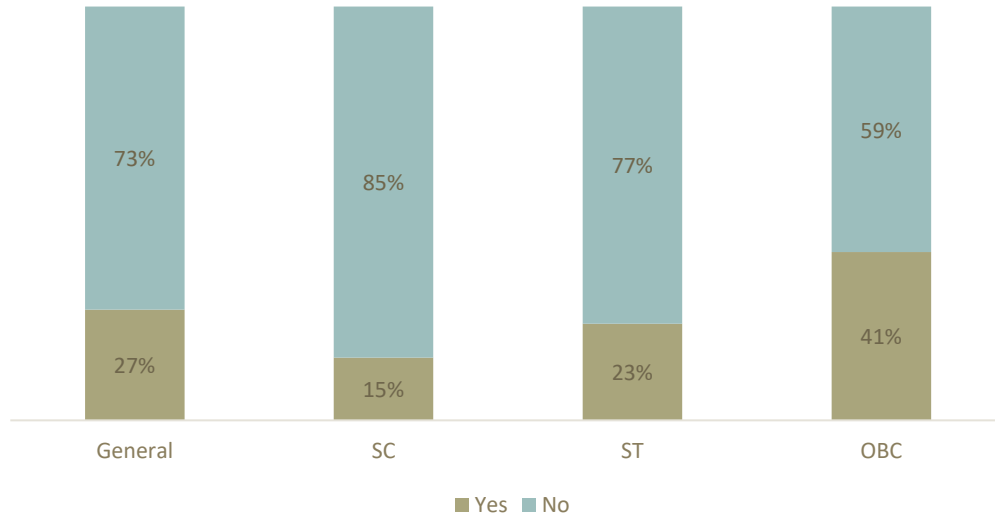
Number of respondents:19,701

A majority of both the male and female beneficiaries (72% male and 73% female) did not receive the INR 500 after course completion.

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15.3.6.3.5 Percentage of beneficiaries received INR 500 by caste category

The following chart shows the percentage of beneficiaries by caste category who received INR 500 after course completion:



**FIGURE 61: PERCENTAGE OF BENEFICIARIES RECEIVED INR 500 BY CASTE CATEGORY**

Q Did you receive INR 500 after course completion??

Number of respondents:19,700

Across all the caste categories, the majority of the beneficiaries did not receive the INR 500 after course completion, the highest percentage of those beneficiaries is from ST category (77%). The highest percentage of beneficiaries who received the INR 500 is from OBC category.

## 15.1 Impact of RPL project on beneficiaries and society

The following analysis has been done based on the impact of RPL project on beneficiaries and society.

### 15.1.1 Impact on beneficiaries

Below are the benefits of RPL program received by the beneficiaries after undergoing the certification

#### 15.1.1.1 Kausal Bima

The following charts represents the percentages of beneficiaries across states, LWE, genders, caste categories and job roles with three years of insurance under Kausal Bima:

##### 15.1.1.1.1 Beneficiaries with Kausal Bima by states

The following chart shows the state wise distribution of the beneficiaries who have been provided with 3 years of insurance under Kausal Bima:

State	Yes	No
<b>Bihar</b>	100%	0%
<b>Chhattisgarh</b>	100%	0%
<b>Delhi</b>	100%	0%
<b>Goa</b>	100%	0%
<b>Gujarat</b>	100%	0%
<b>Haryana</b>	100%	0%
<b>Himachal Pradesh</b>	100%	0%
<b>Kerala</b>	100%	0%
<b>Madhya Pradesh</b>	100%	0%
<b>Puducherry</b>	100%	0%
<b>Rajasthan</b>	100%	0%
<b>Uttar Pradesh</b>	100%	0%
<b>Andhra Pradesh</b>	100%	0%
<b>Tripura</b>	100%	0%
<b>West Bengal</b>	100%	0%
<b>Assam</b>	100%	0%
<b>Karnataka</b>	99%	1%
<b>Telangana</b>	99%	1%
<b>Maharashtra</b>	98%	2%
<b>Jammu And Kashmir</b>	97%	3%
<b>Tamil Nadu</b>	97%	3%

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State	Yes	No
<b>Odisha</b>	84%	16%
<b>Punjab</b>	83%	17%

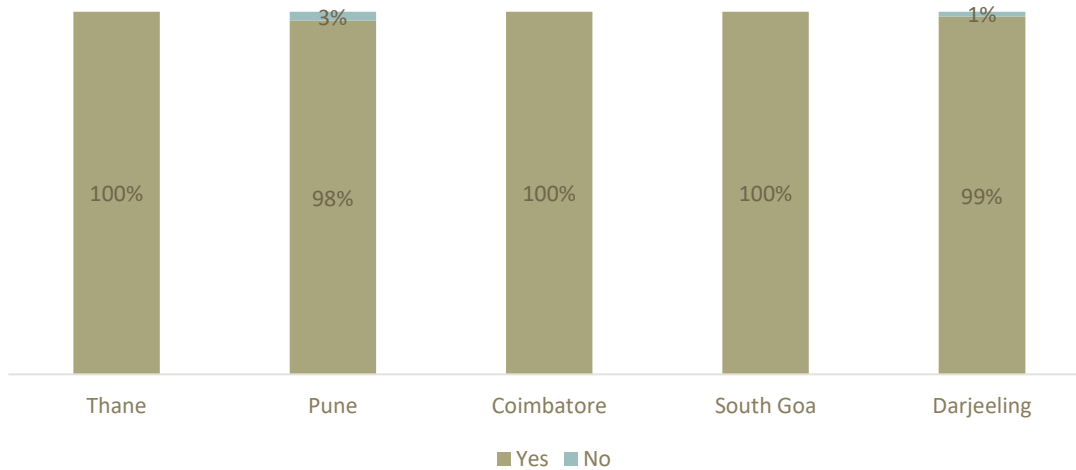
**TABLE 20: BENEFICIARIES WITH KAUSAL BIMA-STATE WISE DISTRIBUTION**

Q Have you been provided with 3 years of insurance under Kaushal Bima? Number of respondents:22,906

100% beneficiaries almost across all the states have been provided with 3 years of insurance under Kausal Bima. However, the highest percentage of the beneficiaries who have not been provided with 3 years of insurance under Kausal Bima is from Punjab (17%).

*15.1.1.1.2 Beneficiaries with Kausal Bima by hilly area*

The following chart shows the beneficiaries by hilly area who have been provided with 3 years of insurance under Kausal Bima:



**FIGURE 62: BENEFICIARIES WITH KAUSAL BIMA-HILLY AREA WISE DISTRIBUTION**

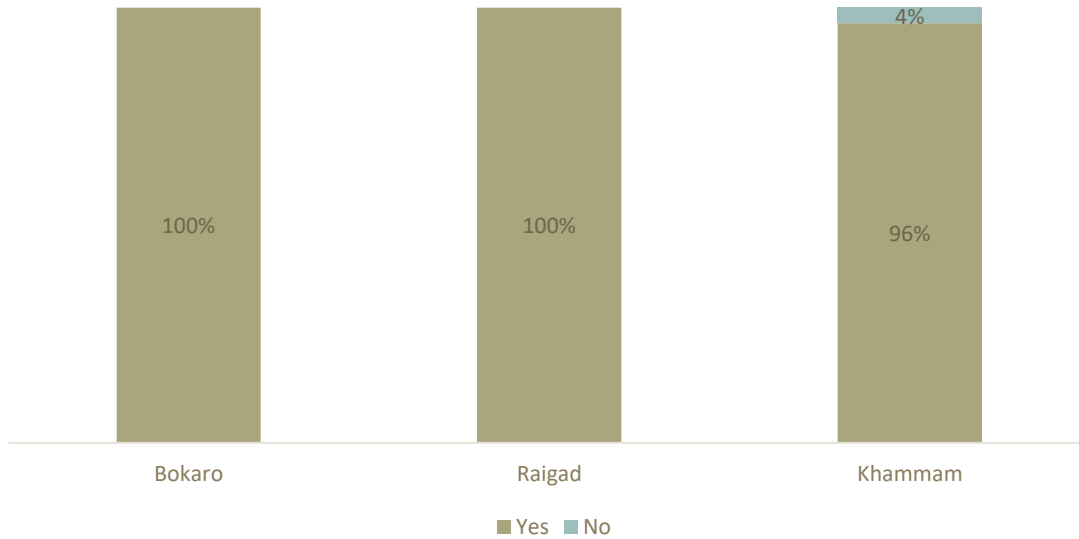
Q Have you been provided with 3 years of insurance under Kaushal Bima? Number of respondents:146

In all the districts except Pune and Darjeeling all the beneficiaries have been provided with 3 years of insurance under Kausal Bima. 3% beneficiaries in Pune and 1% of the beneficiaries in Darjeeling mentioned not to have the insurance.

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15.1.1.1.3 Beneficiaries with Kausal Bima by LWE

The following chart shows the beneficiaries by LWE who have been provided with 3 years of insurance under Kausal Bima:



**FIGURE 63: BENEFICIARIES WITH KAUSAL BIMA-LWE WISE DISTRIBUTION**

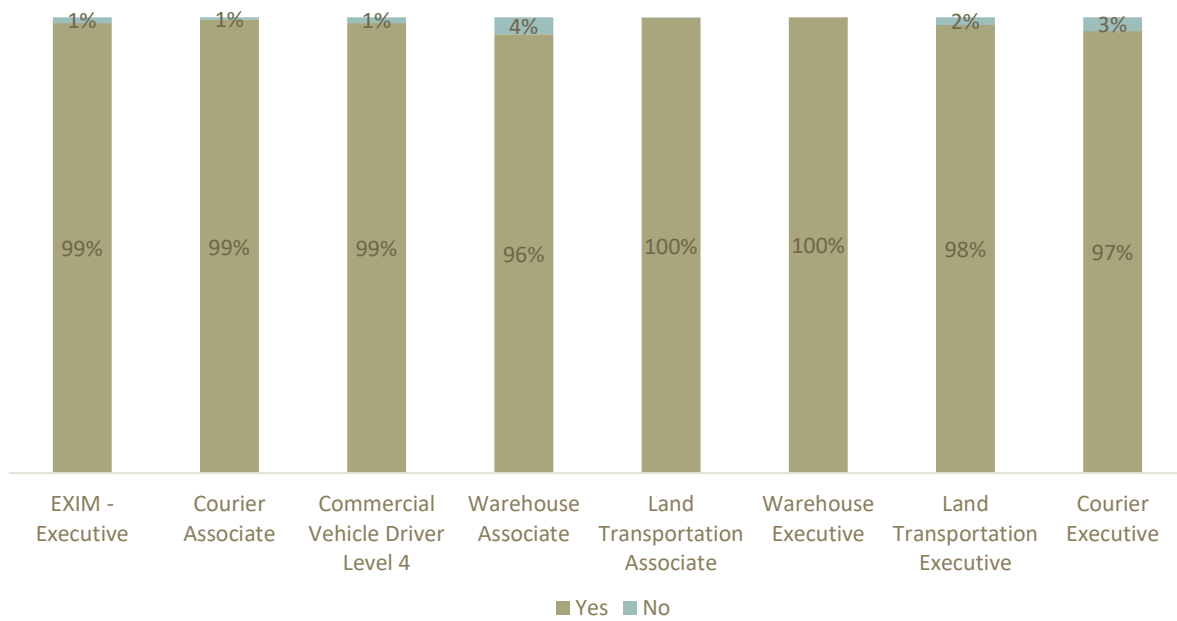
Q Have you been provided with 3 years of insurance under Kaushal Bima? Number of respondents:36

In all the districts except Khammam all the beneficiaries have been provided with 3 years of insurance under Kausal Bima. Only in Khammam 4% of the beneficiaries mentioned not to have the insurance.

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15.1.1.1.4 Beneficiaries with Kausal Bima by job role

The following chart shows the job role wise distribution of the beneficiaries who have been provided with 3 years of insurance under Kausal Bima:



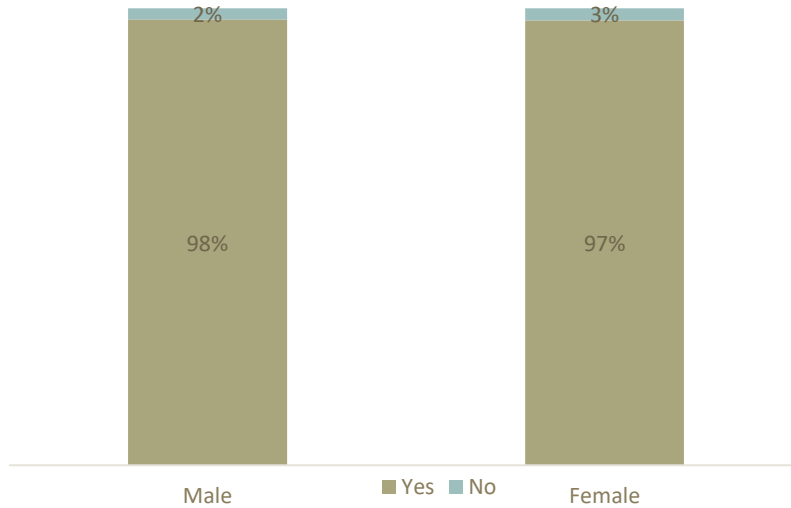
**FIGURE 64: BENEFICIARIES WITH KAUSAL BIMA-JOB ROLE WISE DISTRIBUTION**

Q Have you been provided with 3 years of insurance under Kaushal Bima? Number of respondents:22,949

Across all the job roles, the majority of the beneficiaries have been provided with 3 years of insurance under Kausal Bima.

*15.1.1.1.5 Beneficiaries with Kausal Bima by gender*

The following chart shows the gender wise distribution of the beneficiaries who have been provided with 3 years of insurance under Kausal Bima:



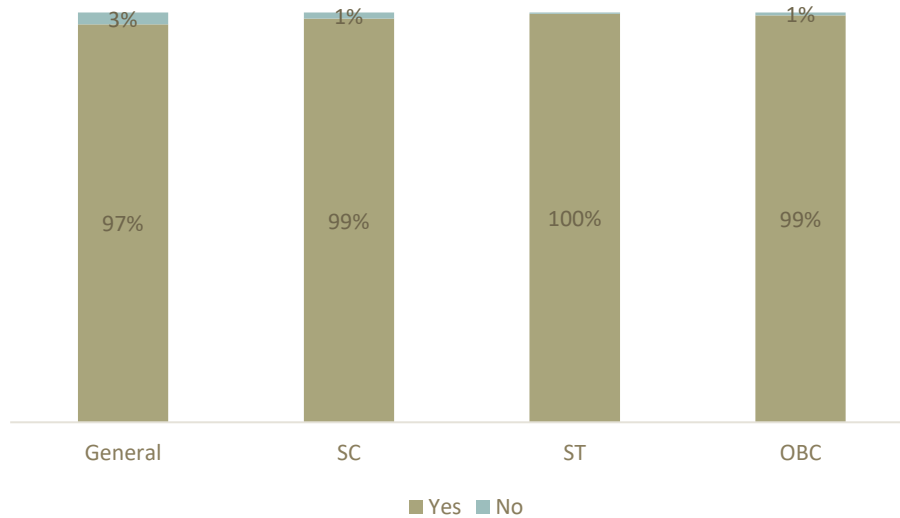
**FIGURE 65: BENEFICIARIES WITH KAUSAL BIMA-GENDER WISE DISTRIBUTION**

Q Have you been provided with 3 years of insurance under Kaushal Bima? Number of respondents:20,228

Both for male and female beneficiaries the majority of the beneficiaries (98% male and 97% female) have been provided with 3 years of insurance under Kausal Bima.

*15.1.1.1.6 Beneficiaries with Kausal Bima by caste category*

The following chart shows the caste category wise distribution of the beneficiaries who have been provided with 3 years of insurance under Kausal Bima:



**FIGURE 66: BENEFICIARIES WITH KAUSAL BIMA CASTE CATEGORY WISE DISTRIBUTION**

Q Have you been provided with 3 years of insurance under Kaushal Bima? Number of respondents: 20,227

Across all the caste categories, the majority of the beneficiaries have been provided with 3 years of insurance under Kausal Bima. 100% of the ST categories informed to receive the insurance.

## Impact Assessment for Logistics Sector

### 15.1.1.2 Udyami Mitra

The following charts represents the percentages of beneficiaries across states, LWE, genders, caste categories and job roles who received help from PIA to get registered under Udyami Mitra:

#### 15.1.1.2.1 Beneficiaries registered with Udyami Mitra by state

The following chart shows the state wise distribution of the beneficiaries who have been helped to get registered under Udyami Mitra:

State	Yes	No
Tripura	100%	0%
Andhra Pradesh	96%	0%
West Bengal	92%	0%
Assam	63%	0%
Telangana	50%	37%
Himachal Pradesh	50%	0%
Bihar	49%	5%
Rajasthan	49%	1%
Madhya Pradesh	46%	8%
Puducherry	33%	0%
Gujarat	30%	30%
Chhattisgarh	25%	0%
Tamil Nadu	23%	26%
Punjab	17%	17%
Haryana	14%	2%
Delhi	14%	4%
Karnataka	11%	12%
Jammu And Kashmir	10%	59%
Maharashtra	8%	6%
Uttar Pradesh	2%	41%
Odisha	2%	1%
Goa	0%	14%

TABLE 21: REGISTERED UNDER UDYAMI MITRA-STATE WISE DISTRIBUTION

Q Did PIA helped you get registered under Udyami Mitra?

Number of respondents:22,906

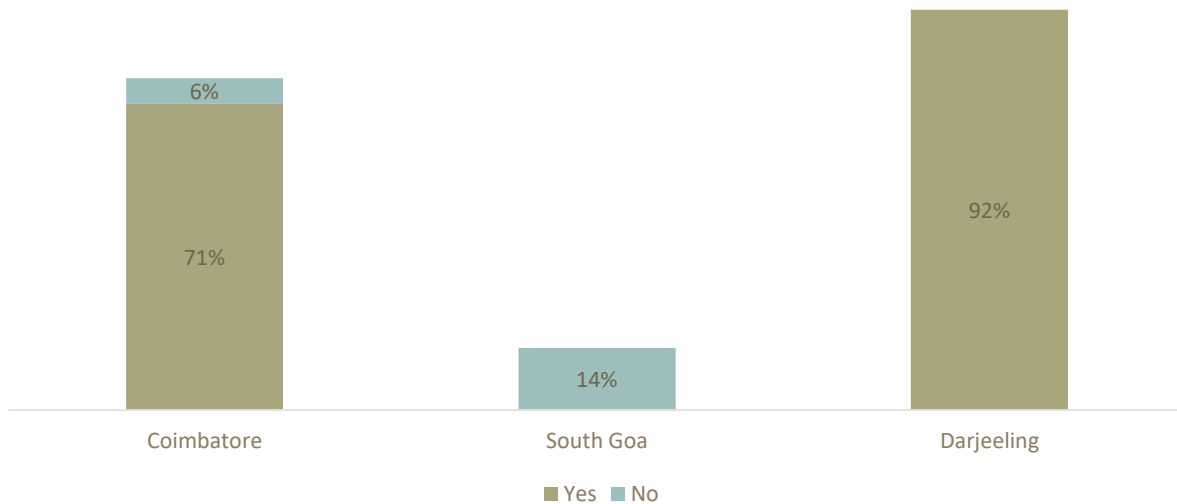
100% of the beneficiaries from Tripura informed to get help from the PIA to get registered under Udyami Mitra. 96% of the beneficiaries from Andhra Pradesh also mentioned the same. However, almost in every state certain percentage of beneficiaries showed interested in this and received help from the PIA expect

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Goa. In Goa none of the beneficiaries showed interest whereas in 14% of the beneficiaries were interested in Udyami Mitra, but did not receive help.

*15.1.1.2.2 Beneficiaries registered with Udyami Mitra by hilly area*

The following chart shows the beneficiaries by hilly area who have been helped to get registered under Udyami Mitra:



**FIGURE 67: REGISTERED UNDER UDYAMI MITRA-HILLY AREA WISE DISTRIBUTION**

Q Did PIA helped you get registered under Udyami Mitra?

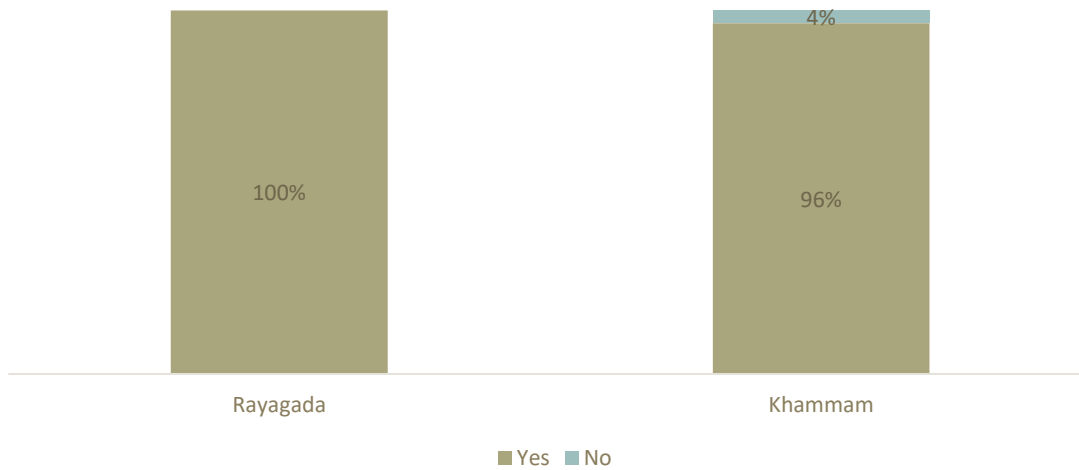
Number of respondents:146

100% of the beneficiaries from two districts such as Thane and Pune was not interested in registration of Udyami Mitra. 77% of the beneficiaries from Coimbatore showed interest in Udyami Mitra and 71% received the help. From Darjeeling, 92% showed interest and all of them received help. However, all 14% who showed interest from South Goa, did not receive any help.

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15.1.1.2.3 Beneficiaries registered with Udyami Mitra by LWE

The following chart shows the beneficiaries by LWE who have been helped to get registered under Udyami Mitra:



**FIGURE 68: REGISTERED UNDER UDYAMI MITRA-LWE WISE DISTRIBUTION**

Q Did PIA helped you get registered under Udyami Mitra?

Number of respondents:37

In Rayagada, all the beneficiaries were interested in the registration of Udyami Mitra and have been helped to get registered under it. In Khammam, all the beneficiaries were interested in the registration of Udyami Mitra and 96% have been helped for the registration process.

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15.1.1.2.4 Beneficiaries registered with Udyami Mitra by job role

The following chart shows the job role wise distribution of the beneficiaries who have been helped to get registered under Udyami Mitra:

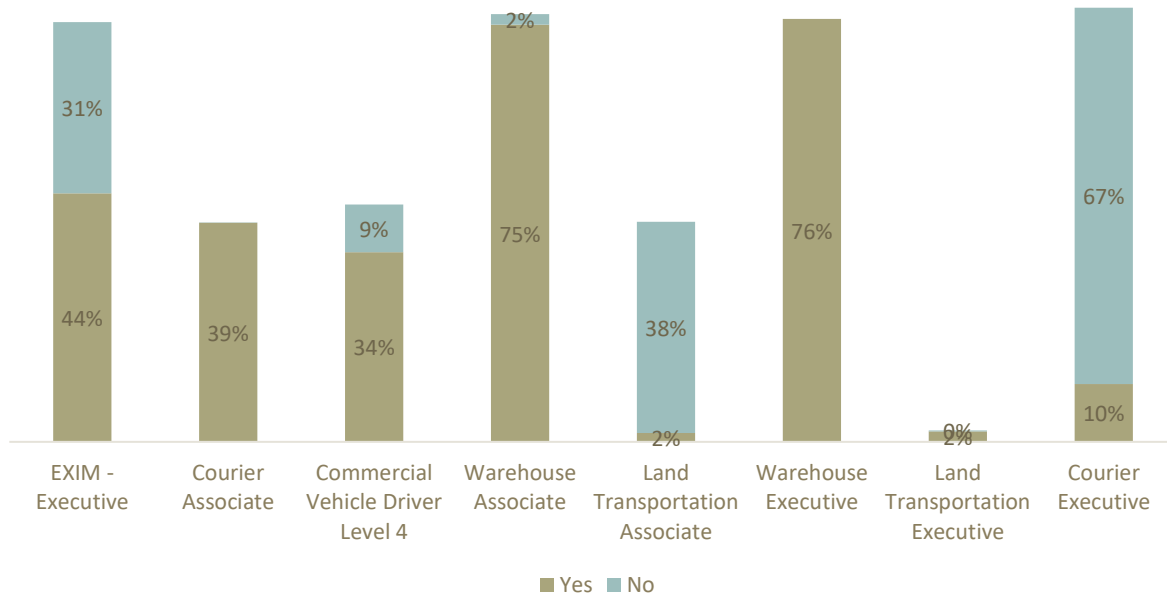


FIGURE 69: REGISTERED UNDER UDYAMI MITRA-JOB ROLE WISE DISTRIBUTION

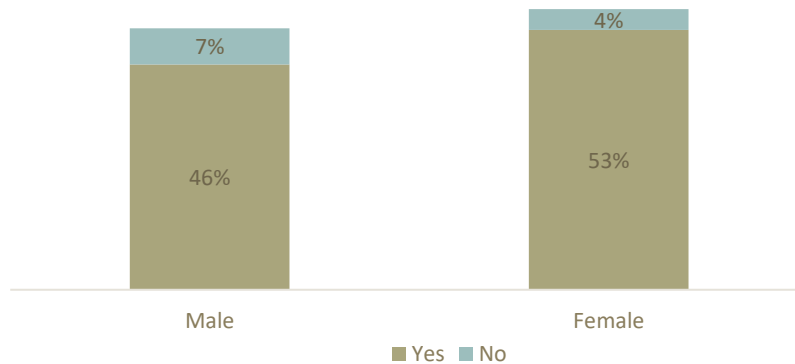
Q Did PIA helped you get registered under Udyami Mitra?

Number of respondents:22,949

Across almost all the job roles, a significant percentage of beneficiaries received help from the PIA to get registered under the Udyami Mitra, the highest percentage is from warehouse executives (76%). However, highest percentage of beneficiaries who did not get any help for the registration is courier executives (67%).

15.1.1.2.5 Beneficiaries registered with Udyami Mitra by gender

The following chart shows the gender wise distribution of the beneficiaries who have been helped to get registered under Udyami Mitra:



**FIGURE 70: REGISTERED UNDER UDYAMI MITRA-GENDER WISE DISTRIBUTION**

Q Did PIA helped you get registered under Udyami Mitra?

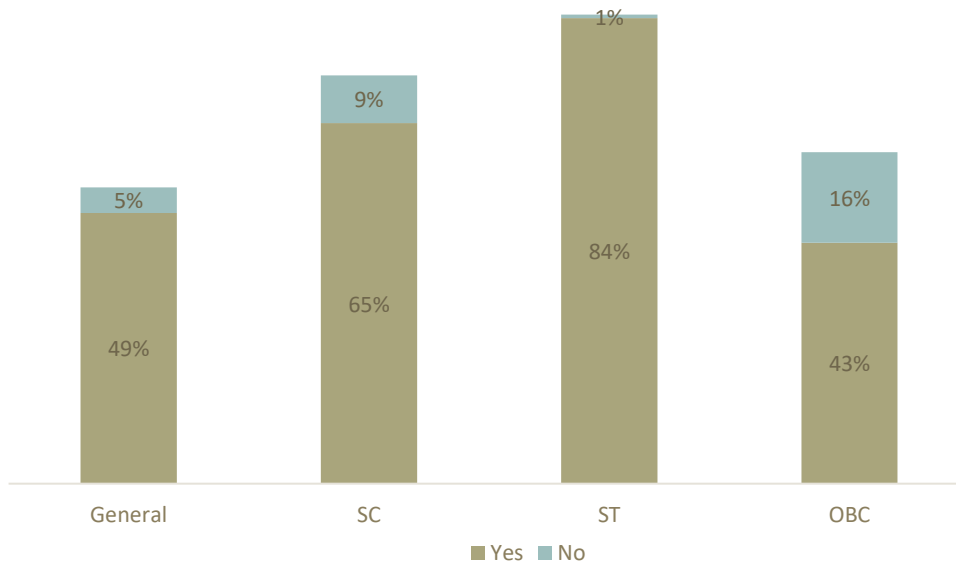
Number of respondents:20,228

A majority of both the male (46%) and female (53%) beneficiaries who should interest received help from the PIA to get registered under Udyami Mitra. However, the percentage is higher for female beneficiaries (53%) than male beneficiaries (46%). The rest of the beneficiaries were not interested in Udyami Mitra.

Impact Assessment for Logistics Sector

15.1.1.2.6 Beneficiaries registered with Udyami Mitra by caste category

The following chart shows the caste category wise distribution of the beneficiaries who have been helped to get registered under Udyami Mitra:



**FIGURE 71: REGISTERED UNDER UDYAMI MITRA-CASTE CATEGORY WISE DISTRIBUTION**

Q Did PIA helped you get registered under Udyami Mitra?

Number of respondents: 20,228

The highest percentage of the beneficiaries who have been helped to get registered under Udyami Mitra is from the ST category (84%). 65% of the beneficiaries from the SC category, 49% from the general category and 43% from the OBC category received the help. The highest percentage of beneficiaries claiming not receiving any help is from OBC category (16%).

## Impact Assessment for Logistics Sector

### 15.1.1.3 Impact on competency

The following charts represents the impact of RPL program on the beneficiaries across states, LWE, genders, caste categories and job roles

#### 15.1.1.3.1 Impact on competencies by state

The following chart shows the impact of RPL program on state:

State	Digital platform	Domain knowledge	Online transactions	Managerial skills	Communication skills
Uttar Pradesh	92%	5%	84%	14%	1%
Andhra Pradesh	86%	10%	90%	79%	59%
Goa	86%	14%	0%	14%	0%
Delhi	76%	18%	33%	6%	6%
Chhattisgarh	75%	25%	50%	0%	0%
Kerala	75%	6%	25%	0%	6%
Telangana	74%	21%	63%	48%	45%
West Bengal	74%	13%	4%	65%	65%
Madhya Pradesh	69%	0%	54%	0%	0%
Jammu And Kashmir	67%	25%	69%	66%	72%
Punjab	58%	42%	33%	8%	8%
Bihar	58%	23%	42%	14%	14%
Karnataka	52%	43%	19%	3%	0%
Rajasthan	45%	48%	19%	25%	21%
Tripura	37%	22%	9%	48%	68%
Odisha	35%	49%	10%	14%	83%
Haryana	33%	64%	18%	4%	61%
Tamil Nadu	30%	41%	7%	3%	12%
Maharashtra	26%	12%	6%	2%	0%
Assam	12%	62%	1%	1%	0%
Gujarat	6%	88%	3%	1%	0%
Himachal Pradesh	0%	50%	0%	0%	0%
Puducherry	0%	33%	0%	0%	0%

TABLE 22: IMPACT OF RPL PROGRAMS ON COMPETENCIES -STATE WISE DISTRIBUTION

Q In which area did the RPL program help to improve your competencies?

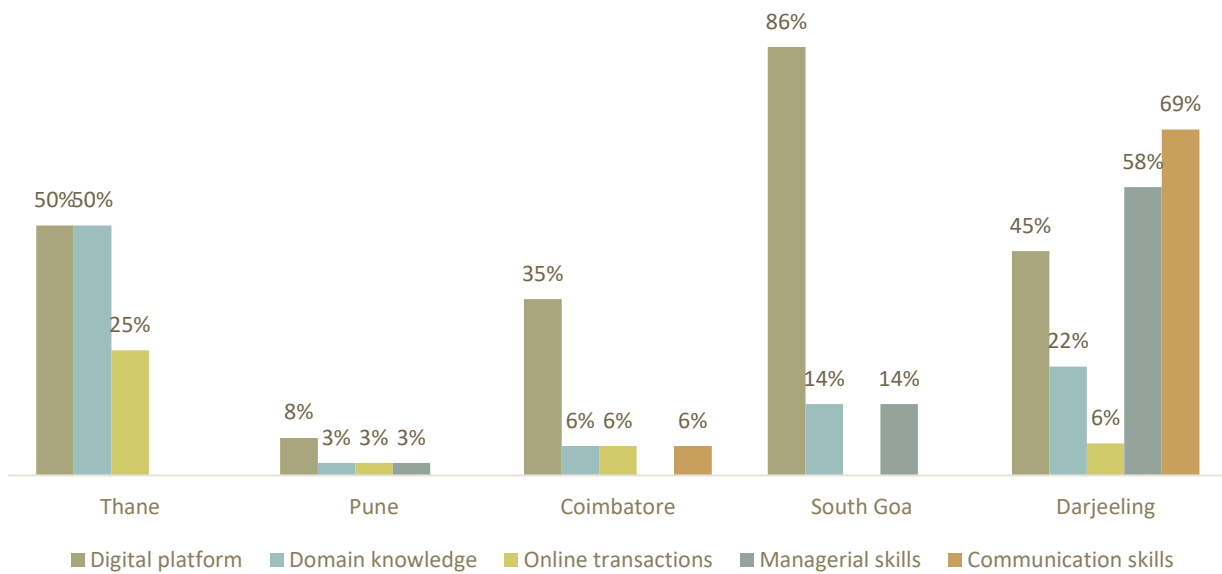
Number of respondents:22,906

## Impact Assessment for Logistics Sector

The highest percentage of the beneficiaries who mentioned an improvement in terms of usage of digital platform is from Uttar Pradesh (92%). The highest percentage of the beneficiaries are from Gujarat (88%) reported to have a better domain knowledge after undertaking the RPL program. In terms of online transaction, the highest percentage is from Andhra Pradesh (90%). 79% of the beneficiaries from Andhra Pradesh found an improvement in their managerial skills after undertaking the RPL program. A significant percentage of beneficiaries from various states also stated an improvement in their communication skills, the highest percentage is from Odisha (83%).

### 15.1.1.3.2 Impact on competencies by hilly area

The following chart shows the impact of RPL program on competencies by hilly area:



**FIGURE 72: IMPACT OF RPL PROGRAMS ON COMPETENCIES -HILLY AREA WISE DISTRIBUTION**

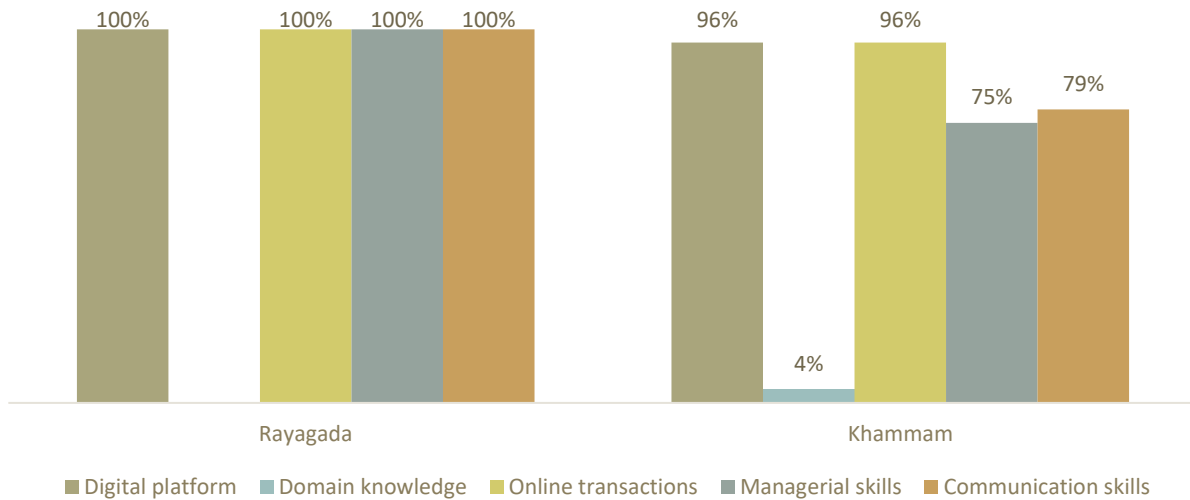
Q In which area did the RPL program help to improve your competencies? Number of respondents:146

The highest percentage of the beneficiaries experienced an impact of RPL program on digital platform is from South Goa (86%). The highest percentage of the beneficiaries who found an improvement in domain knowledge and increase in usage of online transaction is from Thane (50% and 25% respectively). Some percentage of the beneficiaries from some districts mentioned about improved managerial and communication skills, the highest percentage is from Darjeeling (58% and 69% respectively).

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15.1.1.3.3 Impact on competencies by LWE

The following chart shows the impact of RPL program on competencies by LWE region:



**FIGURE 73: IMPACT OF RPL PROGRAMS ON COMPETENCIES -LWE WISE DISTRIBUTION**

Q In which area did the RPL program help to improve your competencies? Number of respondents:36

None of the beneficiaries from Deogarh answered to this question. From Rayagada, none of the beneficiaries reported an improvement in the domain knowledge. In Khammam, 96% of the beneficiaries felt an impact on ease of usage of digital platform and online transaction, 79% stated that there is an improvement in their communication skills, 75% felt an improved managerial skill and 4% reported an improved domain knowledge.

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15.1.1.3.4 Impact on competencies by job role

The following chart shows the impact of RPL program on competencies by job role:

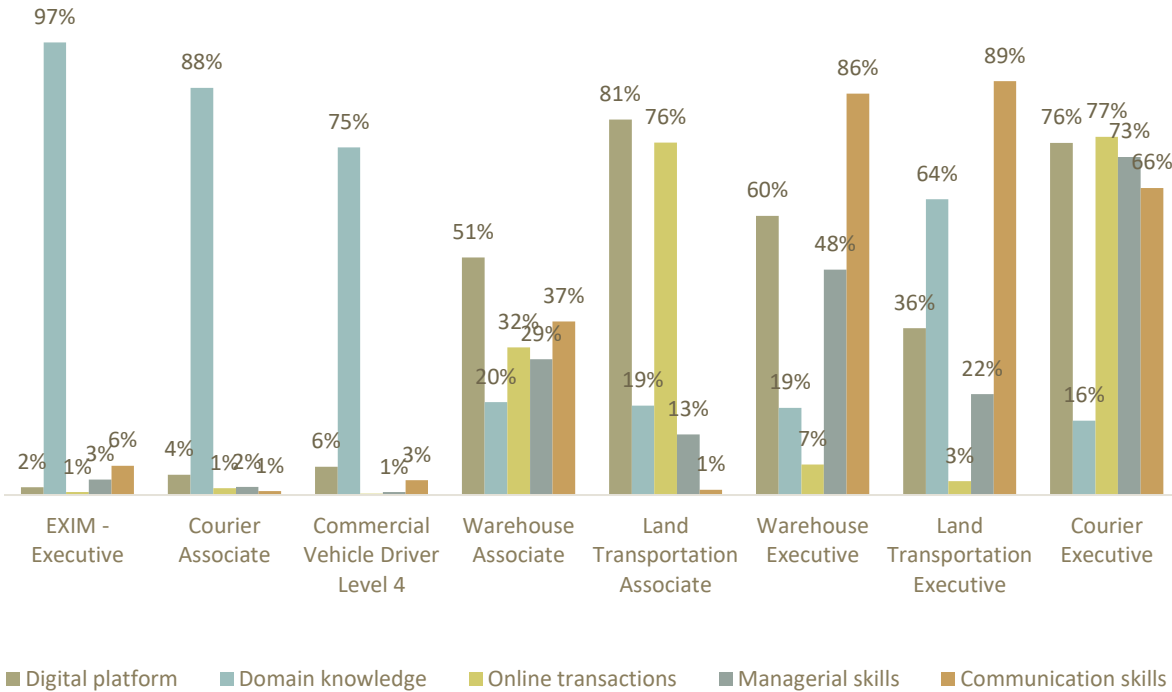


FIGURE 74: IMPACT OF RPL PROGRAMS ON COMPETENCIES -JOB ROLE WISE DISTRIBUTION

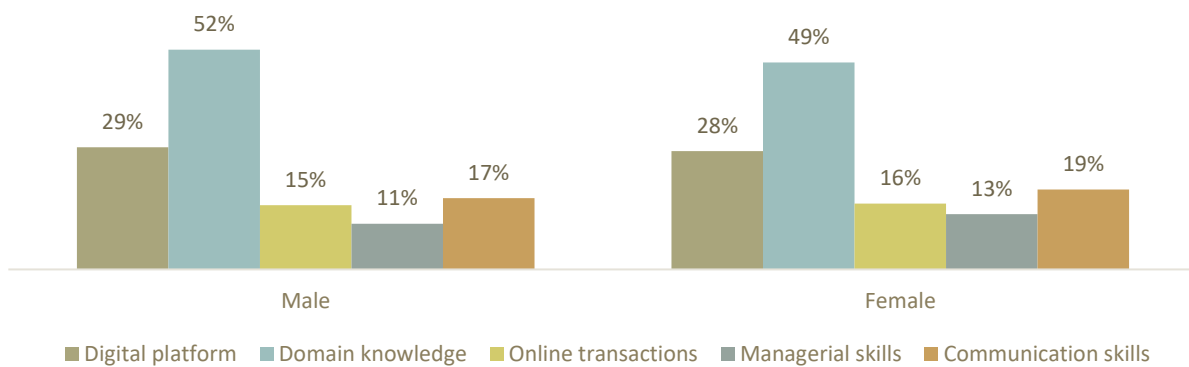
Q In which area did the RPL program help to improve your competencies? Number of respondents:22,949

The highest percentage of beneficiaries from the job roles EXIM executive (97%), courier associate (89%), commercial Vehicle Driver Level 4 (75%), and signalman port operation (100%) stated an improved domain knowledge after RPL certification. Job roles such land transportation executive, the highest percentage of beneficiaries (81%) felt an impact of RPL certification on use of digital platform. The highest percentage of beneficiaries form warehouse executive (86%) and land transportation executive (89%) mentioned a better communication skill after they went through the RPL certification.

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15.1.1.3.5 Impact on competencies by gender

The following chart shows the impact of RPL program on competencies by gender:



**FIGURE 75: IMPACT OF RPL PROGRAMS ON COMPETENCIES -GENDER WISE DISTRIBUTION**

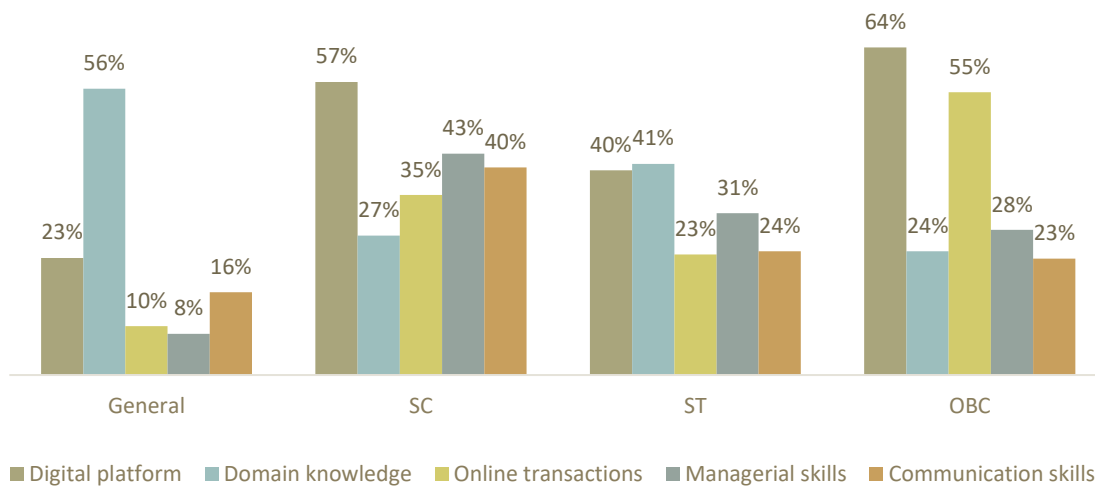
Q In which area did the RPL program help to improve your competencies? Number of respondents:20,228

A majority of both male (52%) and female (49%) beneficiaries stated improvement in their domain knowledge after completion of RPL certification. 29% of the male beneficiaries and 28% of female beneficiaries reported increased use of digital platform post RPL program. Apart from that, RPL program helped to improve communication skills (17% of male beneficiaries and 19% of female beneficiaries), managerial skills (11% male beneficiaries and 13% female beneficiaries) and encouraged to move towards online transactions (15% male and 16% female beneficiaries).

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15.1.1.3.6 Impact on competencies by caste category

The following chart shows the impact of RPL program on competencies caste category:



**FIGURE 76: IMPACT OF RPL PROGRAMS ON COMPETENCIES -CASTE CATEGORY WISE DISTRIBUTION**

Q In which area did the RPL program help to improve your competencies? Number of respondents: 20,227

The highest percentage of beneficiaries (64%) started using digital platform more than before are from OBC category. The highest percentage of beneficiaries (56%) mentioned improved domain knowledge are from general category. 55% of the beneficiaries who are from OBC category represent the highest percentage who experienced impact on online transactions. The highest percentage of beneficiaries with better managerial skills (43%) and better communication skills (40%) are from SC category

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### 15.1.1.4 Ability to expand market/change job location

The following charts represents the impact of RPL program on the ability of the beneficiaries to expand the market/ change job location across states, LWE, genders, caste categories and job roles:

#### 15.1.1.4.1 Impact on the ability to expand market/change job location by state

The following chart shows the percentage of beneficiaries by state who have been able to expand the market/change job location after the RPL program:

State	No expansion	Within the city	Within the state	Within the country
Himachal Pradesh	50%	0%	50%	0%
Punjab	50%	42%	8%	0%
Gujarat	47%	47%	6%	0%
Telangana	42%	53%	4%	0%
Delhi	37%	16%	39%	8%
Karnataka	36%	31%	30%	3%
Bihar	33%	37%	28%	2%
Tamil Nadu	32%	23%	44%	1%
Goa	29%	43%	29%	0%
Chhattisgarh	25%	25%	50%	0%
Jammu And Kashmir	25%	70%	5%	0%
Haryana	16%	73%	10%	1%
Kerala	13%	19%	63%	6%
Assam	12%	66%	11%	11%
Maharashtra	11%	12%	72%	5%
Rajasthan	10%	6%	76%	8%
Madhya Pradesh	8%	54%	38%	0%
Tripura	6%	8%	79%	7%
Odisha	6%	85%	9%	1%
Andhra Pradesh	4%	93%	4%	0%
Uttar Pradesh	3%	56%	40%	1%
West Bengal	3%	2%	95%	0%
Puducherry	0%	33%	67%	0%

TABLE 23: ABILITY TO EXPAND MARKET/CHANGE JOB LOCATION-STATE WISE DISTRIBUTION

Q Have you been able to expand your market/change job location after RPL program?

Number of respondents:22,906

The highest percentage of the beneficiaries is from Andhra Pradesh (93%) reported to expand their market/change job location within the city after undertaking the RPL program. The highest percentage of

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beneficiaries who reported to expand the market within the state is from West Bengal (95%). A small percentage of the beneficiaries from some states expanded market/changed job location within the country, the highest percentage is from Assam (11%). However, the highest percentage of the beneficiaries who could not expand/change after the program is from Himachal Pradesh (50%) and Punjab (50%).

15.1.1.4.2 Impact on the ability to expand market/change job location by hilly area

The following chart shows the percentage of beneficiaries by hilly areas who have been able to expand the market/change job location after the RPL program:

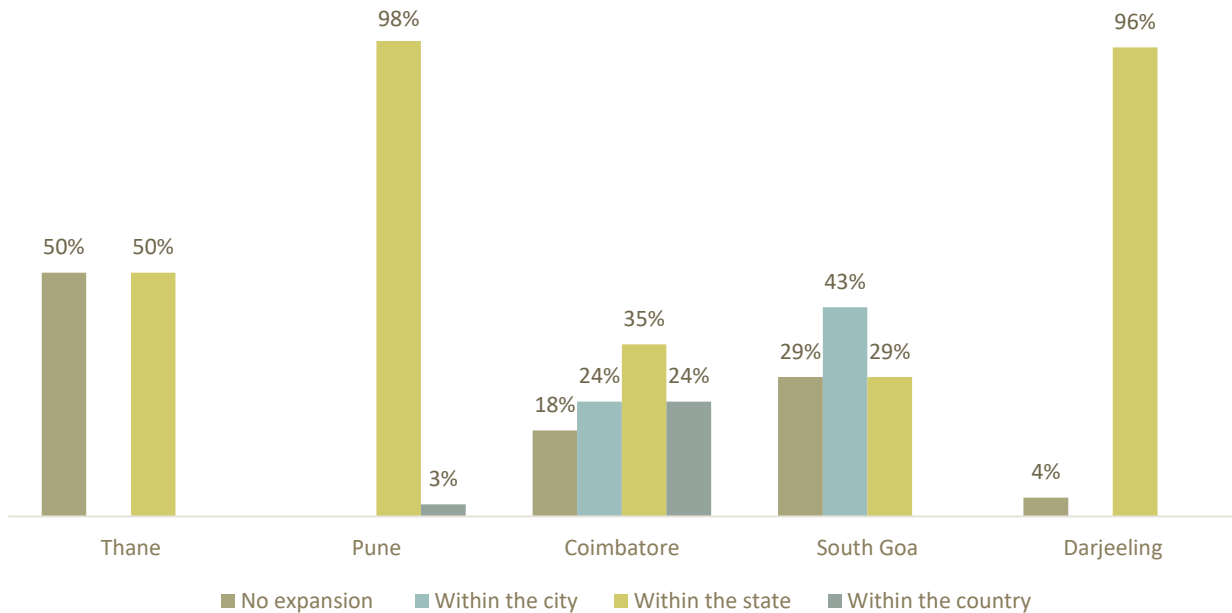


FIGURE 77: ABILITY TO EXPAND MARKET/CHANGE JOB LOCATION-HILLY AREA WISE DISTRIBUTION

Q Have you been able to expand your market/change job location after RPL program?

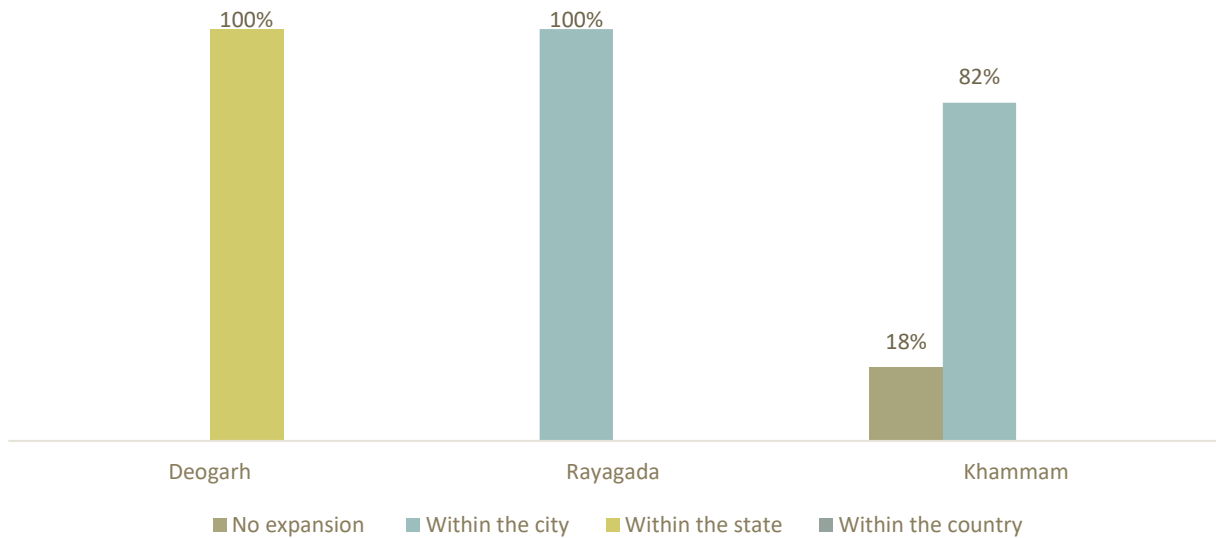
Number of respondents:146

The highest percentage of the beneficiaries is from South Goa (43%) reported to expand their market/change job location within the city after undertaking the RPL program. The highest percentage of beneficiaries who reported to expand the market within the state is from Pune (98%). A small percentage of the beneficiaries only from Coimbatore (24%) expanded market/changed job location within the country. However, the highest percentage of the beneficiaries who could not expand/change after the program is from Thane (50%).

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15.1.1.4.3 Impact on the ability to expand market/change job location by LWE

The following chart shows the percentage of beneficiaries by LWE regions who have been able to expand the market/change job location after the RPL program:



**FIGURE 78: ABILITY TO EXPAND MARKET/CHANGE JOB LOCATION-LWE WISE DISTRIBUTION**

Q Have you been able to expand your market/change job location after RPL program?

Number of respondents:36

100% beneficiaries from Deogarh could expand the market/change job location after the RPL program within the state. 100% from Rayagada and 82% of the beneficiaries from Khammam could expand/change within the city. However, 18% of the beneficiaries from Khammam could not expand market/change job location after the RPL program.

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15.1.1.4.4 Impact on the ability to expand market/change job location by job role

The following chart shows the percentage of beneficiaries by job roles who have been able to expand the market/change job location after the RPL program:



FIGURE 79: ABILITY TO EXPAND MARKET/CHANGE JOB LOCATION-JOB ROLE WISE DISTRIBUTION

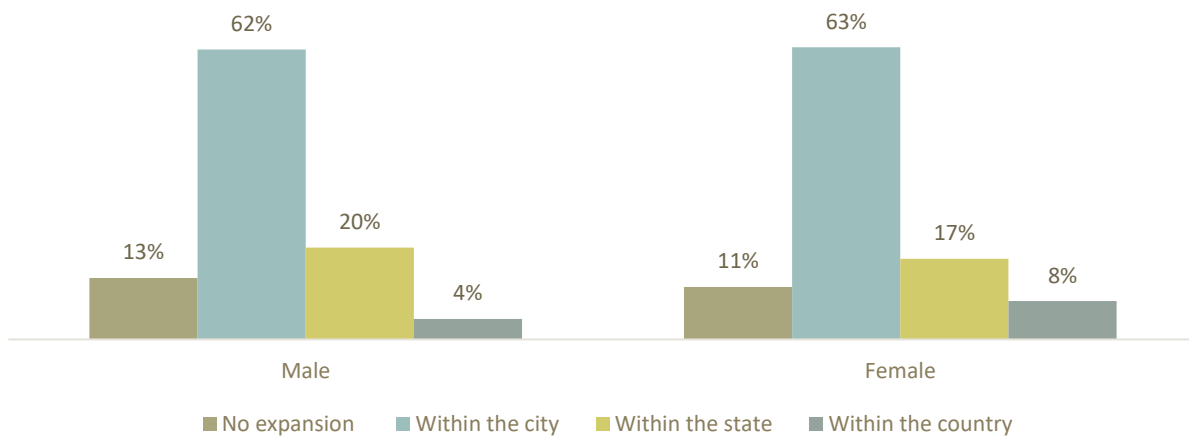
Q Have you been able to expand your market/change job location after RPL program?

Number of respondents:20,949

The highest percentage of beneficiaries in terms of job role is land transportation executive (94%) who could expand the market/change the job location within the city. Among those beneficiaries whose job role was warehouse executive, 54% could expand/change within the state. A small percentage of beneficiaries from some job roles could expand their market/change job within the country. The highest percentage (75%) from EXIM executive job role mentioned no expansion.

*15.1.1.4.5 Ability to expand market/change job location by gender*

The following chart shows the percentage of male and female beneficiaries who have been able to expand the market/change job location after the RPL program:



**FIGURE 80: ABILITY TO EXPAND MARKET/CHANGE JOB LOCATION-GENDER WISE DISTRIBUTION**

*Q Have you been able to expand your market/change job location after RPL program?*

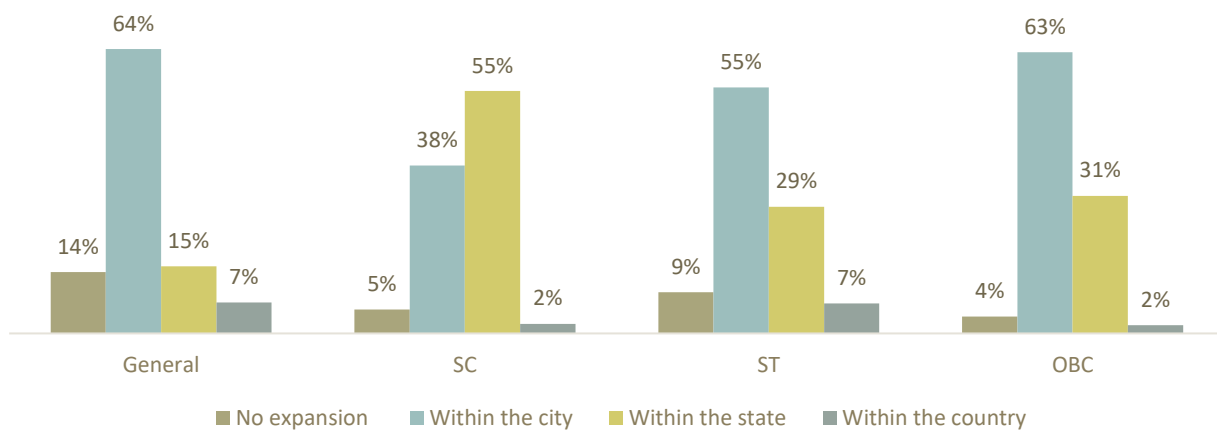
*Number of respondents:20,224*

A majority of both male (62%) and female (63%) beneficiaries mentioned an expansion of market/change in the job location within the city. 20% of the male beneficiaries and 17% of the female beneficiaries stated that they were able to expand/change within the state, 4% of the male and 8% of the female beneficiaries reported the same within the country and the remaining 13% male and 11% female beneficiaries mentioned no expansion of the market/change in job location.

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15.1.1.4.6 Ability to expand market/change job location by caste category

The following chart shows the percentage of beneficiaries by caste category who have been able to expand the market/change job location after the RPL program:



**FIGURE 81: ABILITY TO EXPAND MARKET/CHANGE JOB LOCATION-CASTE CATEGORY WISE DISTRIBUTION**

Q Have you been able to expand your market/change job location after RPL program?

Number of respondents: 20,223

A majority of the beneficiaries from general, ST and OBC category stated to expand market/change job location within the city, the highest percentage (64%) is from general category. Only from SC category, highest percentage (55%) of the beneficiaries reported to expand market/change job location within the state. The highest percentage of beneficiaries (7%) mentioned to expand the market/change job location within the country. However, some percentage of beneficiaries from all the categories mentioned no expansion, the highest percentage is from general category (14%).

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### 15.1.1.5 Mudra loans

The following charts represents the percentages of beneficiaries across states, LWE, genders, caste categories and job roles who applied for Mudra Loans:

#### 15.1.1.5.1 Beneficiaries applied for Mudra Loans by state

The following chart shows the percentage of beneficiaries by states who applied for Mudra Loans:

State	Yes	No
Andhra Pradesh	10%	90%
Telangana	10%	90%
Rajasthan	8%	92%
Tamil Nadu	4%	96%
West Bengal	2%	98%
Bihar	2%	98%
Delhi	2%	98%
Jammu And Kashmir	2%	98%
Odisha	1%	99%
Karnataka	1%	99%
Assam	1%	99%
Tripura	1%	99%
Gujarat	1%	99%
Chhattisgarh	0%	100%
Goa	0%	100%
Haryana	0%	100%
Himachal Pradesh	0%	100%
Kerala	0%	100%
Madhya Pradesh	0%	100%
Maharashtra	0%	100%
Puducherry	0%	100%
Punjab	0%	100%
Uttar Pradesh	0%	100%

TABLE 24: BENEFICIARIES APPLIED FOR MUDRA LOAN BY STATE

Q Did you apply for Mudra Loans?

Number of respondents:22,906

The majority of the beneficiaries did not apply for Mudra Loans. Among the beneficiaries who applied for it, the highest percentage is from Andhra Pradesh and Telangana (10%). 100% of the beneficiaries from Chhattisgarh, Goa, Haryana, Himachal Pradesh, Kerala, Madhya Pradesh, Maharashtra, Puducherry, Punjab and Uttar Pradesh did not apply for Mudra Loans.

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Beneficiaries who applied for Mudra Loan were further asked about reason of applying for the loan. The following chart shows the reason for applying for Mudra Loan:

States	For starting new business	For expanding current business
<b>Bihar</b>	100%	0%
<b>Rajasthan</b>	100%	0%
<b>Tripura</b>	100%	0%
<b>Uttar Pradesh</b>	100%	0%
<b>Odisha</b>	97%	3%
<b>Assam</b>	94%	6%
<b>Andhra Pradesh</b>	84%	16%
<b>Jammu And Kashmir</b>	80%	20%
<b>Telangana</b>	74%	26%
<b>Tamil Nadu</b>	67%	33%

**TABLE 25: REASON OF APPLYING FOR MUDRA LOAN BY STATE**

Q For what purpose did you avail the loan?

Number of respondents:383

From states where beneficiaries applied for mudra loans, the majority of the beneficiaries who applied for Mudra Loan stated the reason to be starting a new business, 100% of the beneficiaries from Bihar, Rajasthan, Tripura and Uttar Pradesh stated the same. The remaining beneficiaries in some states applied for it for expanding their current business, the highest percentage is from Tamil Nadu (33%).

The beneficiaries who applied for the loan was further asked whether they faced any difficulty while applying for the loan:

States	Yes	No
<b>Andhra Pradesh</b>	93%	7%
<b>Rajasthan</b>	92%	8%
<b>Telangana</b>	87%	13%
<b>Assam</b>	27%	73%
<b>Karnataka</b>	25%	75%
<b>Odisha</b>	20%	80%
<b>Tamil Nadu</b>	19%	81%
<b>Jammu And Kashmir</b>	0%	100%
<b>Tripura</b>	0%	100%

**TABLE 26: DIFFICULTIES FACED WHILE APPLYING FOR THE LOAN BY STATES**

Q Did you face any difficulty in availing loan?

Number of respondents:240

The highest percentage of beneficiaries who reported to face some difficulties is from Andhra Pradesh (93%), followed by Rajasthan (92%) whereas,100% of the beneficiaries from Jammu and Kashmir and Tripura faced no difficulty while applying for the loan.

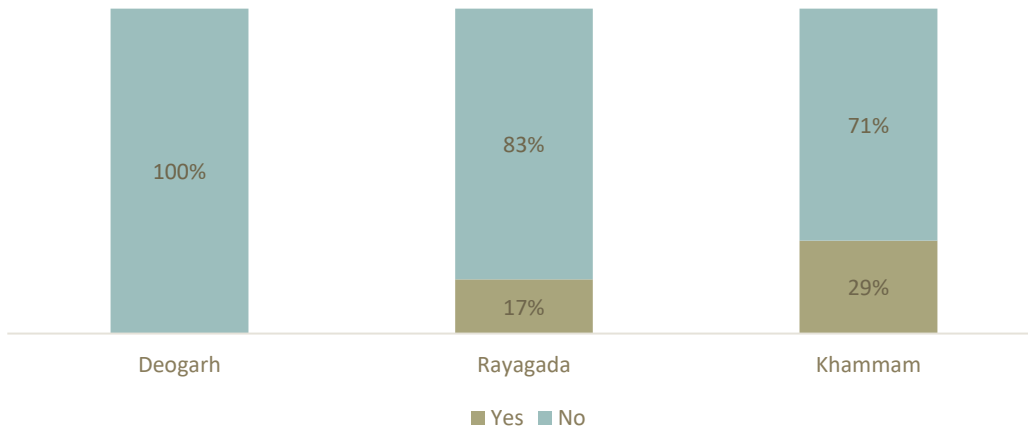
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*15.1.1.5.2 Beneficiaries applied for Mudra Loans by hilly area*

None of the beneficiaries except from Darjeeling applied for Mudra Loans. Only 3% beneficiaries applied for Mudra loan from Darjeeling.

*15.1.1.5.3 Beneficiaries applied for Mudra Loans by LWE*

The following chart shows the percentage of beneficiaries by LWE who applied for Mudra Loans:



**FIGURE 82: BENEFICIARIES APPLIED FOR MUDRA LOAN BY LWE**

Q Did you apply for Mudra Loans?

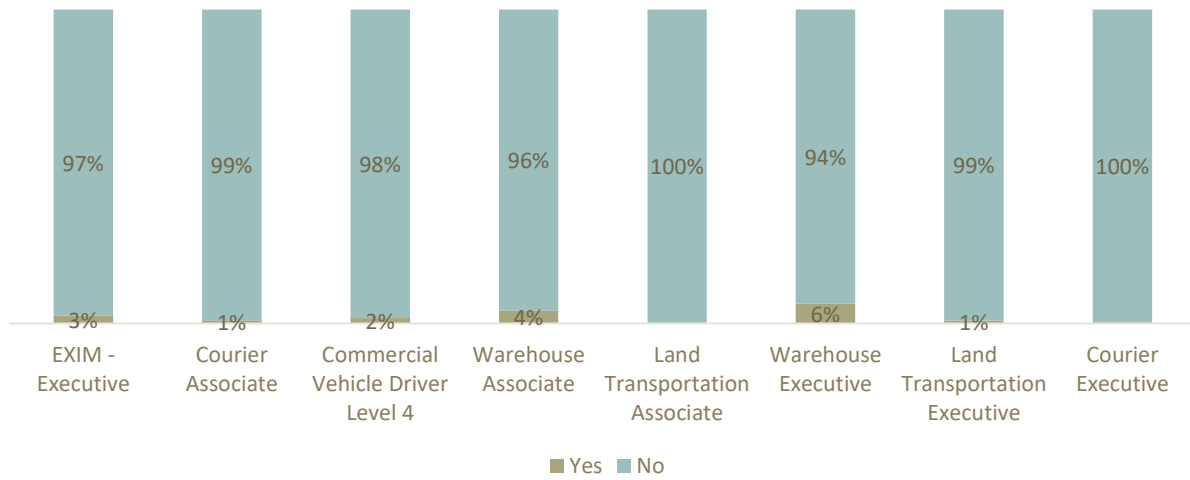
Number of respondents: 37

Only 29% of the beneficiaries from Khammam and 17% from Rayagada applied for Mudra Loans. All of them applied for loan to start a new business. All of them stated to face some difficulty to avail the loan.

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15.1.1.5.4 Beneficiaries applied for Mudra Loans by job role

The following chart shows the percentage of beneficiaries by job role who applied for Mudra Loans:



**FIGURE 83: BENEFICIARIES APPLIED FOR MUDRA LOAN BY JOB ROLE**

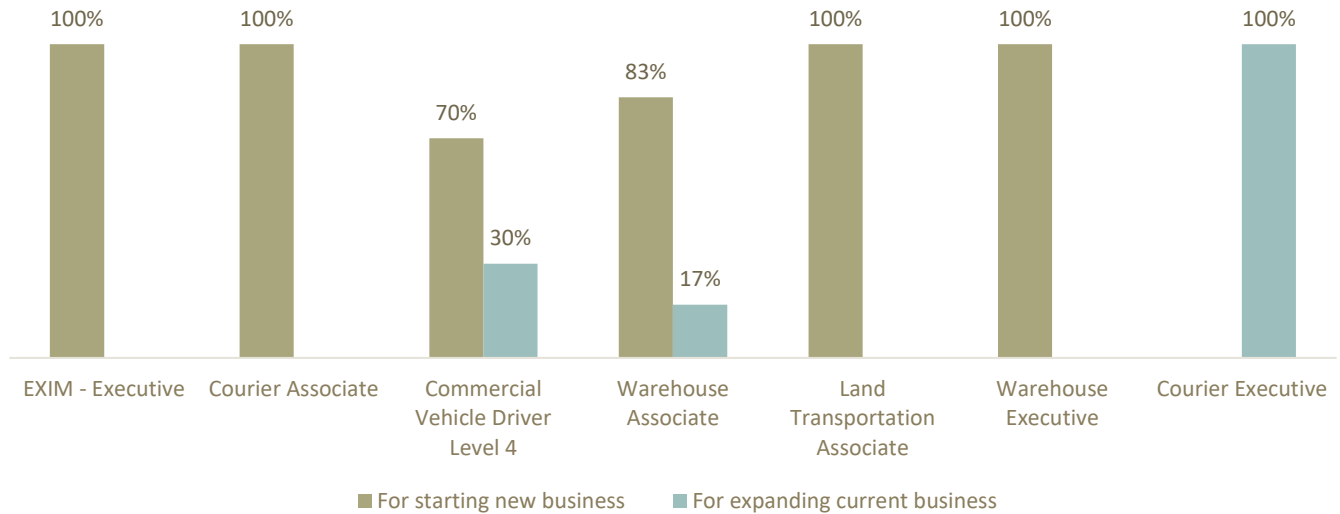
Q Did you apply for Mudra Loans?

Number of respondents: 22,949

The majority of beneficiaries across all the job roles stated that they did not apply for Mudra Loans.

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Beneficiaries who applied for Mudra Loan were further asked about reason of applying for the loan. The following chart shows the reason for applying for Mudra Loan:



**FIGURE 84: REASON OF APPLYING FOR MUDRA LOAN BY JOB ROLE**

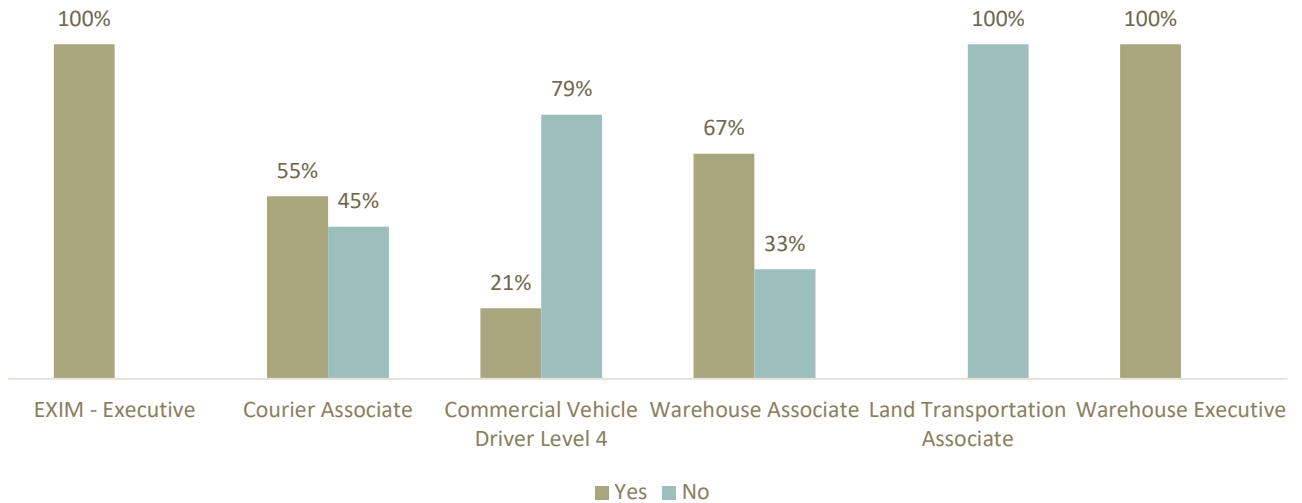
Q For what purpose did you avail the loan?

Number of respondents:383

100% of the EXIM executives, courier associates, land transportation associates and warehouse executives applied for the Mudra Loan to start new business. For commercial vehicle driver level 4, the purpose of 70% of the beneficiaries is to start new business whereas, 83% of the warehouse associates stated the purpose to be the same. 100% of the courier executives applied for the loans for expanding their current businesses.

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The beneficiaries who applied for the loan was further asked whether they faced any difficulty while applying for the loan:



**FIGURE 85: DIFFICULTIES FACED WHILE APPLYING FOR THE LOAN BY JOB ROLE**

Q Did you face any difficulty in availing loan?

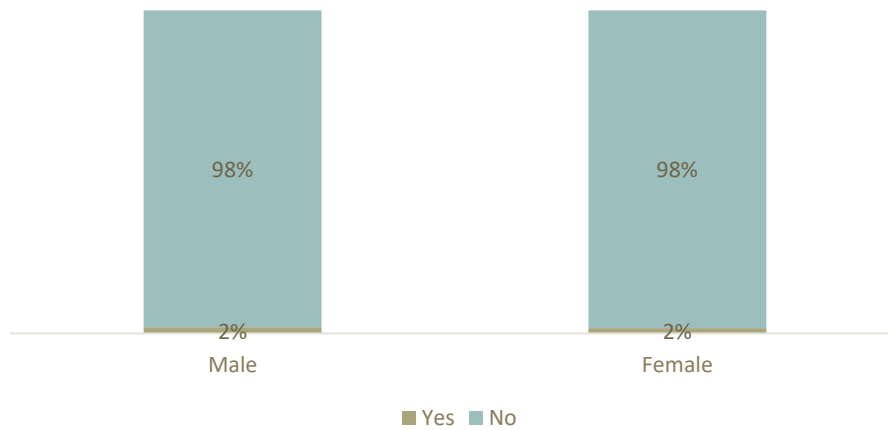
Number of respondents:240

The highest percentage of the beneficiaries to face difficulty while availing mudra loans is from EXIM executive (100%) and Warehouse Executive (100%). The highest percentage of the beneficiaries who did not face any difficulty is from Land Transportation Associate (100%).

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15.1.1.5.5 Beneficiaries applied for Mudra Loans by gender

The following chart shows the percentage of beneficiaries by gender who applied for Mudra Loans:



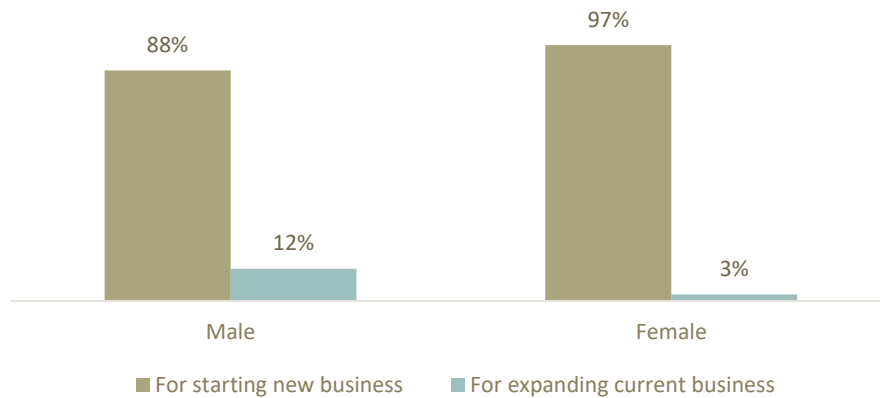
**FIGURE 86: BENEFICIARIES APPLIED FOR MUDRA LOAN BY GENDER**

Q Did you apply for Mudra Loans?

Number of respondents:20,228

The majority of both male and female beneficiaries (98%) stated that they did not apply for Mudra Loans.

Beneficiaries who applied for Mudra Loan were further asked about reason of applying for the loan. The following chart shows the reason for applying for Mudra Loan:



**FIGURE 87: REASON OF APPLYING FOR MUDRA LOAN BY GENDER**

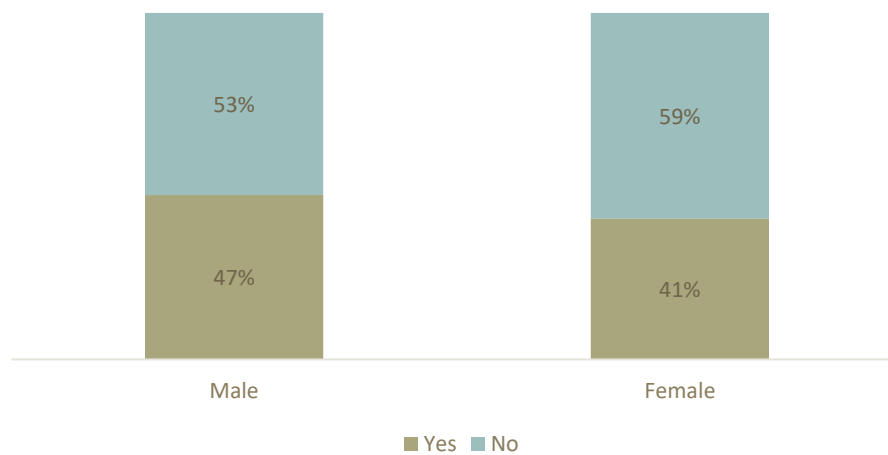
Q For what purpose did you avail the loan?

Number of respondents:297

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The majority of both male (88%) and female (97%) beneficiaries who applied for Mudra Loan stated the reason to be starting a new business. The remaining 12% male and 3% female beneficiaries applied for it for expanding their current business.

The beneficiaries who applied for the loan was further asked whether they faced any difficulty while applying for the loan:



**FIGURE 88: DIFFICULTIES FACED WHILE APPLYING FOR THE LOAN BY GENDER**

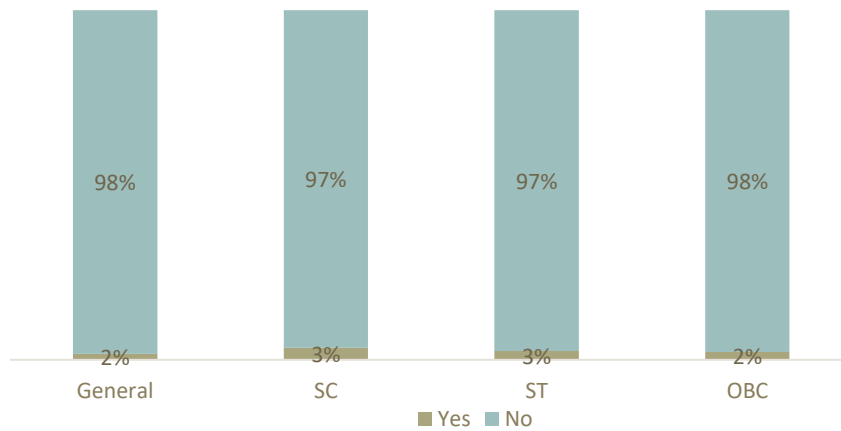
*Q Did you face any difficulty in availing loan?*

*Number of respondents:156*

A majority of both male (53%) and female (59%) beneficiaries reported to face some difficulties while availing the loan.

15.1.1.5.6 Beneficiaries applied for Mudra Loans by caste category

The following chart shows the percentage of beneficiaries by gender who applied for Mudra Loans:



**FIGURE 89: BENEFICIARIES APPLIED FOR MUDRA LOAN BY CASTE CATEGORY**

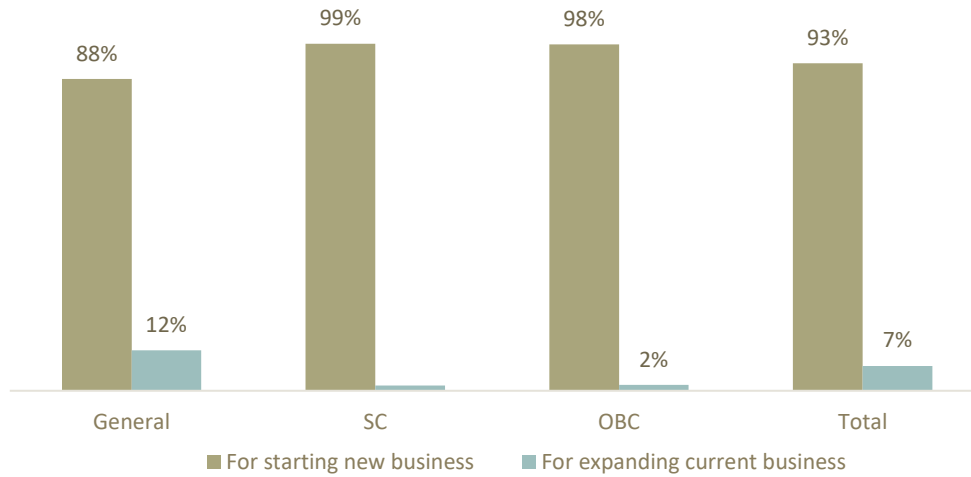
Q Did you apply for Mudra Loans?

Number of respondents: 20,227

The majority of beneficiaries (97% to 98%) across all the categories stated that they did not apply for Mudra Loans.

Impact Assessment for Logistics Sector

Beneficiaries who applied for Mudra Loan were further asked about reason of applying for the loan. The following chart shows the reason for applying for Mudra Loan:



**FIGURE 90: REASON OF APPLYING FOR MUDRA LOAN BY CASTE CATEGORY**

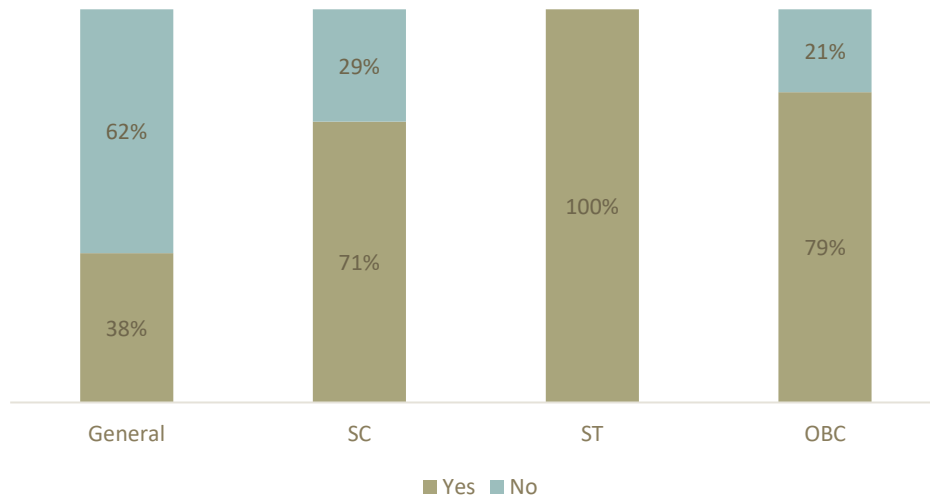
Q For what purpose did you avail the loan?

Number of respondents:297

The majority of beneficiaries across all the categories who applied for Mudra Loan stated the reason to be starting a new business, highest percentage is from SC category (99%) followed by OBC (98%).

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The beneficiaries who applied for the loan was further asked whether they faced any difficulty while applying for the loan:



**FIGURE 91: DIFFICULTIES FACED WHILE APPLYING FOR THE LOAN BY CASTE CATEGORY**

Q Did you face any difficulty in availing loan?

Number of respondents:156

A majority of the beneficiaries from the general category (62%) reported to face no difficulties in applying for the jobs. From other three categories, the majority of the beneficiaries faced difficulty, highest percentage is from the ST category (100%).

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### 15.1.1.6 Impact on employment

The following charts represents the impact of RPL program on employment across states, LWE, genders, caste categories and job roles:

#### 15.1.1.6.1 Impact on employment by state

The following table shows the employment status of the beneficiaries by state before the certification:

State	Employed	Self Employed	Unemployed
Punjab	100%	0%	0%
Gujarat	97%	3%	0%
Uttar Pradesh	96%	3%	0%
Odisha	96%	3%	1%
Andhra Pradesh	89%	9%	2%
Rajasthan	88%	11%	1%
West Bengal	85%	11%	4%
Telangana	83%	14%	2%
Jammu And Kashmir	83%	11%	6%
Delhi	82%	16%	2%
Tamil Nadu	81%	16%	3%
Assam	79%	13%	8%
Karnataka	78%	18%	4%
Tripura	77%	12%	11%
Madhya Pradesh	77%	23%	0%
Chhattisgarh	75%	25%	0%
Kerala	75%	19%	6%
Goa	71%	29%	0%
Haryana	71%	21%	8%
Maharashtra	68%	28%	5%
Bihar	67%	28%	5%
Puducherry	67%	0%	33%
Himachal Pradesh	50%	50%	0%

TABLE 27: EMPLOYMENT STATUS OF THE BENEFICIARIES BY STATE BEFORE THE CERTIFICATION

Q. What was your employment status at the time of the certification?

Number of respondents:22,906

A majority of the beneficiaries across all the states were employed before the RPL certification. 100% of the beneficiaries from Punjab were employed before the certification. The percentage of self-employed beneficiaries is the highest from Himachal Pradesh (50%). A very small percentage of the beneficiaries were unemployed, highest percentage is from Puducherry (33%).

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The following table shows the employment status of the beneficiaries by state after the certification:

State	Employed in same organisation	Employed in a different organisation	Self Employed	Unemployed
Himachal Pradesh	100%	0%	0%	0%
Gujarat	96%	1%	3%	0%
Uttar Pradesh	92%	5%	2%	0%
Odisha	89%	6%	3%	3%
Andhra Pradesh	82%	9%	7%	1%
Delhi	78%	12%	8%	2%
Chhattisgarh	75%	25%	0%	0%
Punjab	75%	25%	0%	0%
Telangana	74%	14%	10%	1%
Rajasthan	70%	21%	8%	1%
Tamil Nadu	70%	15%	13%	2%
Madhya Pradesh	69%	15%	15%	0%
Karnataka	68%	19%	10%	3%
Puducherry	67%	0%	0%	33%
Assam	66%	16%	13%	5%
Haryana	64%	14%	16%	6%
Bihar	63%	16%	19%	2%
Kerala	63%	25%	6%	6%
Maharashtra	62%	9%	25%	5%
Goa	57%	43%	0%	0%
Tripura	53%	26%	12%	9%
West Bengal	50%	31%	16%	2%
Jammu And Kashmir	35%	51%	10%	4%

**TABLE 28: EMPLOYMENT STATUS OF THE BENEFICIARIES BY STATE AFTER THE CERTIFICATION**

Q. What is your employment status now?

Number of respondents:22,906

A majority of the beneficiaries across all the states were employed in the same organization after the RPL certification. 100% of the beneficiaries from Himachal Pradesh is currently employed in the same organization. The percentage of beneficiaries who employed in different organization is the highest from Jammu and Kashmir (51%). The percentage of self-employed beneficiaries is the highest from

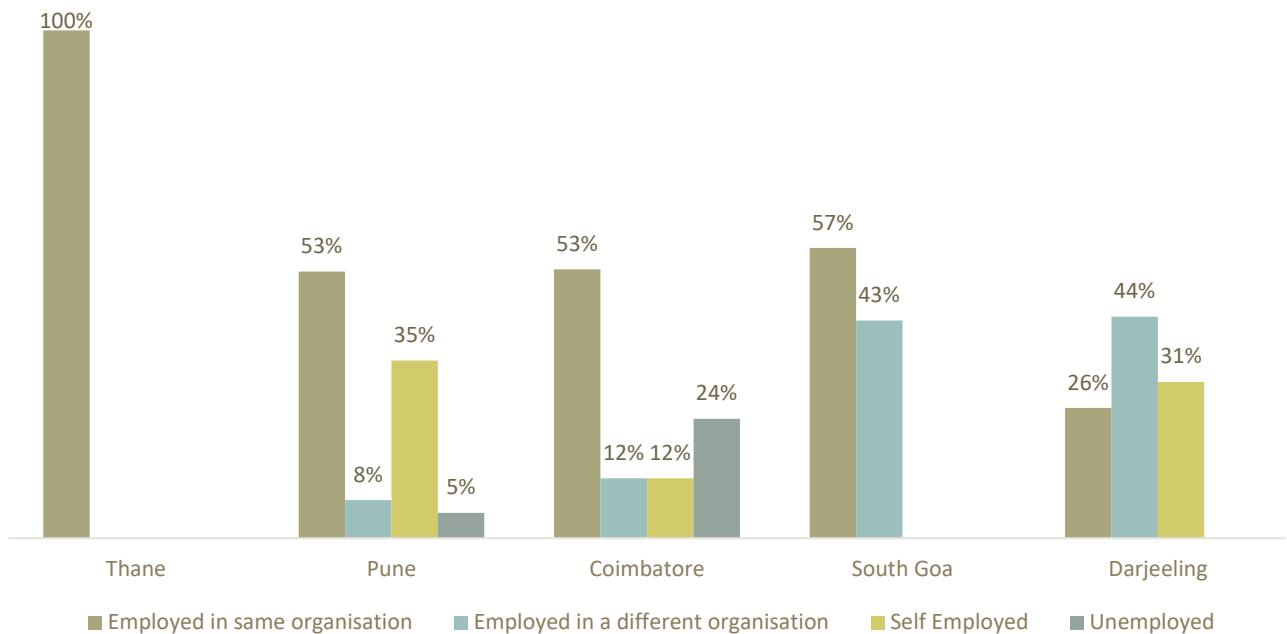
## Impact Assessment for Logistics Sector

Maharashtra (18%). Some percentages of the beneficiaries were unemployed, highest percentage is from Puducherry (33%).

### 15.1.1.6.2 Impact on employment by hilly area

All the beneficiaries from the hilly area were employed before the RPL program.

The following chart shows the employment status of the beneficiaries by hilly area after the certification:



**FIGURE 92: EMPLOYMENT STATUS OF THE BENEFICIARIES BY HILLY AREA AFTER THE CERTIFICATION**

Q. What is your employment status now?

Number of respondents:146

100% of the beneficiaries from Thane, 57% from South Goa, 53% from Pune and Coimbatore, and 33% in Coimbatore reported to be employed in the same organization after the RPL certification. The highest percentage of the beneficiaries to be employed in a different organization is from Darjeeling (44%). The highest percentage of self-employed beneficiaries is from Pune (24%). However, 24% of the beneficiaries from Coimbatore and 5% from Pune reported to be unemployed post RPL program.

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Comparison between before and after RPL certification:

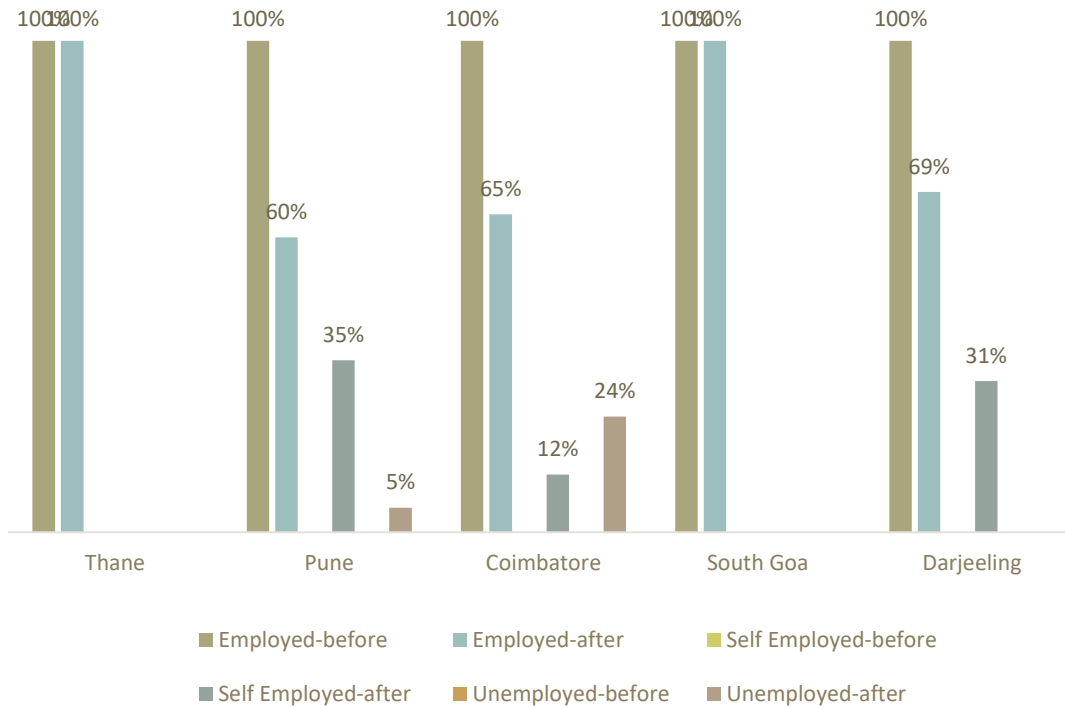
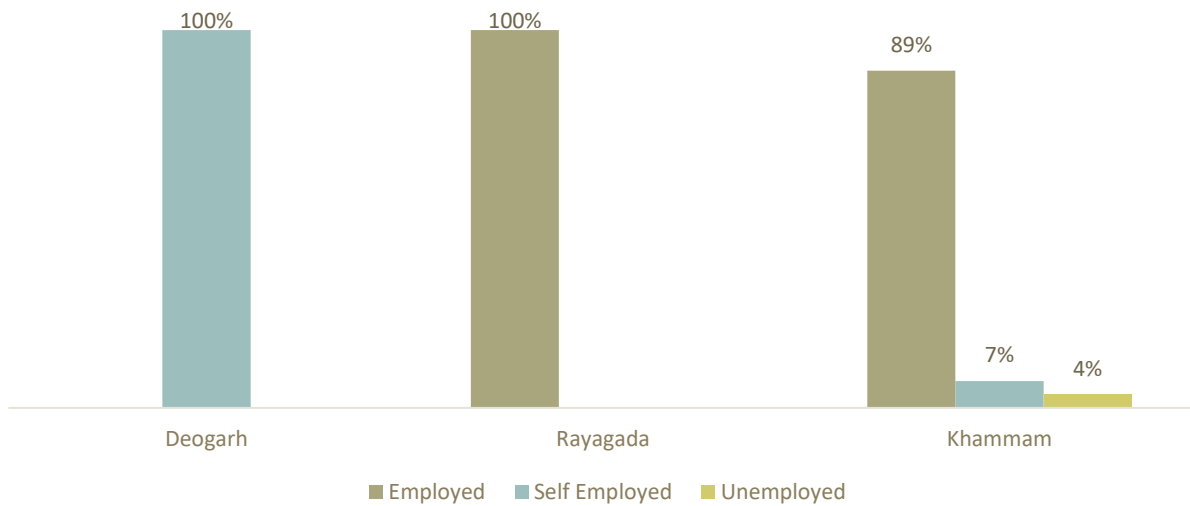


FIGURE 93: COMPARISON OF EMPLOYMENT STATUS BY LWE

In Thane and South Goa, the employment status of the beneficiaries did not change. In Darjeeling, Coimbatore and Pune, the percentage of employed beneficiaries reduced but the percentage of self-employment increased.

### 15.1.1.6.3 Impact on employment by LWE

The following chart shows the employment status of the beneficiaries by LWE before the certification:



**FIGURE 94: EMPLOYMENT STATUS OF THE BENEFICIARIES BY LWE BEFORE THE CERTIFICATION**

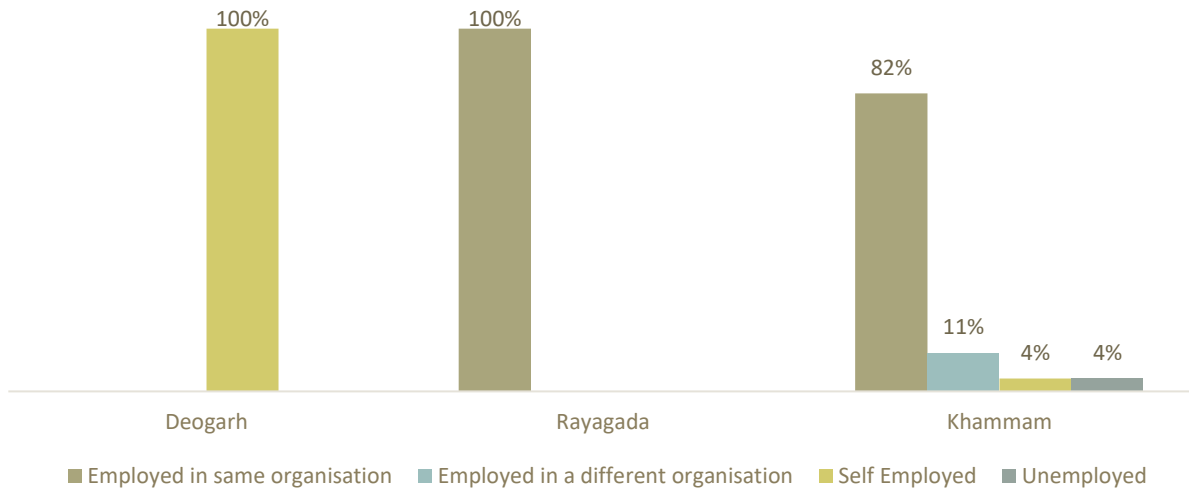
Q. What was your employment status at the time of the certification?

Number of respondents:37

100% of the beneficiaries from Deogarh and 7% from Khammam reported to be self-employed before the certification. 100% from Rayagada and 89% of the beneficiaries from Khammam mentioned to be employed However, 4% from Khammam was unemployed before the certification.

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The following chart shows the employment status of the beneficiaries by LWE after the certification:



**FIGURE 95: EMPLOYMENT STATUS OF THE BENEFICIARIES BY LWE AFTER THE CERTIFICATION**

Q. What is your employment status now?

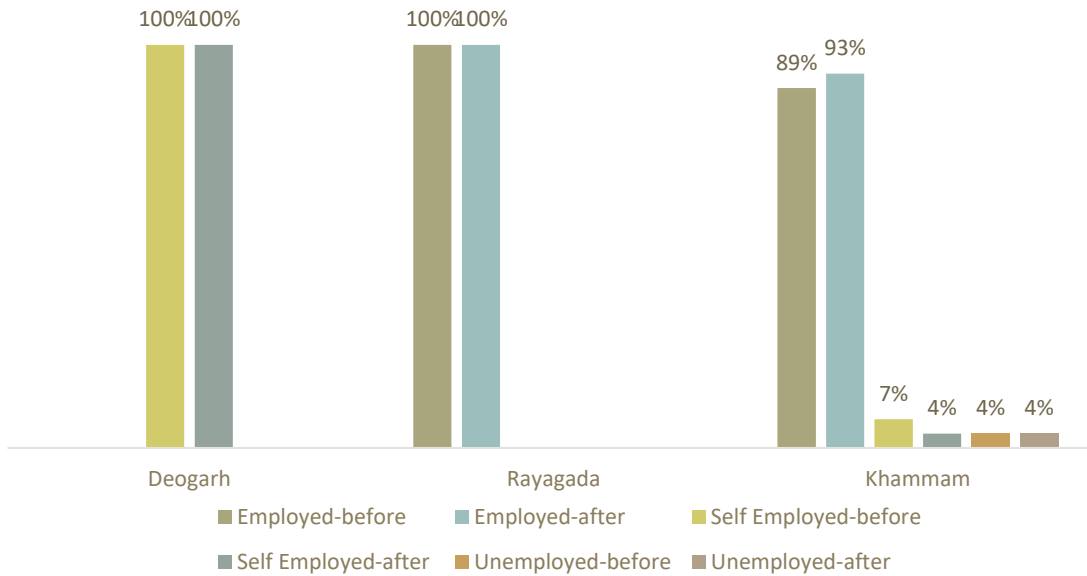
Number of respondents:37

100% of the beneficiaries from Deogarh are self-employed even after the certification. 100% of the beneficiaries from Rayagada and 82% from Khammam reported to employed in the same organization as before the certification. However,11%, 4%, and 4% from Khammam reported to be employed in a different organization, self-employed and unemployed respectively after the certification.

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**Comparison between before and after RPL certification:**

The following chart shows the comparison between the employment status of the beneficiaries by job role:



**FIGURE 96: COMPARISON OF EMPLOYMENT STATUS BY LWE**

In Khammam, the percentage of employed beneficiaries increased after the RPL program by 4%. In Khammam, the percentage of self-employed beneficiaries reduced by 3% and there is no change in the percentage of unemployed beneficiaries. However, there is no change in the employment status of the beneficiaries in Deogarh and Rayagada.

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15.1.1.6.4 Impact on employment by job role

The following chart shows the employment status of the beneficiaries by job role before the certification

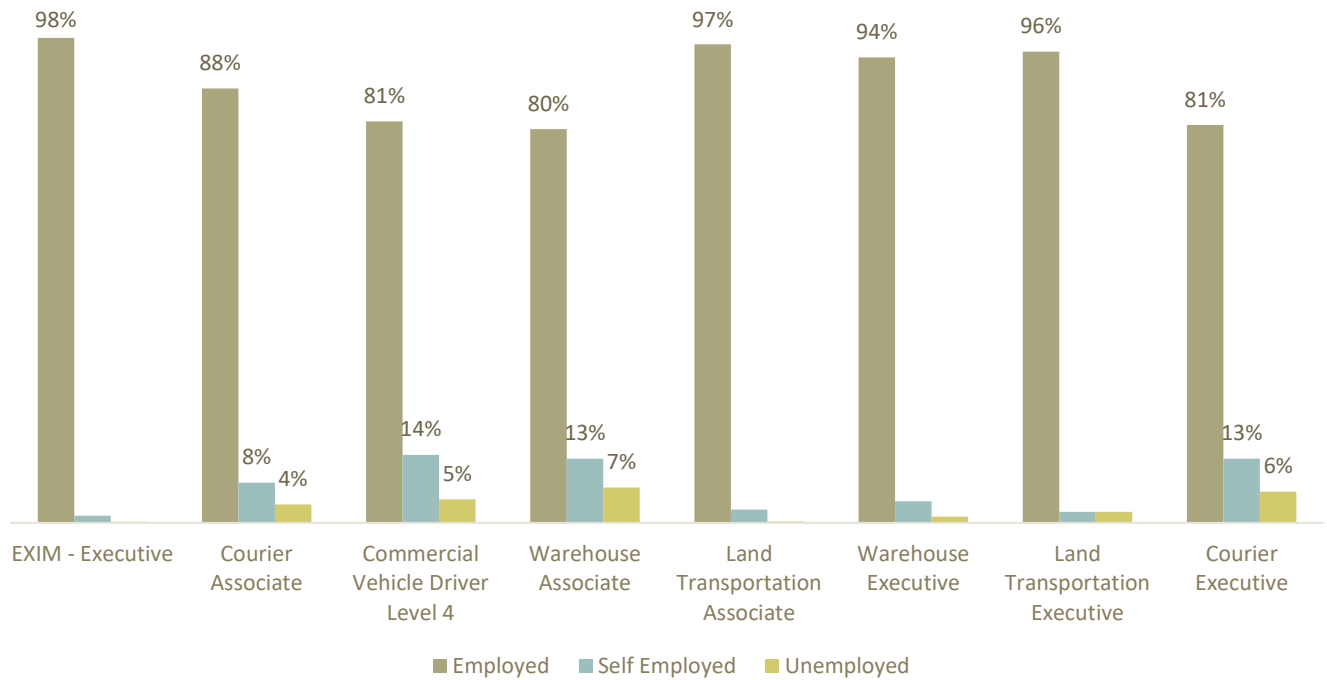


FIGURE 97: EMPLOYMENT STATUS OF THE BENEFICIARIES BY JOB ROLE BEFORE THE CERTIFICATION

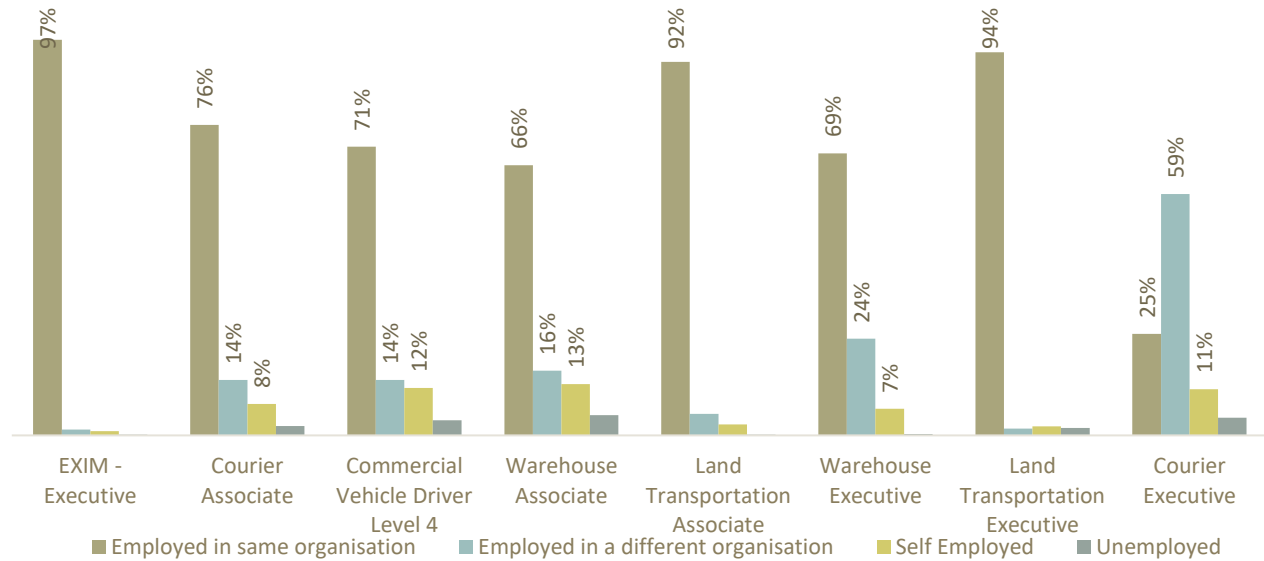
Q. What was your employment status at the time of the certification?

Number of respondents:22,949

A majority of all the beneficiaries were employed before the RPL program, highest percentage is from EXIM executives (98%) and land transportation associates (97%). From some job roles such as courier associates, commercial vehicle driver level 4, warehouse associates, courier executives etc., around 8% to 13% beneficiaries were self-employed before the RPL program. However, a very small percentage of beneficiaries were found to be unemployed before the program.

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The following chart shows the employment status of the beneficiaries by job role after the certification:



**FIGURE 98: EMPLOYMENT STATUS OF THE BENEFICIARIES BY JOB ROLE BEFORE THE CERTIFICATION**

Q. What is your employment status now?

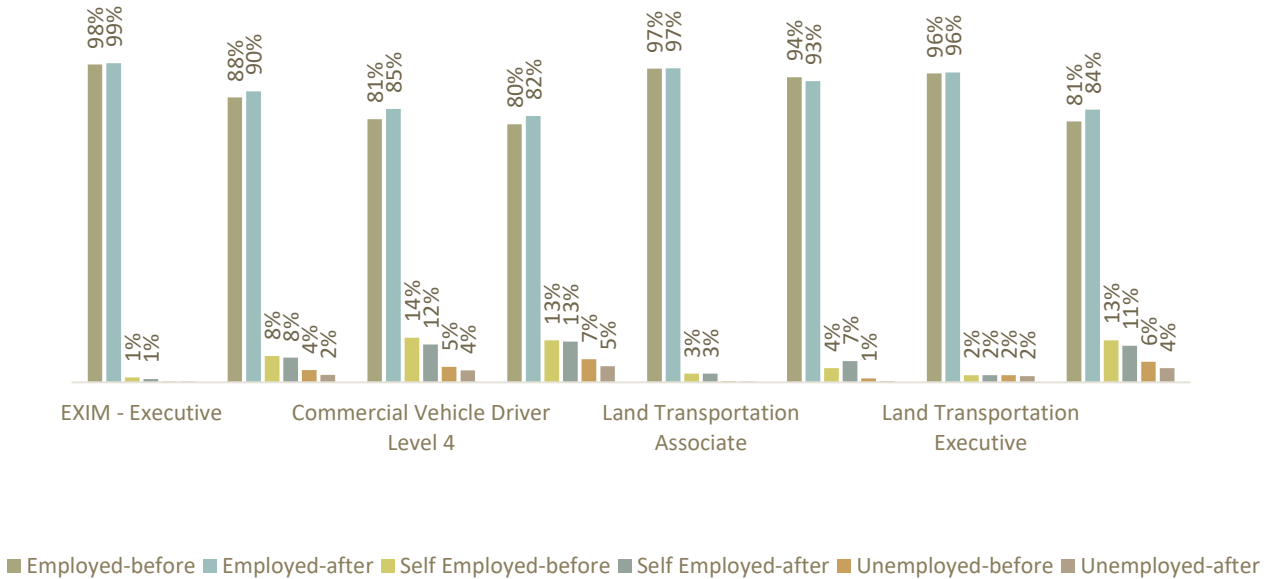
Number of respondents:22,949

The majority of the beneficiaries across all the job roles are employed in the same organization, the highest percentage is reported by EXIM executives (97%). The highest percentage of beneficiaries reported to be employed in different organization is courier executive. Around 7% to 13% beneficiaries reported to be self-employed across some job roles such as warehouse associate, warehouse executive etc. However, a very small percentage mentioned to be unemployed.

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**Comparison between before and after RPL certification**

The following chart shows the comparison between the employment status of the beneficiaries by job role:

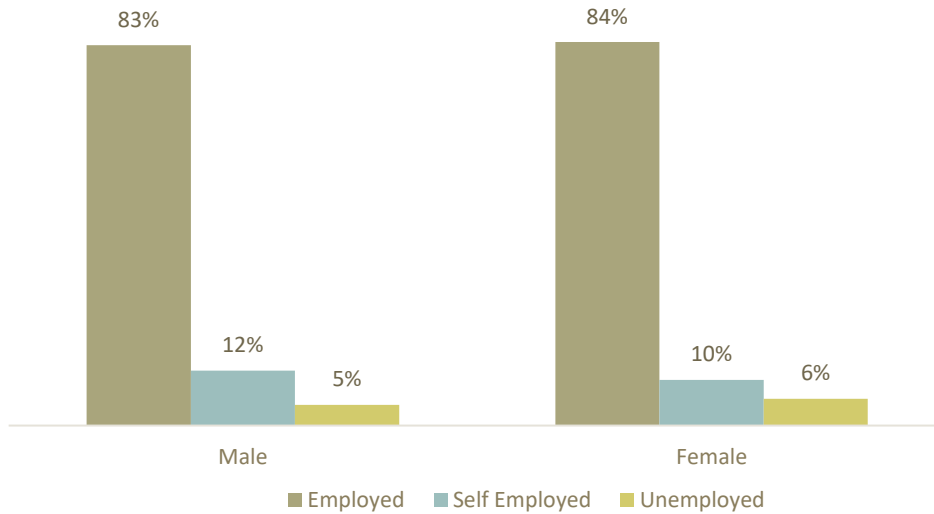


**FIGURE 99: COMPARISON OF EMPLOYMENT STATUS BY JOB ROLE**

Almost across all the job roles, the percentage of employed beneficiaries is either same or increased, the highest percentage increase is for commercial vehicle driver level 4 (4%). The percentage of self-employed beneficiaries remains the same, except for warehouse executives (increased by 3%), commercial vehicle driver level 4 (reduced by 2%) and courier executive (reduced by 2%). Those who were unemployed before, it has been reduced by 1% to 2% except land transportation executive (remains the same).

15.1.1.6.5 Impact on employment by gender

The following chart shows the employment status of the beneficiaries by gender before the certification:



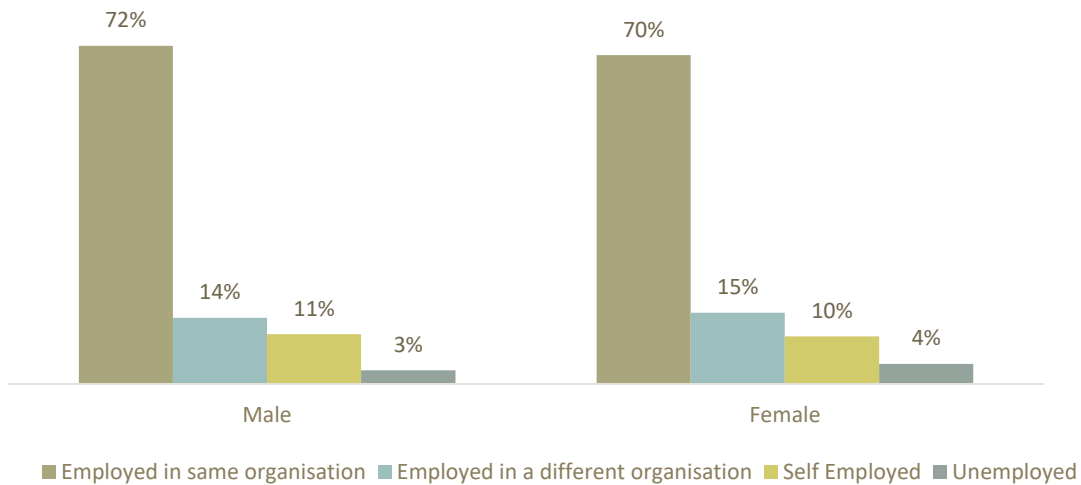
**FIGURE 100: EMPLOYMENT STATUS OF THE BENEFICIARIES BY GENDER BEFORE THE CERTIFICATION**

Q. What was your employment status at the time of the certification? Number of respondents: 22,906

A majority of both male (85%) and female beneficiaries (84%) were employed before the RPL program. 12% of the male beneficiaries were self-employed and the remaining 5% were unemployed. On the other hand, 10% of the female beneficiaries were self-employed and the remaining 6% were unemployed.

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The following chart shows the employment status of the beneficiaries by gender after the certification:



**FIGURE 101: EMPLOYMENT STATUS OF THE BENEFICIARIES BY GENDER BEFORE THE CERTIFICATION**

Q. What is your employment status now?

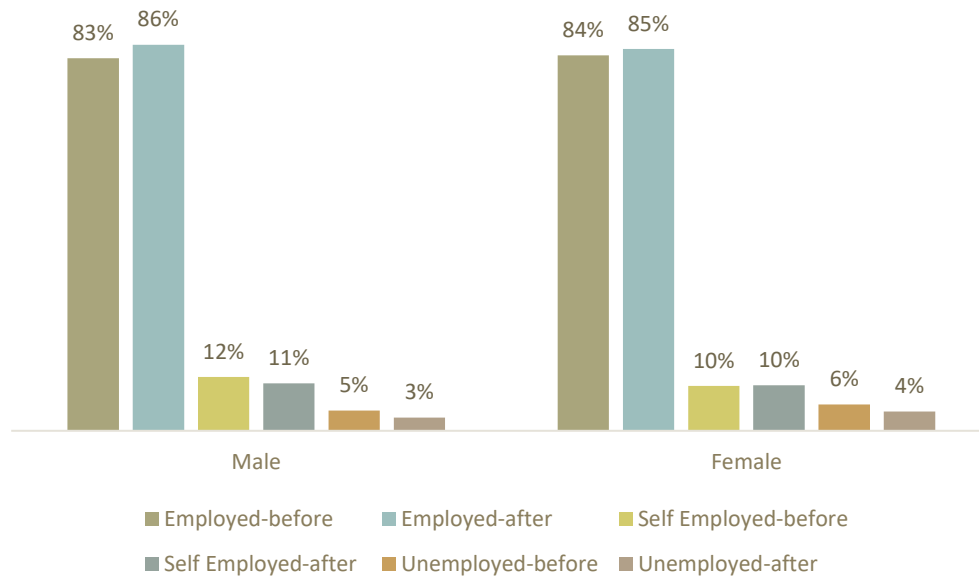
Number of responses: 22,906

A majority of both male (72%) and female beneficiaries (70%) are employed the same organization before the RPL program. 14% of the male beneficiaries were employed in different organization, 11% of them are self-employed and the remaining 5% were unemployed. On the other hand, 15% of the female beneficiaries are employed in a different organization, 10% of the female beneficiaries were self-employed and the remaining 4% were unemployed.

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**Comparison between before and after RPL certification**

The following chart shows the comparison between the employment status of the beneficiaries by gender:



**FIGURE 102: COMPARISON OF EMPLOYMENT STATUS BY GENDER**

The percentage of both employed male and female beneficiaries increased by 3% and 1% respectively after the RPL certification. The percentage of unemployed beneficiaries also reduced by 2% for both the genders. The percentage of self-employed male beneficiaries reduced by 1% whereas, it remained the same for female beneficiaries.

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15.1.1.6.6 Impact on employment by caste category

The following chart shows the employment status of the beneficiaries by caste category before the certification:



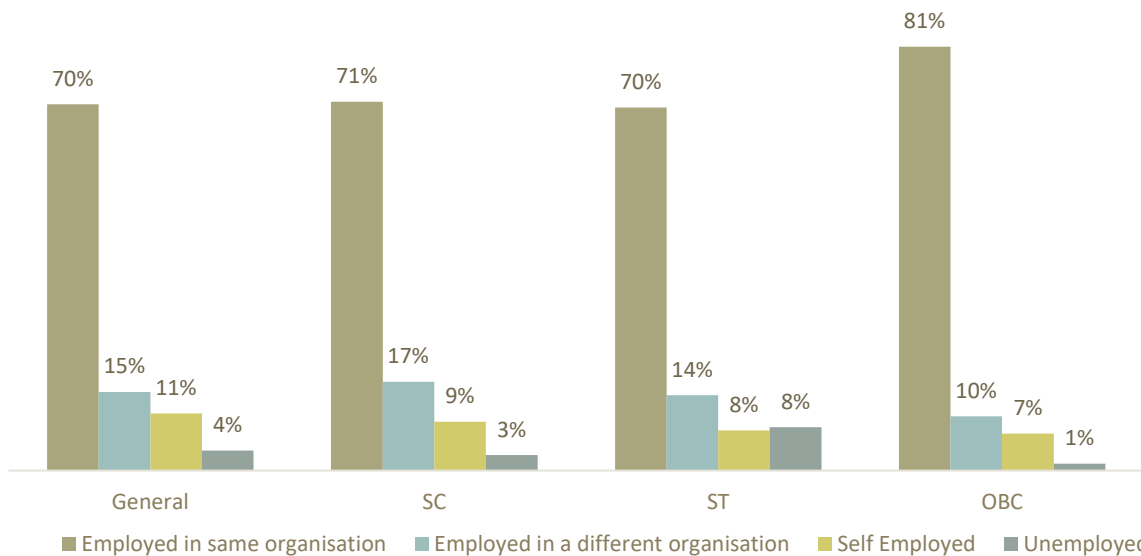
**FIGURE 103: EMPLOYMENT STATUS OF THE BENEFICIARIES BY CASTE CATEGORY BEFORE THE CERTIFICATION**

Q. What was your employment status at the time of the certification? Number of respondents:22,906

A majority of beneficiaries across all the categories were employed before the RPL program, the highest percentage is from the OBC category (91%). The highest percentage of beneficiaries who were self-employed is from general category (12%). The percentage of unemployed beneficiaries was highest from the ST category (10%).

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The following chart shows the employment status of the beneficiaries by caste category after the certification:



**FIGURE 104: EMPLOYMENT STATUS OF THE BENEFICIARIES BY CASTE CATEGORY BEFORE THE CERTIFICATION**

Q. What is your employment status now?

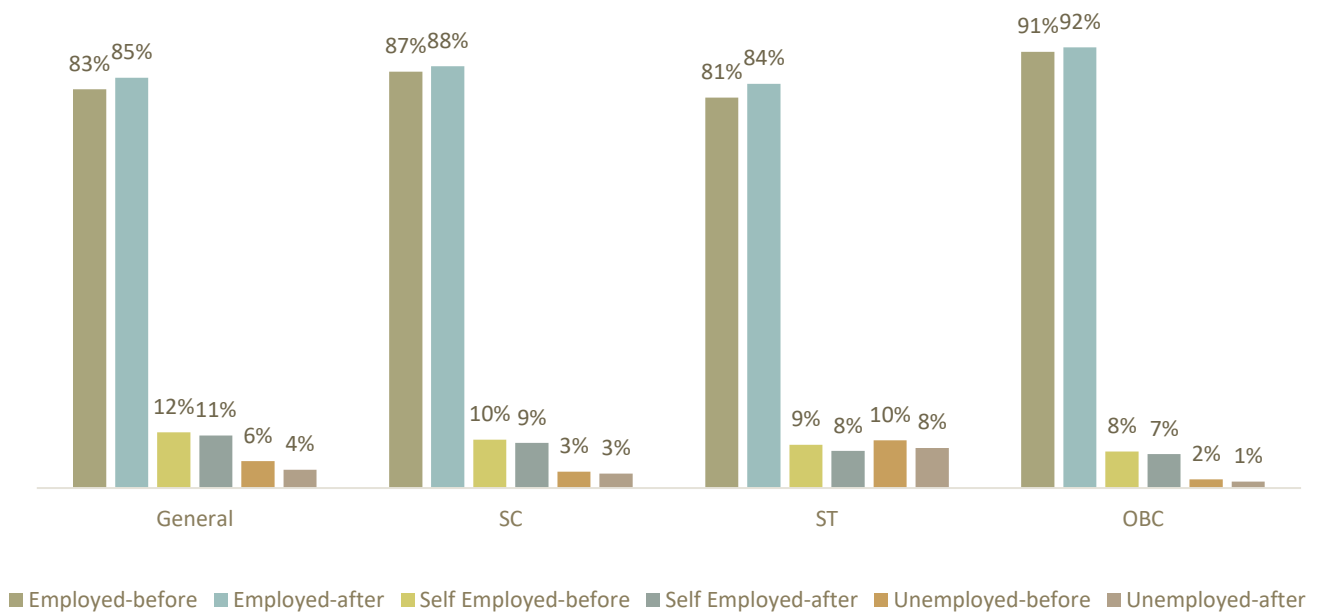
Number of responses: 22,906

A majority of beneficiaries across all the categories are employed the same organization before the RPL program, the highest percentage is from the OBC category. The highest percentage of beneficiaries who are employed in different organization is from SC category (17%), the highest percentage who are self-employed right now is from general category (11%). A very small percentage of beneficiaries is unemployed now, the highest percentage is from the ST category (8%).

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**Comparison between before and after RPL certification**

The following chart shows the comparison between the employment status of the beneficiaries by caste category:



**FIGURE 105: COMPARISON OF EMPLOYMENT STATUS BY CASTE CATEGORY**

The percentage of employed beneficiaries increased by 1%-3% across all the categories after the RPL certification. The percentage of unemployed beneficiaries either remains the same (SC) or reduced by 1% to 2% (General, ST and OBC). The percentage of self-employed male beneficiaries reduced by 1% across all the caste categories.

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### 15.1.1.7 Impact on income

The following charts represents the impact of RPL program on income across states, LWE, genders, caste categories and job roles:

#### 15.1.1.7.1 Impact on income by state

The following charts shows the certification impact on their job and their income by states

##### 15.1.1.7.1.1 Certification impact by states

The following chart shows the impact of RPL certificate by state:

State	My salary or Income increased	I received a promotion	My roles and responsibilities have increased	I received appreciation at my workplace
Uttar Pradesh	91%	5%	3%	16%
Goa	86%	0%	14%	14%
Punjab	83%	0%	17%	17%
Haryana	83%	1%	16%	17%
Kerala	81%	0%	19%	0%
Delhi	78%	4%	18%	14%
Chhattisgarh	75%	0%	25%	25%
Odisha	69%	17%	4%	5%
Karnataka	55%	3%	42%	41%
Telangana	53%	10%	37%	64%
Rajasthan	39%	16%	14%	11%
Bihar	30%	9%	58%	49%
Maharashtra	29%	0%	69%	9%
Andhra Pradesh	26%	18%	55%	90%
Tamil Nadu	25%	12%	55%	35%
Madhya Pradesh	23%	0%	69%	46%
Jammu And Kashmir	13%	1%	2%	3%
Assam	12%	10%	25%	1%
West Bengal	7%	0%	3%	2%
Tripura	7%	9%	7%	1%
Gujarat	2%	1%	97%	92%

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State	My salary or Income increased	I received a promotion	My roles and responsibilities have increased	I received appreciation at my workplace
Himachal Pradesh	0%	0%	100%	50%
Puducherry	0%	0%	100%	33%

**TABLE 29: IMPACT OF RPL CERTIFICATE BY STATE**

*Q In what ways has the RPL certificate benefited you?*

*Number of respondents: 19,535*

The highest percentage of beneficiaries mentioned an increase in their salary/income is from Uttar Pradesh (91%). Some percentage of beneficiaries also reported to receive a promotion after undertaking the RPL program, the highest percentage of them is from Andhra Pradesh (18%). The highest percentage of beneficiaries whose roles and responsibilities have increased post RPL certification is from Himachal Pradesh (100%) and Puducherry (100%). 92% of the beneficiaries from Gujarat constitutes the highest percentage who received appreciation at their workplace.

### 15.1.1.7.1.2 Change in income by states

Beneficiaries who have some rise in their income were further interviewed on their change in income/salary. The following table shows the percentage of beneficiaries reported change in their income/salary

State	Up to 5%	5% to 15%	15% to 25%	more than 25%
Jammu And Kashmir	100%	0%	0%	0%
Odisha	87%	11%	2%	0%
Rajasthan	83%	17%	0%	0%
Haryana	71%	29%	0%	0%
Telangana	70%	26%	5%	0%
Uttar Pradesh	70%	21%	9%	1%
Assam	40%	27%	24%	9%
Andhra Pradesh	36%	54%	4%	7%
Tripura	25%	15%	53%	8%
Tamil Nadu	22%	77%	1%	0%
Punjab	20%	80%	0%	0%
West Bengal	5%	95%	0%	0%
Delhi	3%	97%	0%	0%
Karnataka	0%	99%	0%	0%
Bihar	0%	100%	0%	0%
Chhattisgarh	0%	100%	0%	0%
Goa	0%	100%	0%	0%

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State	Up to 5%	5% to 15%	15% to 25%	more than 25%
Gujarat	0%	100%	0%	0%
Kerala	0%	100%	0%	0%
Madhya Pradesh	0%	100%	0%	0%
Maharashtra	0%	95%	5%	0%
Puducherry	0%	0%	0%	0%

TABLE 30: CHANGE IN INCOME/SALARY BY STATE

Q What percentage of income/salary has increased after RPL program? Number of respondents:5,046

100% of the beneficiaries from Jammu and Kashmir had a rise up to 5%. 100% of the beneficiaries from Bihar, Chhattisgarh, Goa, Gujarat, Kerala and Madhya Pradesh had an increase of 5% to 15% after undergoing the certification. The highest percentage of beneficiaries with 15% to 25% rise is from Tripura (53%). A very small percentage of beneficiaries had an increase of more than 25%, the highest percentage is from Assam (9%).

15.1.1.7.2 Impact on income by hilly area

The following charts shows the certification impact on their job and their income by hilly area:

15.1.1.7.2.1 Certification impact by hilly area

The following chart shows the impact of RPL certificate by hilly area:

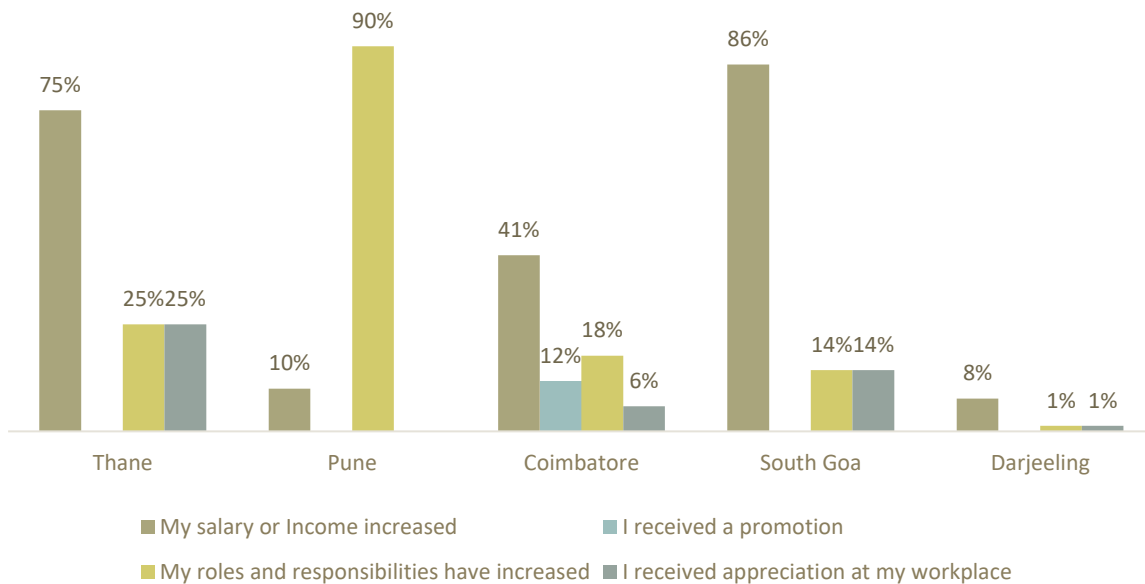


FIGURE 106: IMPACT OF RPL CERTIFICATE BY HILLY AREA

Q In what ways has the RPL certificate benefited you?

Number of respondents: 146

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The highest percentage of the beneficiaries who informed that their salary increased as an impact of RPL program is from South Goa (86%). A very small percentage, i.e., 12% from Coimbatore stated that they received promotion. The highest percentage of the beneficiaries whose roles and responsibilities increased after the RPL certification is from Pune (90%). From Thane, 25% of the beneficiaries which is the highest among all informed to receive appreciation at their workplace.

15.1.1.7.2.2 Change in their income/salary by hilly area

Beneficiaries who have some rise in their income were further interviewed on their change in income/salary. The following chart shows the change in income/salary after RPL certification by hilly area.

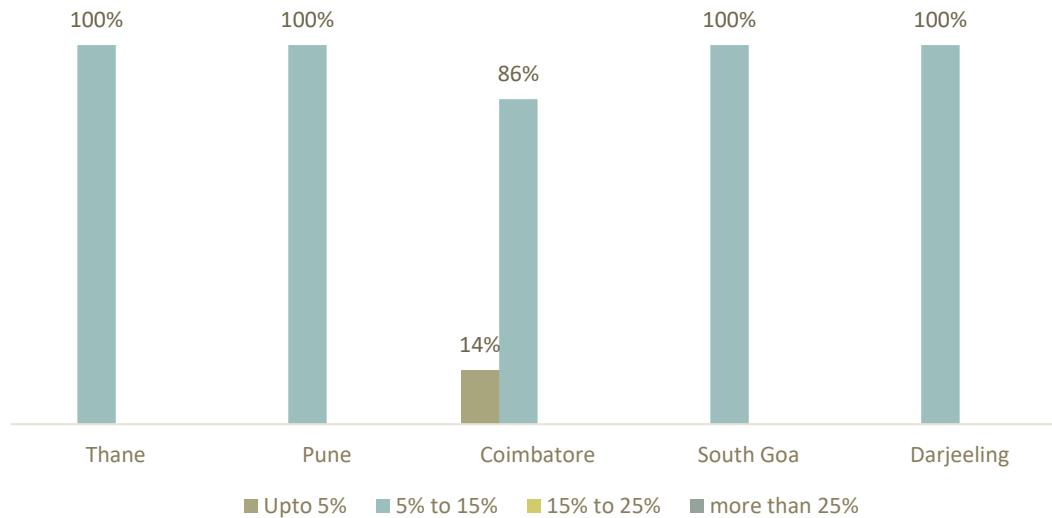


FIGURE 107: CHANGE IN INCOME/SALARY AFTER RPL BY HILLY AREA

Q What percentage of income/salary has increased after RPL program? Number of respondents:20

All the beneficiaries from Thane, Pune, South Goa and Darjeeling whose salary increased after the RPL program, informed that the rise was by 5% to 15%. Only from Coimbatore, 86% had a rise of income by 5% to 15% and the remaining 14% stated the increase was up to 5%.

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15.1.1.7.3 Impact on income by LWE

Three districts have been covered in the field investigation such as Deogarh, Rayagada and which are considered as LWE. A total of 36 beneficiaries have been covered from these districts.

The following charts shows the certification impact on their job and their income by LWE:

15.1.1.7.3.1 Certification impact by LWE

The following chart shows the impact of RPL certificate by LWE:

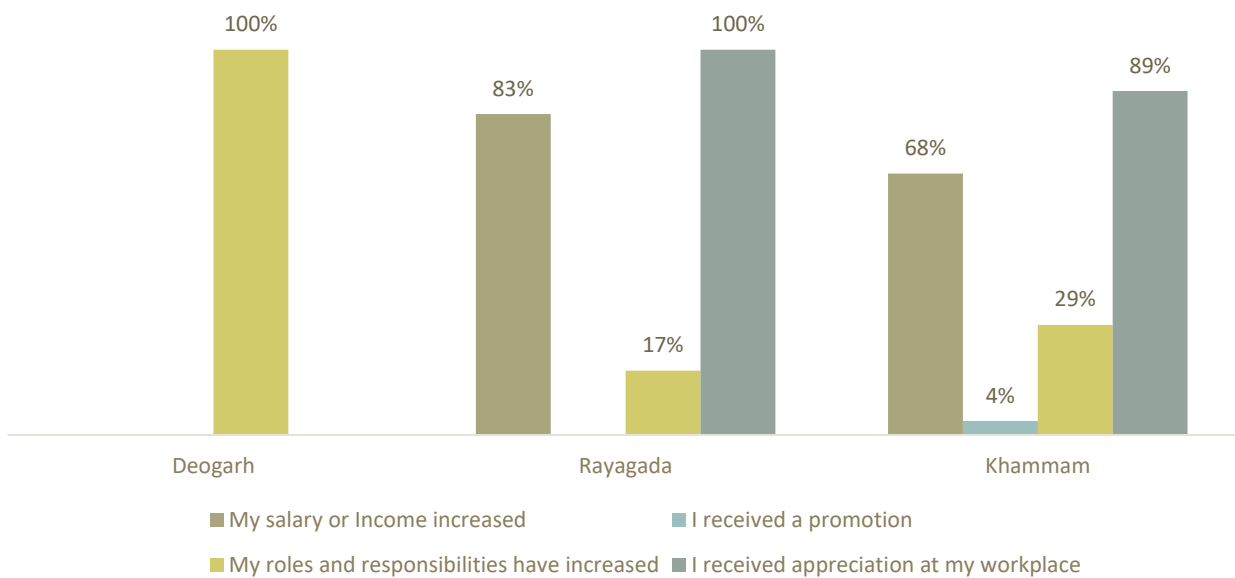


FIGURE 108: IMPACT OF RPL CERTIFICATE BY LWE

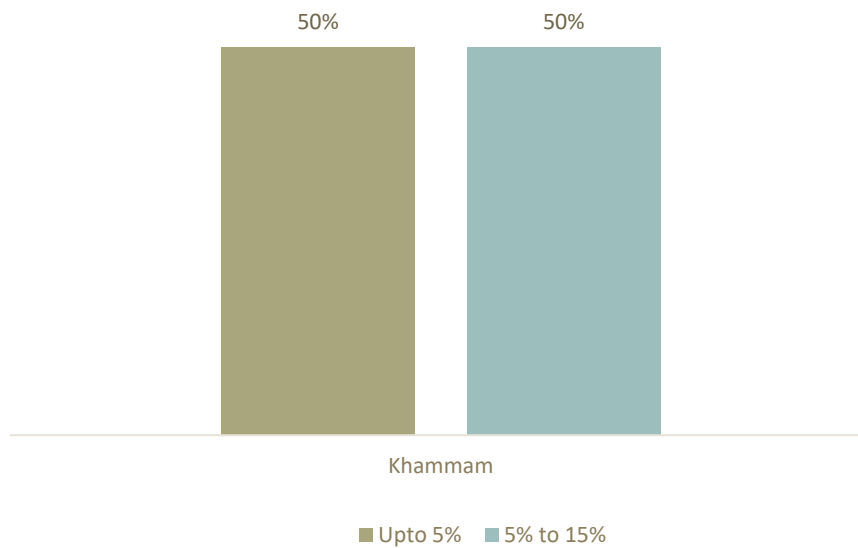
Q In what ways has the RPL certificate benefited you?

Number of respondents: 36

100% of the beneficiaries from Deogarh, 29% from Khammam and 17% from Rayagada informed that their roles and responsibilities increased after the RPL certification. 83% from Rayagada and 68% from Khammam informed that their salary increased as an impact of RPL program. 100% from Rayagada and 89% from Khammam informed to receive appreciation at their workplace. Only a small percentage, i.e., 4% of beneficiaries from Khammam received a promotion.

15.1.1.7.3.2 Change in their income/salary by LWE

Beneficiaries who have some rise in their income were further interviewed on their change in income/salary. The following chart shows the change in income/salary after RPL certification by LWE:



**FIGURE 109: CHANGE IN INCOME/SALARY AFTER RPL BY LWE**

Q What percentage of income/salary has increased after RPL program? Number of respondents:6

Among the three districts in LWE region, only from Khammam beneficiaries reported a change in their income. 50% of them reported an increase up to 5% and the remaining 50% received an increment of 5% to 15%.

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15.1.1.7.4 Impact on income by job role

The following charts shows the certification impact on their job and their income by job role:

15.1.1.7.4.1 Certification impact by job role

The following chart shows the impact of RPL certificate by job role:

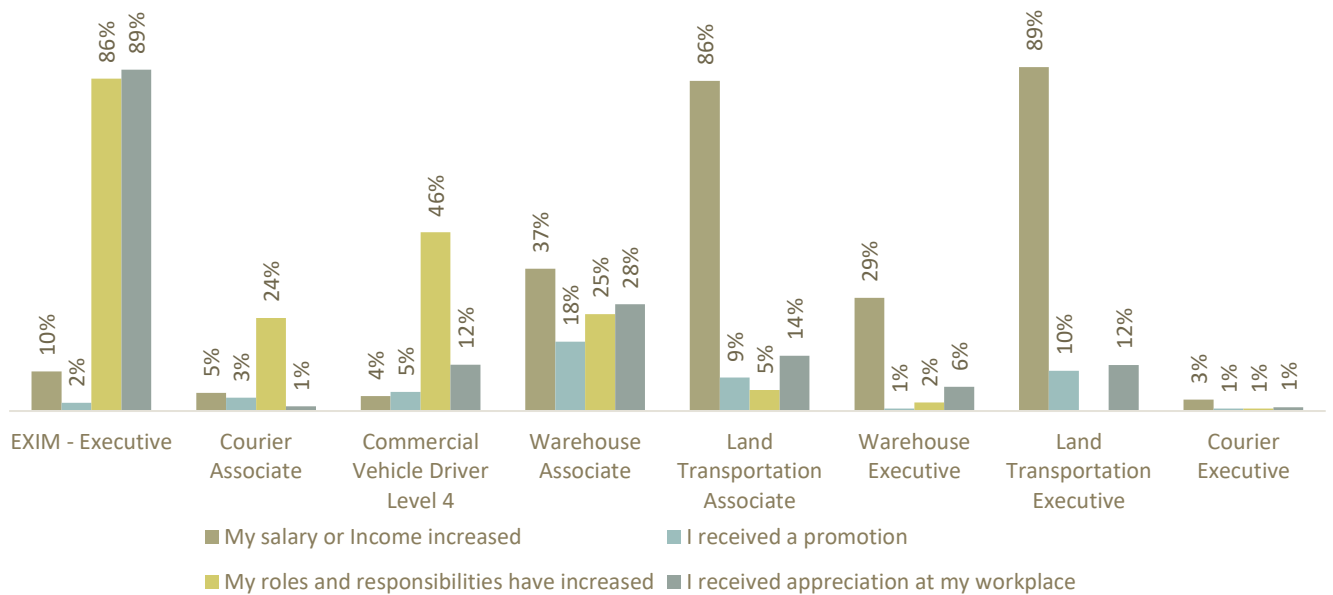


FIGURE 110: IMPACT OF RPL CERTIFICATE BY JOB ROLE

Q In what ways has the RPL certificate benefited you?

Number of respondents: 22,949

The highest percentage of beneficiaries whose salary or income increased after the RPL program is land transportation executive (89%), followed by land transportation associate (86%). The highest percentage who stated that their roles and responsibilities increased after undergoing the certification is EXIM executive (86%). A significant percentage in some job roles received appreciation at their workplace, EXIM executive is the highest (89%). The highest percentage of beneficiaries received promotion is warehouse associates (18%).

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15.1.1.7.4.2 Change in their income/salary by job role

Beneficiaries who have some rise in their income were further interviewed on their change in income/salary. The following chart shows the change in income/salary after RPL certification by job role:

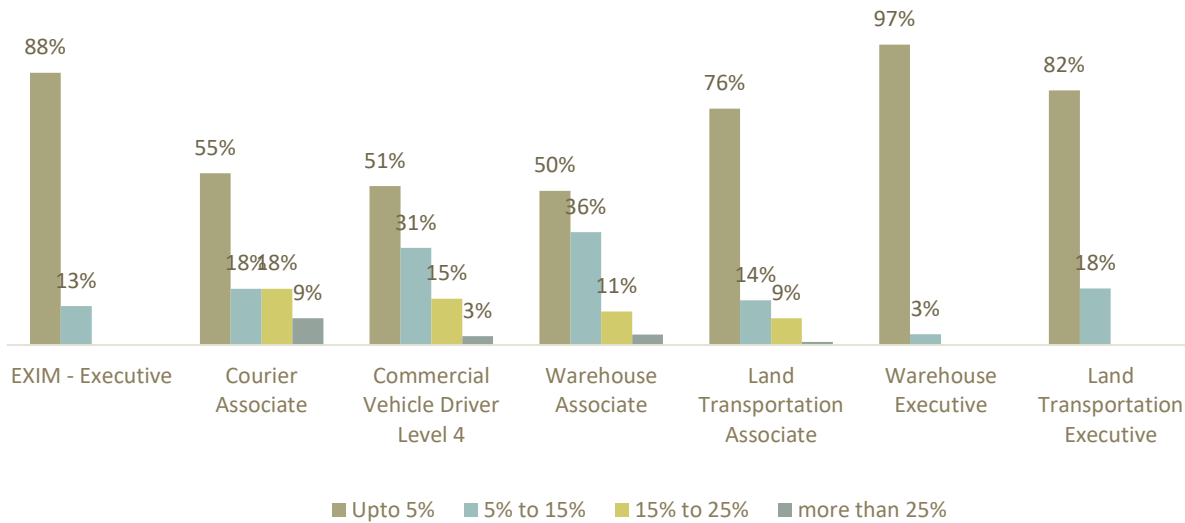


FIGURE 111: CHANGE IN INCOME/SALARY AFTER RPL BY JOB ROLE

Q What percentage of income/salary has increased after RPL program? Number of respondents:5,058

A majority of the beneficiaries almost across all the job roles experience an increase up to 5%, the highest percentage is warehouse executive (97%), followed by EXIM executive. The highest percentage of beneficiaries with an income rise of 5% to 15% is warehouse associate (36%). Some job roles such as courier associates, commercial vehicle driver level 4, warehouse associates and land transportation associates experience an increase of 15% to 25%, the highest percentage is reported by courier associate (18%). A very small percentage of beneficiaries had an increment of more than 25% , highest percentage is courier associates (9%).

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15.1.1.7.5 Impact on income by gender

The following charts shows the certification impact on their job and their income by gender:

15.1.1.7.5.1 Certification impact by gender

The following chart shows the impact of RPL certificate by gender:



**FIGURE 112: IMPACT OF RPL CERTIFICATE BY GENDER**

Q In what ways has the RPL certificate benefited you?

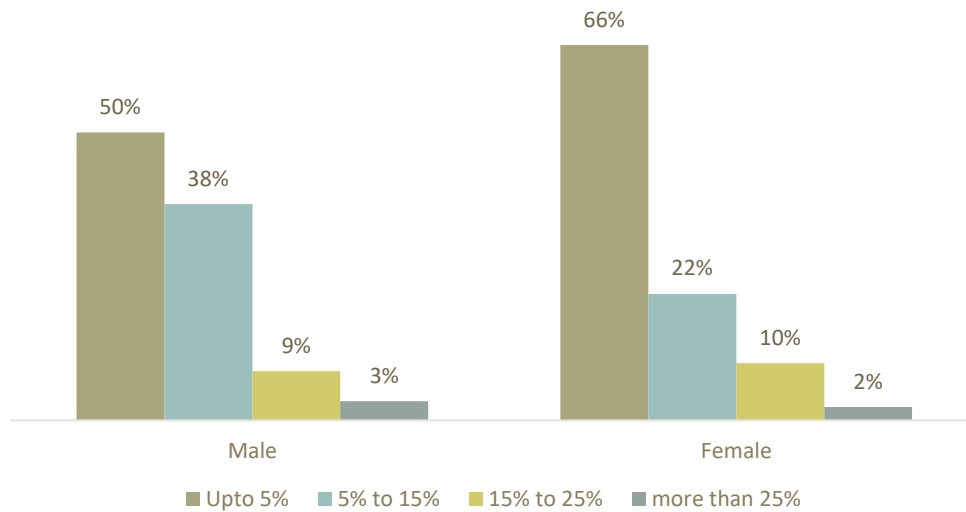
Number of respondents: 20,228

The highest percentage of male beneficiaries (34%) stated that their roles and responsibilities have increased as a result of undergoing the RPL certification whereas the highest percentage of female beneficiaries (26%) states that their salary or income increased as a result of RPL certification. 24% of the male beneficiaries reported that RPL program helped to increase their salary or income, 17% of the male beneficiaries received appreciation at their workplace and the 9% got a promotion.

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15.1.1.7.5.2 Change in their income/salary by gender

Beneficiaries who have some rise in their income were further interviewed on their change in income/salary. The following chart shows the change in income/salary after RPL certification by gender:



**FIGURE 113: CHANGE IN INCOME/SALARY AFTER RPL BY GENDER**

Q What percentage of income/salary has increased after RPL program? Number of respondents:4,685

A majority of both male (50%) and female (66%) beneficiaries stated their income to be increased up to 5% after RPL certification. 38% of the male beneficiaries experienced an increase in their income by 5% to 15% post-certification, 9% reported the increase by 15% to 25%, and the remaining 3% male beneficiaries stated the raise by more than 25%. Similarly, 22% of the female beneficiaries experienced an increase in their income by 5% to 15% post-certification, 10% reported the increase by 15% to 25% and the remaining 2% male beneficiaries stated the raise by more than 25%.

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15.1.1.7.6 Impact on income by caste category

The following charts shows the certification impact on their job and their income by caste category:

15.1.1.7.6.1 Certification impact by caste category

The following chart shows the impact of RPL certificate by caste category:

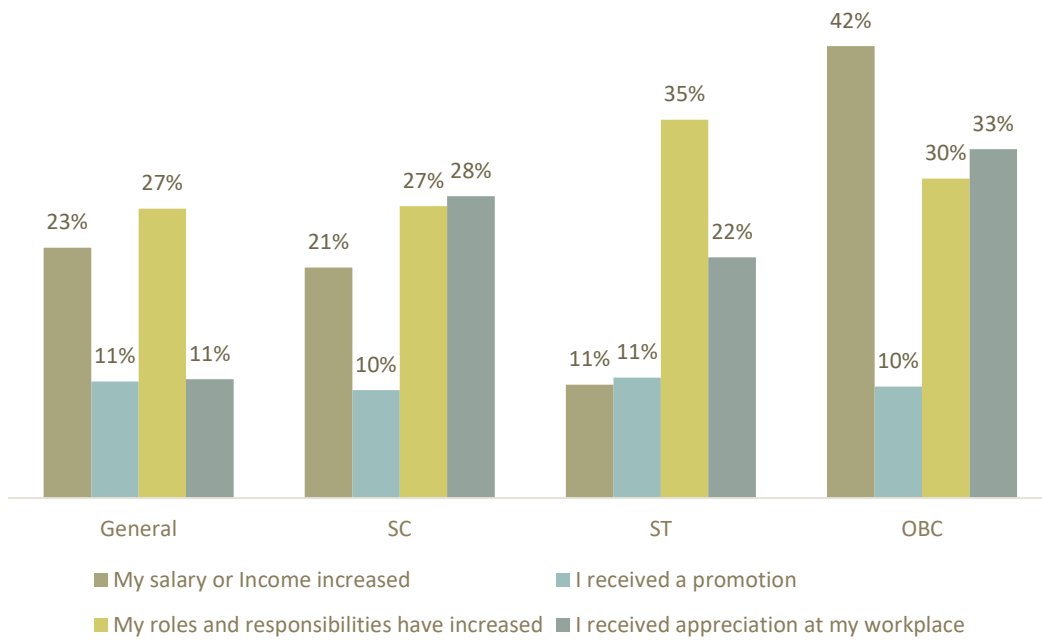


FIGURE 114: IMPACT OF RPL CERTIFICATE BY CASTE CATEGORY

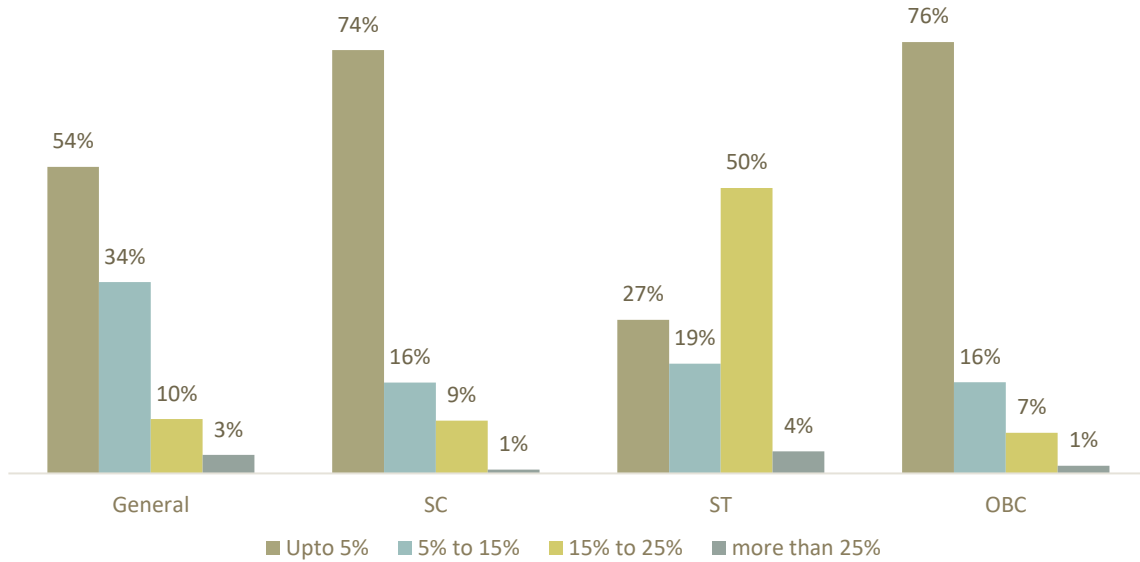
Q In what ways has the RPL certificate benefited you?

Number of respondents: 20,227

The highest percentage of beneficiaries (42%) who stated that their salary/income increased as a result of RPL certification are from OBC category. The highest percentage of beneficiaries (35%) who mentioned their roles and responsibilities increased after they went through the certification is from ST category. The highest percentage of beneficiaries who received appreciation at their workplace are from OBC category. Almost an equal percentage of beneficiaries (10%-11%) across all the categories received a promotion after the certification.

15.1.1.7.6.2 Change in their income/salary by caste category

The following chart shows the change in income/salary after RPL certification by caste category:



**FIGURE 115: CHANGE IN INCOME/SALARY AFTER RPL BY CASTE CATEGORY**

Q What percentage of income/salary has increased after RPL program?

Number of respondents:16,714

A majority of beneficiaries across all the caste categories stated their income to be increased up to 5% after RPL certification, the highest percentage is from OBC category (76%) followed by SC category (74%). The highest percentage of beneficiaries with rise of income between 5% to 15% is from the general category. The highest percentage of beneficiaries (50%) with an increase in salary of 15% to 25% and the highest percentage (4%) with more than 25% rise in their income are from ST category.

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### 15.1.2 Impact on society

The following charts represents the socio-economic impact of RPL program across states, LWE, genders, caste categories and job roles:

#### 15.1.2.1 Program impact on social wellbeing by state

The following tables show the socio-economic impact of RPL program across various parameters:

##### 15.1.2.1.1 Level of savings

The following chart shows the RPL program impact on level of savings by state:

State	Same	Better
Chhattisgarh	0%	100%
Andhra Pradesh	3%	97%
Uttar Pradesh	6%	94%
Haryana	9%	91%
Delhi	12%	88%
Goa	14%	86%
Odisha	15%	85%
Punjab	17%	83%
Kerala	19%	81%
Karnataka	20%	80%
Madhya Pradesh	23%	77%
Bihar	35%	65%
Telangana	42%	58%
Jammu And Kashmir	47%	53%
Rajasthan	48%	52%
Gujarat	49%	51%
Assam	55%	45%
Tamil Nadu	64%	36%
Maharashtra	68%	32%
Tripura	73%	27%
West Bengal	92%	8%
Himachal Pradesh	100%	0%
Puducherry	100%	0%

TABLE 31: IMPACT OF RPL PROGRAM ON LEVEL OF SAVINGS BY STATE

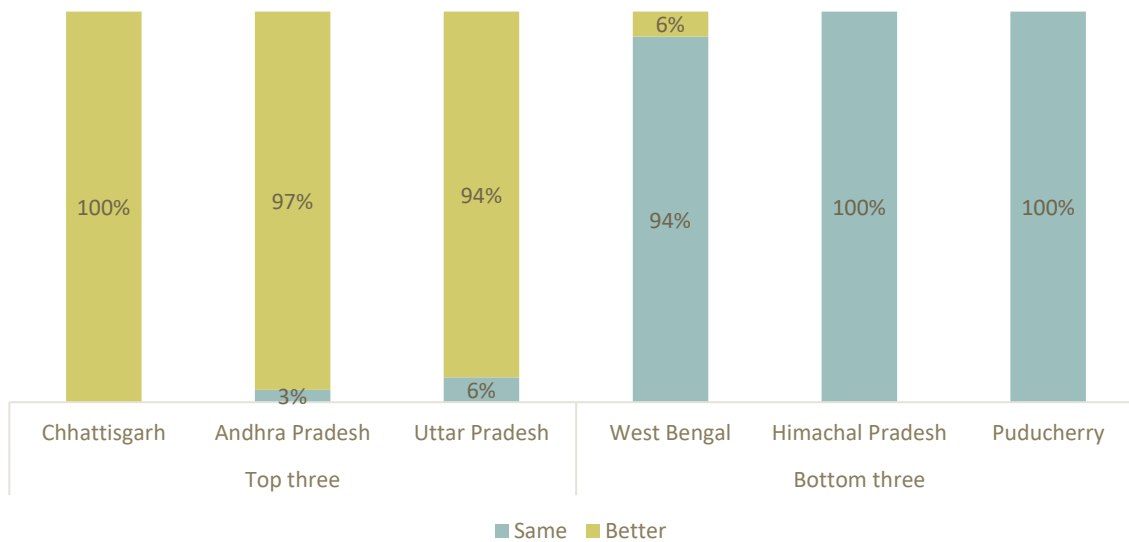
Q What has been the change in the level of savings as a result of the RPL Program?

Number of respondents:22,906

## Impact Assessment for Logistics Sector

The beneficiaries across all the states stated either a same or better level of savings after the RPL certification. The highest percentage of the beneficiaries who have a better level of savings now is from Chhattisgarh (100%), followed by Andhra Pradesh (97%). However, 100% of the beneficiaries from Himachal Pradesh and Puducherry reported to have a same level of savings as before the RPL program.

The following chart shows the top three and bottom three states in terms of impact of RPL program on level of savings:



**FIGURE 116: TOP THREE AND BOTTOM THREE STATES IN TERMS OF LEVEL OF SAVINGS**

Chhattisgarh, Andhra Pradesh and Uttar Pradesh are the top three states to feel the impact of RPL program on their level of savings whereas, West Bengal, Himachal Pradesh and Puducherry are the bottom three states.

### 15.1.2.1.2 Lifestyle

The following chart shows the impact of RPL program on lifestyle by state:

State	Same	Better
<b>Chhattisgarh</b>	0%	100%
<b>Kerala</b>	0%	100%
<b>Andhra Pradesh</b>	0%	99%
<b>West Bengal</b>	2%	98%
<b>Tripura</b>	5%	95%
<b>Uttar Pradesh</b>	5%	95%
<b>Delhi</b>	6%	94%
<b>Haryana</b>	7%	93%
<b>Madhya Pradesh</b>	8%	92%

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State	Same	Better
<b>Maharashtra</b>	9%	91%
<b>Odisha</b>	14%	86%
<b>Telangana</b>	14%	86%
<b>Goa</b>	14%	86%
<b>Punjab</b>	17%	83%
<b>Rajasthan</b>	18%	82%
<b>Bihar</b>	21%	79%
<b>Puducherry</b>	33%	67%
<b>Karnataka</b>	38%	62%
<b>Jammu And Kashmir</b>	39%	61%
<b>Tamil Nadu</b>	47%	53%
<b>Himachal Pradesh</b>	50%	50%
<b>Assam</b>	55%	45%
<b>Gujarat</b>	88%	12%

**TABLE 32: IMPACT OF RPL PROGRAM ON LIFESTYLE BY STATE**

Q. What has been the change in the lifestyle as a result of the RPL Program? Number of respondents:22,906

The beneficiaries across all the states stated either a same or better lifestyle after the RPL certification. The highest percentage of the beneficiaries who have a better lifestyle now is from Chhattisgarh (100%), and Kerala (100%). However, the highest percentage of beneficiaries reported to have a same lifestyle as before the RPL program is from Gujarat (88%).

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The following chart shows the top three and bottom three states in terms of impact of RPL program on lifestyle:

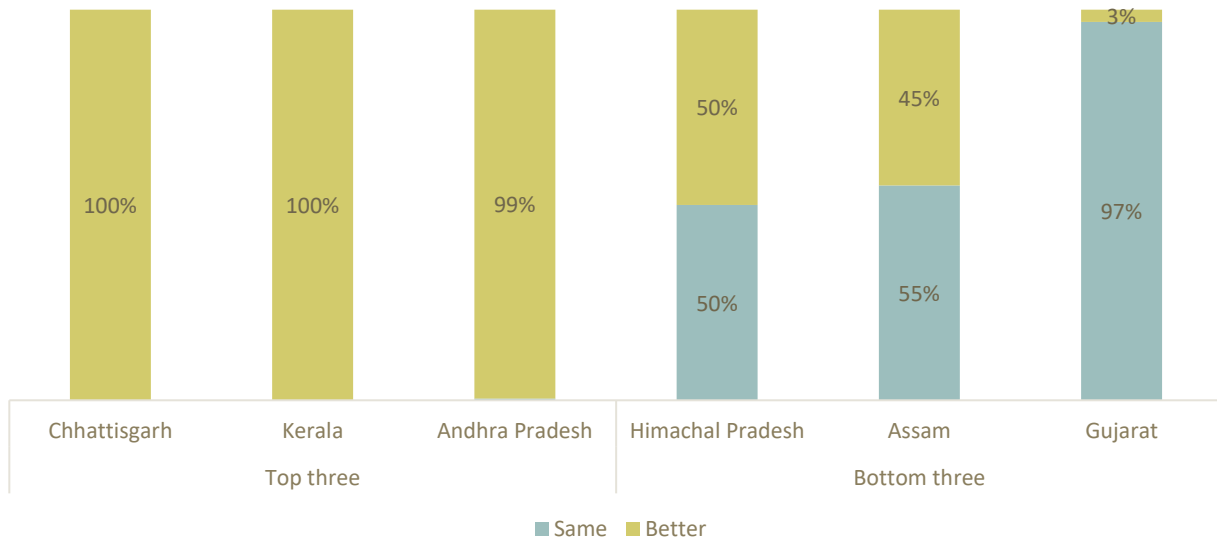


FIGURE 117: TOP THREE AND BOTTOM THREE STATES IN TERMS OF LIFESTYLE

Chhattisgarh, Kerala and Andhra Pradesh are the top three states to feel the impact of RPL program on their level of savings whereas, Himachal Pradesh, Assam and Gujarat are the bottom three states.

15.1.2.1.3 Health

The following chart shows the impact of RPL program on health by state:

State	Same	Better
<b>Chhattisgarh</b>	0%	100%
<b>Delhi</b>	0%	100%
<b>Goa</b>	0%	100%
<b>Himachal Pradesh</b>	0%	100%
<b>Karnataka</b>	0%	100%
<b>Kerala</b>	0%	100%
<b>Madhya Pradesh</b>	0%	100%
<b>Puducherry</b>	0%	100%
<b>Andhra Pradesh</b>	0%	100%
<b>Haryana</b>	1%	99%
<b>Maharashtra</b>	2%	98%
<b>Gujarat</b>	2%	98%

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State	Same	Better
West Bengal	2%	98%
Bihar	2%	98%
Tripura	4%	96%
Uttar Pradesh	5%	95%
Punjab	8%	92%
Rajasthan	13%	87%
Odisha	13%	87%
Tamil Nadu	13%	87%
Telangana	34%	66%
Jammu And Kashmir	46%	54%
Assam	55%	45%

TABLE 33: IMPACT OF RPL PROGRAM ON HEALTH BY STATE

What has been the change in the health as a result of the RPL Program? Number of respondents:22,906

The beneficiaries across all the states stated either a same or better health after the RPL certification. 100% beneficiaries from Chhattisgarh, Delhi, Goa, Haryana, Himachal Pradesh, Karnataka, Kerala, Madhya Pradesh, Puducherry and Andhra Pradesh have a better health now after the RPL program. However, the highest percentage of beneficiaries reported to have a same health as before the RPL program is from Assam (55%).

The following chart shows the top three and bottom three states in terms of impact of RPL program on health:

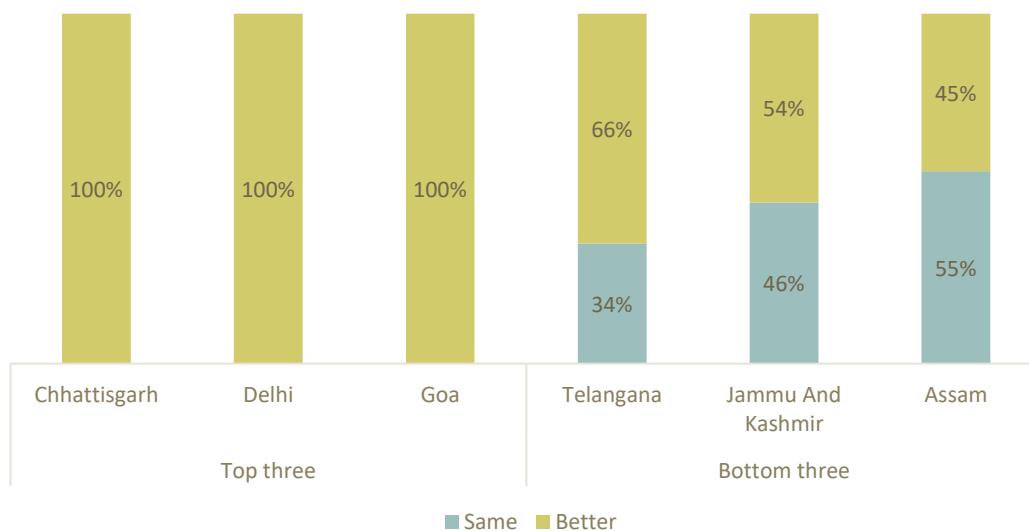


FIGURE 118: TOP THREE AND BOTTOM THREE STATES IN TERMS OF HEALTH

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Chhattisgarh, Delhi, and Goa are the top three states to feel the impact of RPL program on their health whereas, Telangana, Jammu and Kashmir, and Assam and Gujarat are the bottom three states.

### 15.1.2.1.4 Social status

The following chart shows the impact of RPL program on social status by state:

State	Same	Better
<b>Bihar</b>	0%	100%
<b>Chhattisgarh</b>	0%	100%
<b>Delhi</b>	0%	100%
<b>Goa</b>	0%	100%
<b>Haryana</b>	0%	100%
<b>Himachal Pradesh</b>	0%	100%
<b>Karnataka</b>	0%	100%
<b>Kerala</b>	0%	100%
<b>Madhya Pradesh</b>	0%	100%
<b>Maharashtra</b>	0%	100%
<b>Puducherry</b>	0%	100%
<b>Punjab</b>	0%	100%
<b>Andhra Pradesh</b>	1%	99%
<b>Telangana</b>	1%	99%
<b>Gujarat</b>	1%	99%
<b>West Bengal</b>	1%	99%
<b>Tripura</b>	4%	96%
<b>Uttar Pradesh</b>	5%	95%
<b>Odisha</b>	9%	91%
<b>Tamil Nadu</b>	11%	89%
<b>Rajasthan</b>	12%	88%
<b>Jammu And Kashmir</b>	40%	60%
<b>Assam</b>	55%	45%

TABLE 34: IMPACT OF RPL PROGRAM ON SOCIAL STATUS BY STATE

What has been the change in the social status as a result of the RPL Program?

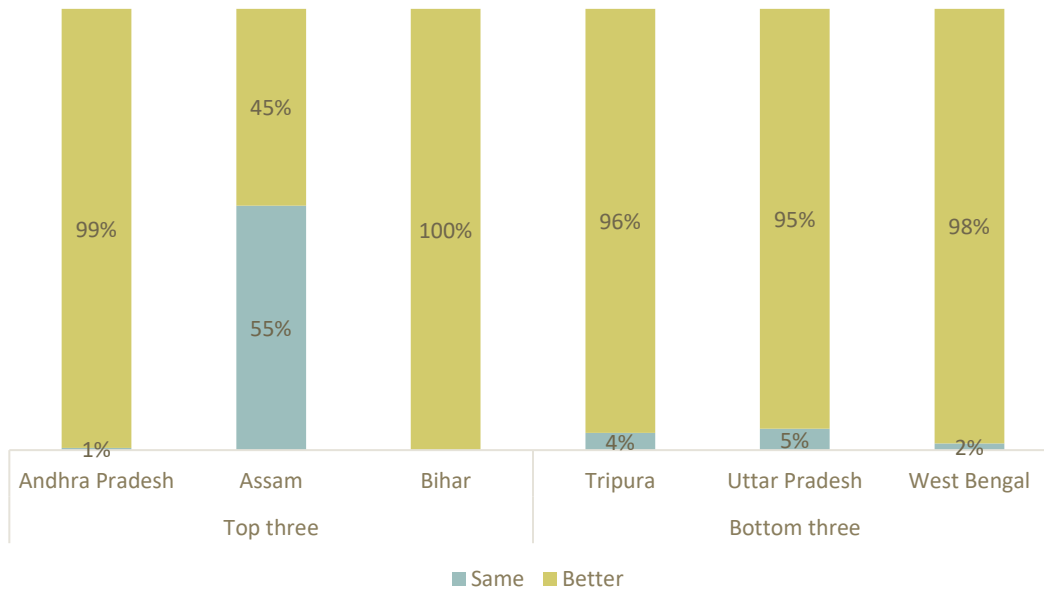
Number of respondents:22,906

The beneficiaries across all the states stated either a same or better social status after the RPL certification. 100% beneficiaries from Bihar, Chhattisgarh, Delhi, Goa, Haryana, Himachal Pradesh, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Puducherry and Punjab, have a better social status now

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after the RPL program. However, the highest percentage of beneficiaries reported to have a same social status as before the RPL program is from Assam (55%).

The following chart shows the top three and bottom three states in terms of impact of RPL program on social status



**FIGURE 119: TOP THREE AND BOTTOM THREE STATES IN TERMS OF SOCIAL STATUS**

Andhra Pradesh, Assam and Bihar are the top three states to feel the impact of RPL program on their health whereas, Tripura, Uttar Pradesh and West Bengal are the bottom three states.

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15.1.2.2 Program impact on social wellbeing by hilly area

The following charts show the socio-economic impact of RPL program across various parameters:

15.1.2.2.1 Level of savings

The following chart shows the RPL program impact on level of savings by hilly area:

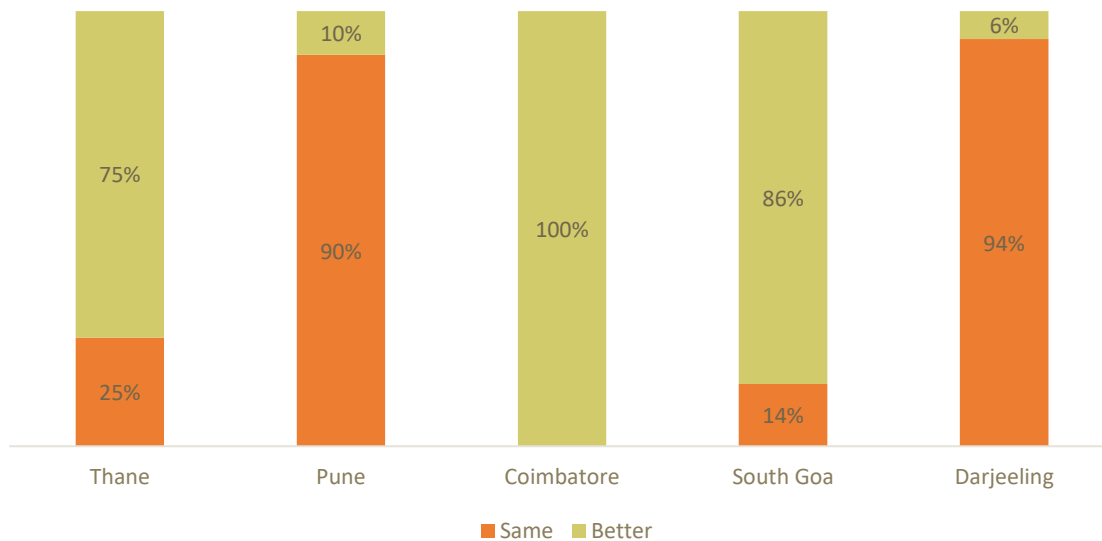


FIGURE 120: IMPACT OF RPL PROGRAM ON LEVEL OF SAVINGS BY HILLY AREA

Q What has been the change in the level of savings as a result of the RPL Program?

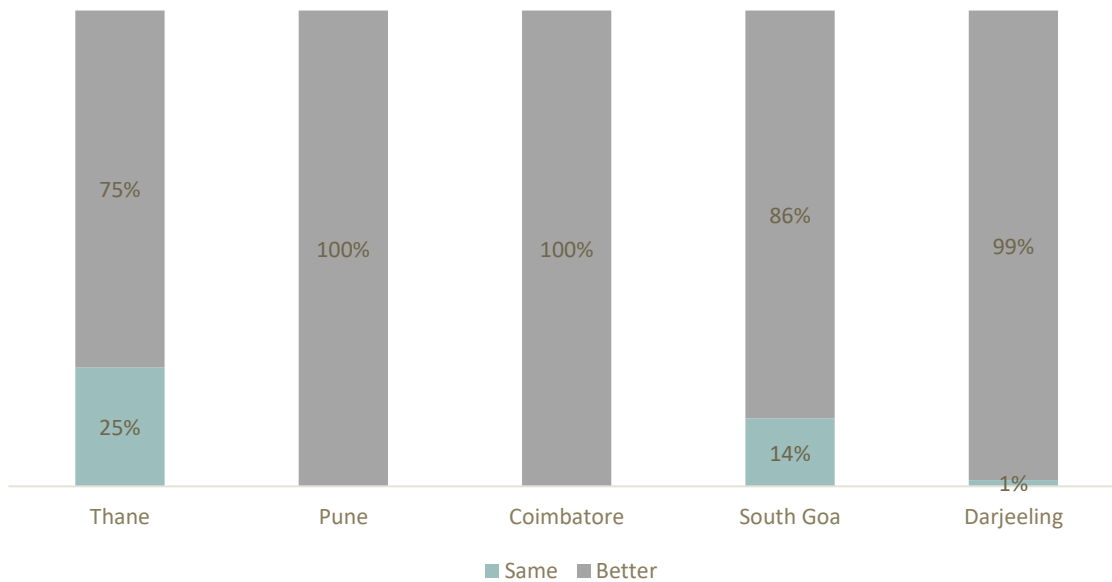
Number of respondents:146

100% of the beneficiaries from Coimbatore are better off in terms of level of savings after the RPL certification. 86% from South Goa, 75% from Thane, 10% from Pune and 6% from Darjeeling also reported the same. However, the highest percentage of the beneficiaries reported their level of savings to be the same after the certification is from Darjeeling (94%)

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15.1.2.2.2 Lifestyle

The following chart shows the RPL program impact on lifestyle by hilly area:



**FIGURE 121: IMPACT OF RPL PROGRAM ON LIFESTYLE BY HILLY AREA**

Q What has been the change in the lifestyle as a result of the RPL Program?

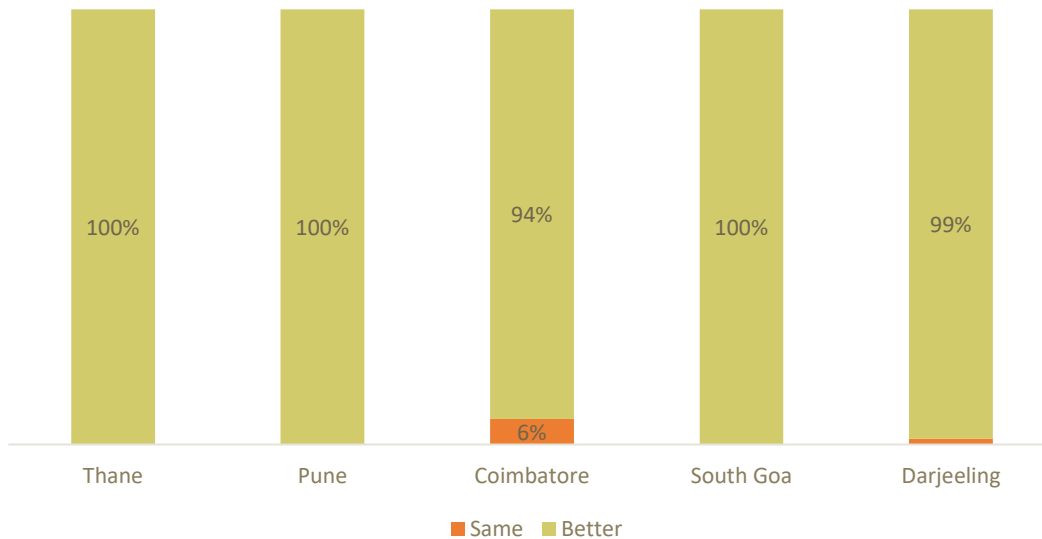
Number of respondents:146

100% of the beneficiaries from Pune and Coimbatore is better off in terms of lifestyle after the RPL certification. The highest percentage of the beneficiaries who said the status to be the same is from Thane (25%).

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15.1.2.2.3 Health

The following chart shows the RPL program impact on health by hilly area:



**FIGURE 122: IMPACT OF RPL PROGRAM ON HEALTH BY HILLY AREA**

Q What has been the change in the health as a result of the RPL Program?

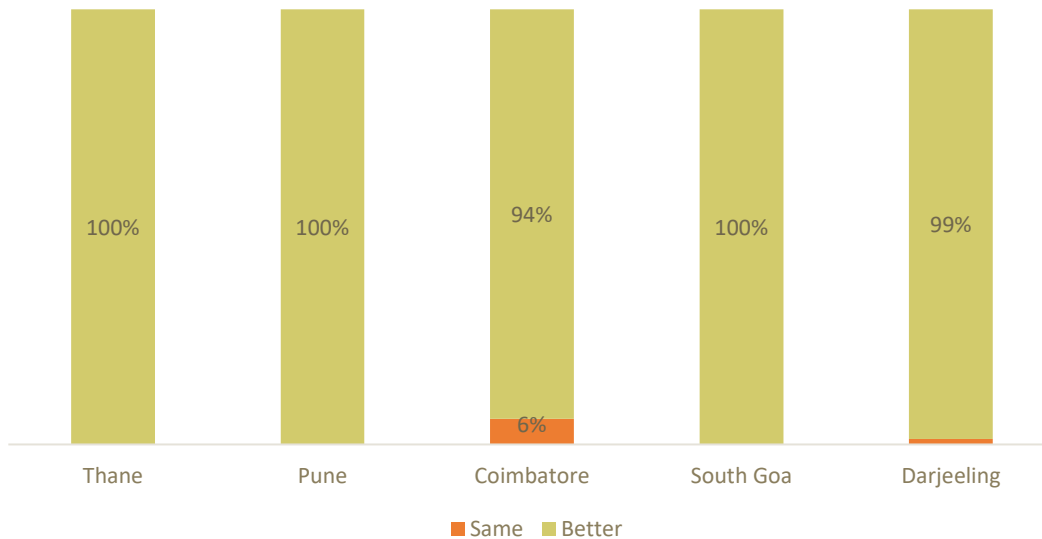
Number of respondents:146

100% of the beneficiaries from Thane, Pune, and South Goa are better off in terms of health after the RPL certification. Only 6% of the beneficiaries from Coimbatore and 1% from Darjeeling said their status to be the same.

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15.1.2.2.4 Social status

The following chart shows the RPL program impact on social status by hilly area



**FIGURE 123: IMPACT OF RPL PROGRAM ON SOCIAL STATUS BY HILLY AREA**

Q What has been the change in the health as a result of the RPL Program?

Number of respondents:146

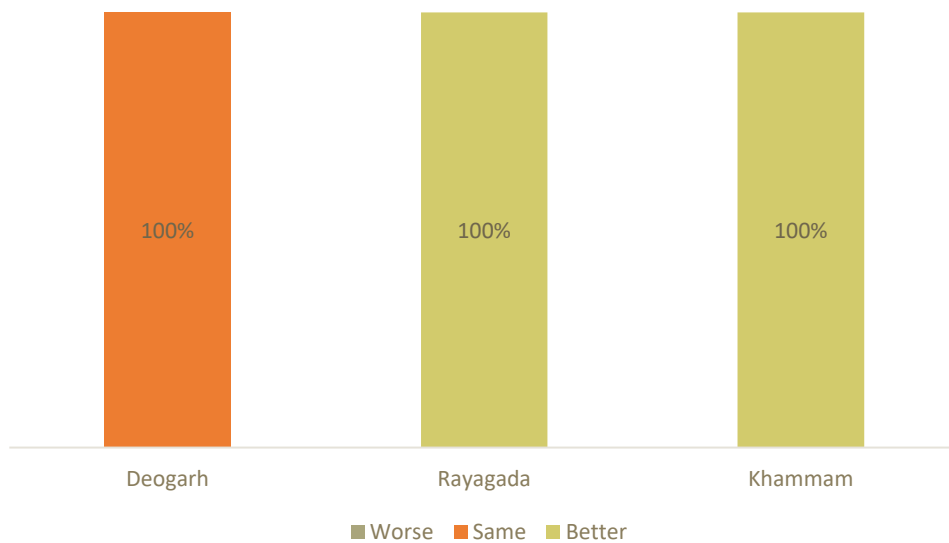
100% of the beneficiaries from Thane, Pune, and South Goa are better off in terms of social status after the RPL certification. Only 6% of the beneficiaries from Coimbatore and 1% from Darjeeling said their status to be the same.

### 15.1.2.3 Program impact on social wellbeing by LWE

The following charts show the socio-economic impact of RPL program across various parameters:

#### 15.1.2.3.1 Level of savings

The following chart shows the RPL program impact on level of savings by LWE:



**FIGURE 124: IMPACT OF RPL PROGRAM ON LEVEL OF SAVINGS BY LWE**

Q What has been the change in the level of savings as a result of the RPL Program?

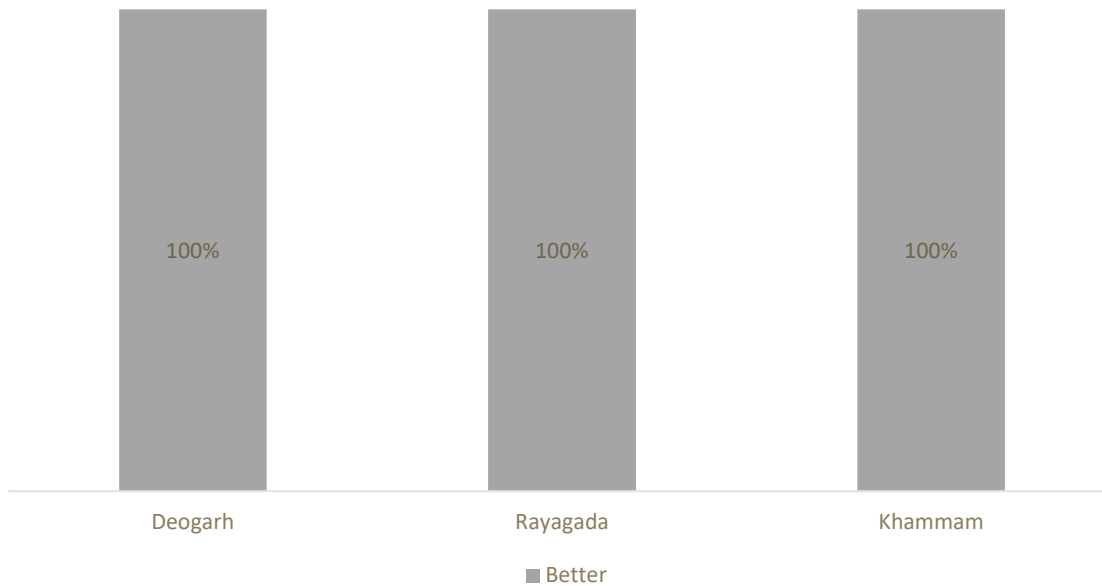
Number of respondents:36

100% of the beneficiaries from Rayagada and Khammam are better off in terms of level of savings after the RPL certification whereas, 100% of the beneficiaries from Deogarh reported their level of savings to be the same after the certification.

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15.1.2.3.2 Lifestyle

The following chart shows the RPL program impact on lifestyle by LWE:



**FIGURE 125: IMPACT OF RPL PROGRAM ON LIFESTYLE BY LWE**

*Q What has been the change in the lifestyle as a result of the RPL Program?*

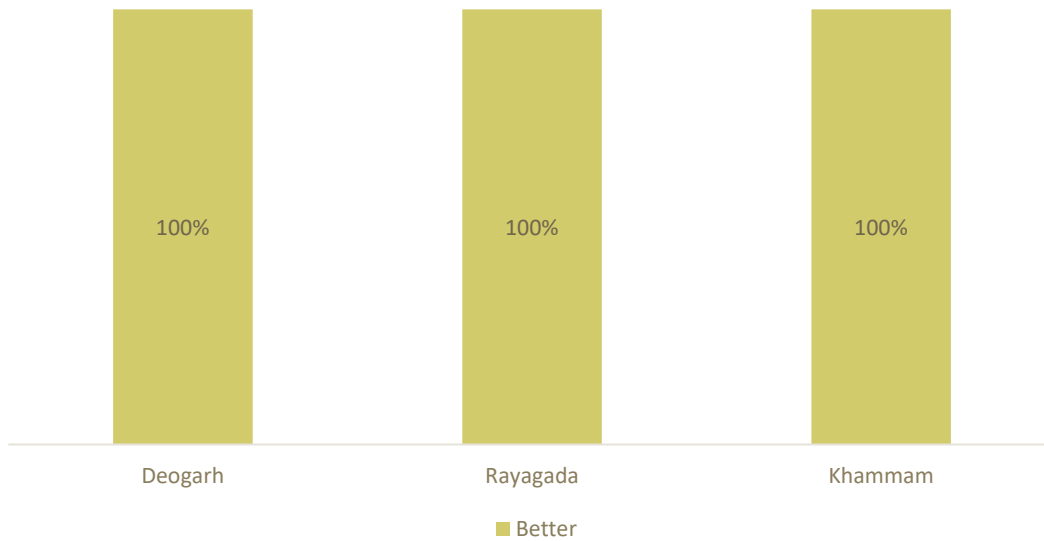
*Number of respondents:36*

100% of the beneficiaries from Deogarh, Rayagada and Khammam are better off in terms of lifestyle after the RPL certification.

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15.1.2.3.3 Health

The following chart shows the RPL program impact on health by LWE:



**FIGURE 126: IMPACT OF RPL PROGRAM ON HEALTH BY LWE**

*Q What has been the change in the health as a result of the RPL Program?*

*Number of respondents:36*

All the beneficiaries from the LWE districts are better off after the certification.

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15.1.2.3.4 Social status

The following chart shows the RPL program impact on social status by LWE

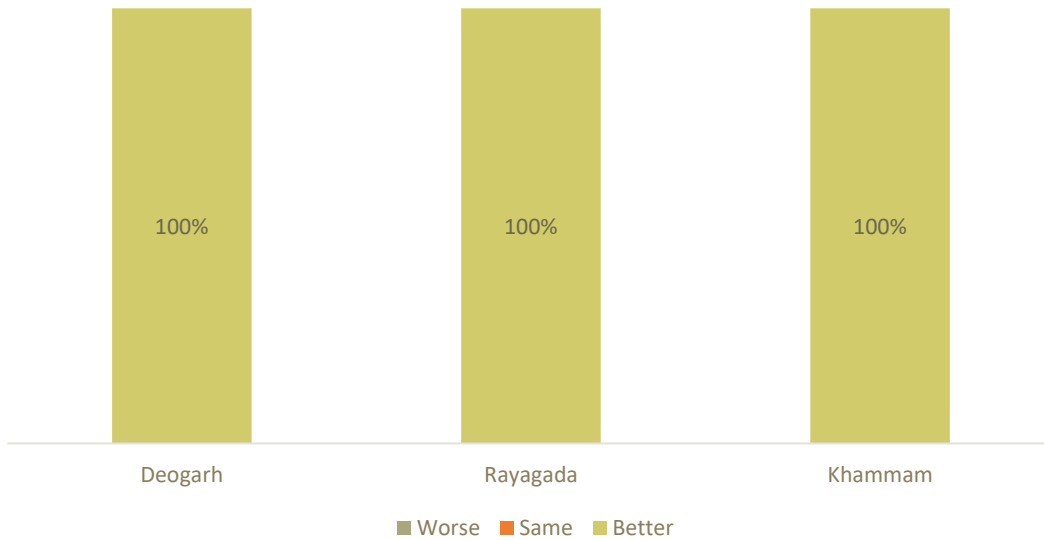


FIGURE 127: IMPACT OF RPL PROGRAM ON SOCIAL STATUS BY LWE

Q What has been the change in the social as a result of the RPL Program?

Number of respondents:36

All the beneficiaries from the LWE districts are better off after the certification.

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15.1.2.4 Program impact on social wellbeing by job role

The following charts show the socio-economic impact of RPL program across various parameters:

15.1.2.4.1 Level of savings

The following chart shows the RPL program impact on level of savings by job role:



FIGURE 128: IMPACT OF RPL PROGRAM ON LEVEL OF SAVINGS BY JOB ROLE

Q What has been the change in the level of savings as a result of the RPL Program?

Number of respondents:22,472

A majority of beneficiaries whose job role was EXIM executive, courier associate, land transportation associate, land transportation executive and courier executive stated that the level of savings remains the same even after the RPL program, 100% of the courier associates said the same. Whereas, majority of the beneficiaries from job roles such as commercial vehicle driver level 4, warehouse associates, warehouse executives mentioned that there is an overall improvement in their level of savings, 100% of the warehouse executives said the same.

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15.1.2.4.2 Lifestyle

The following chart shows the RPL program impact on lifestyle by job role:

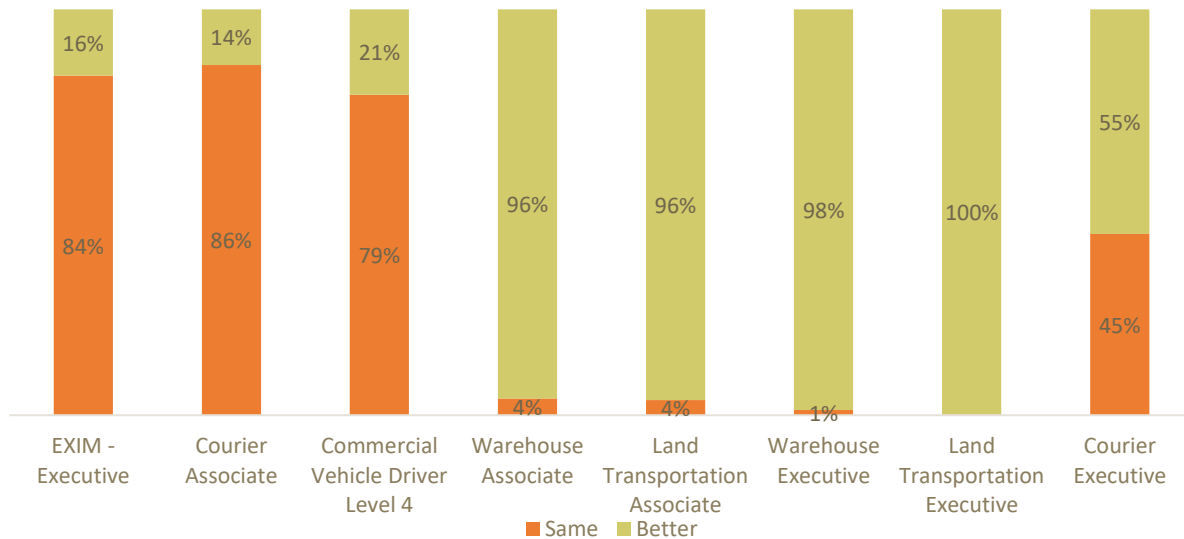


FIGURE 129: IMPACT OF RPL PROGRAM ON LIFESTYLE BY JOB ROLE

Q What has been the change in the lifestyle as a result of the RPL Program?

Number of respondents: 22,949

A majority of beneficiaries whose job role was EXIM executive, courier associate, and commercial vehicle driver level 4 stated that the lifestyle remains the same even after the RPL program. Whereas, majority of the beneficiaries from job roles such as warehouse associates, land transportation associates, warehouse executives and land transportation executives mentioned that there is an overall improvement in their level of savings, 100% of the land transportation executives said the same.

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15.1.2.4.3 Health

The following chart shows the RPL program impact on health by job role:

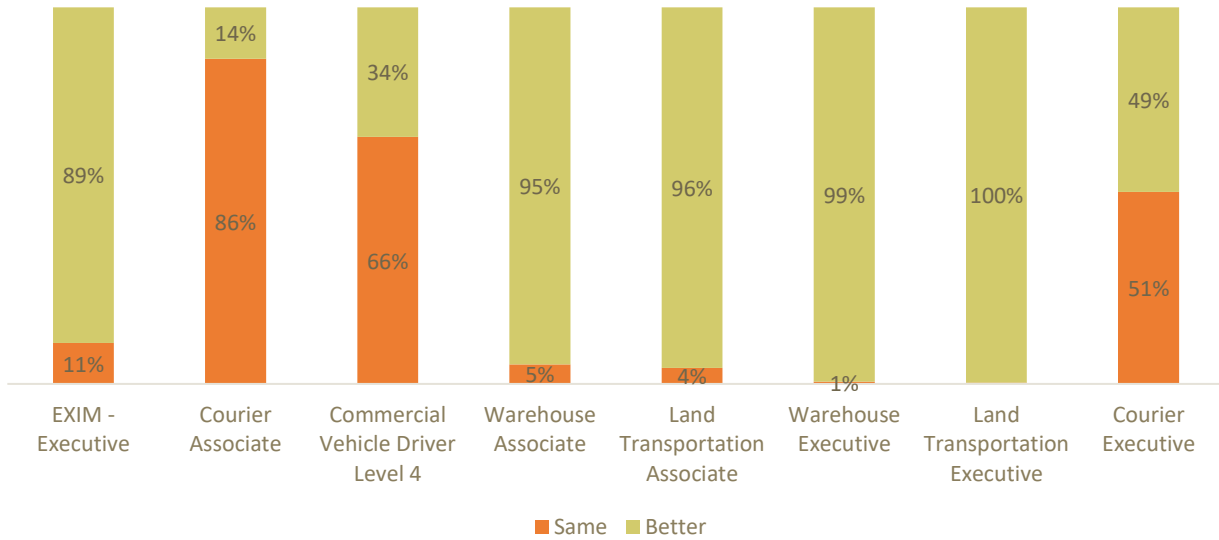


FIGURE 130: IMPACT OF RPL PROGRAM ON HEALTH BY JOB ROLE

Q What has been the change in the health as a result of the RPL Program?

Number of respondents: 22,949

A majority of beneficiaries whose job role was courier associate, courier executive, and commercial vehicle driver level 4 stated that the health remains the same even after the RPL program, the highest percentage is courier associate (86%). Whereas, a majority of the beneficiaries from job roles such as EXIM executive, warehouse associates, land transportation associates, warehouse executives and land transportation executives mentioned that there is an overall improvement in their health, 100% of the land transportation executives said the same.

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15.1.2.4.4 Social status

The following chart shows the RPL program impact on social status by job role:

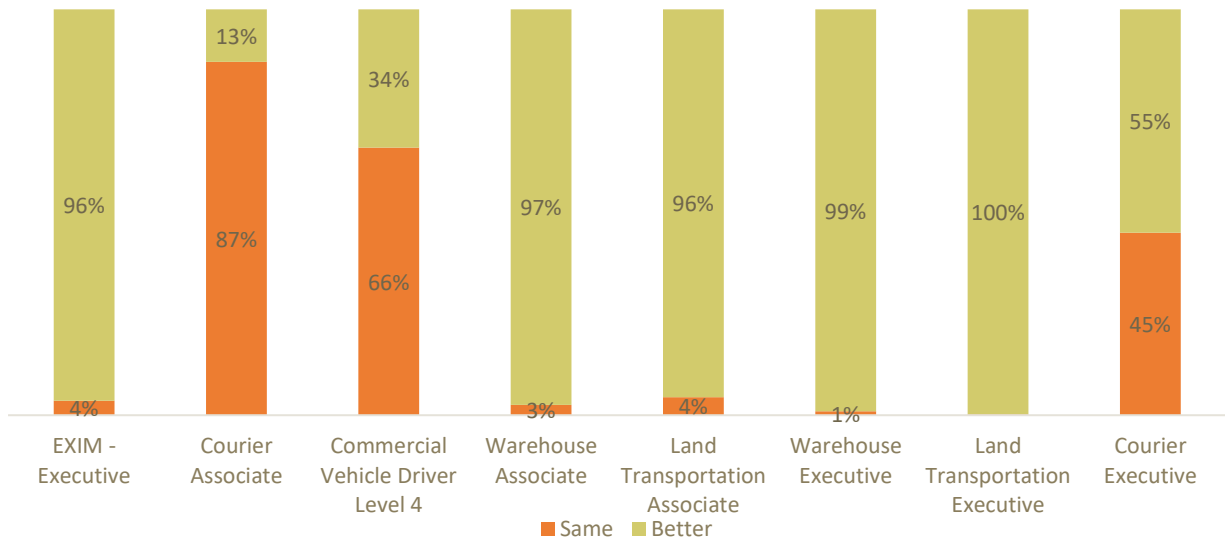


FIGURE 131: IMPACT OF RPL PROGRAM ON SOCIAL STATUS BY JOB ROLE

Q What has been the change in the social status as a result of the RPL Program?

Number of respondents: 22,949

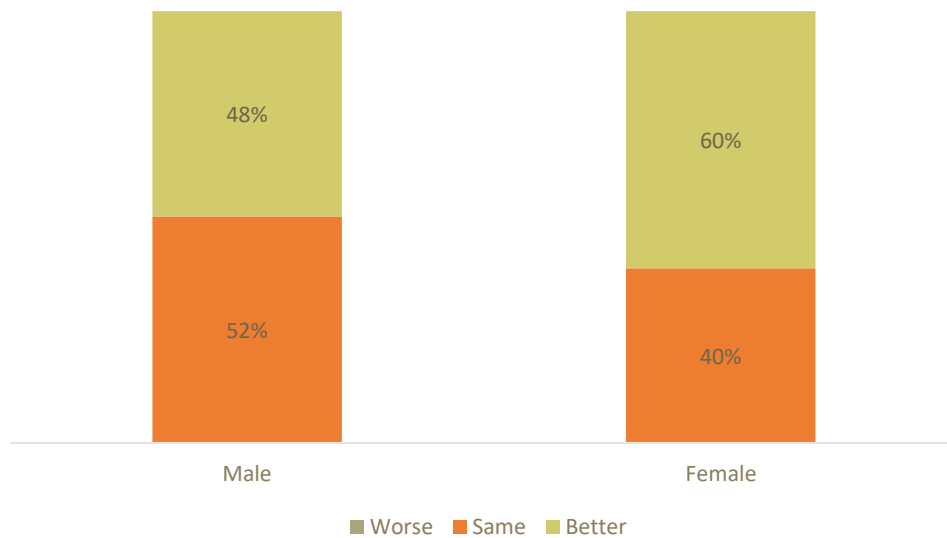
A majority of beneficiaries whose job role was courier associate, courier executive, and commercial vehicle driver level 4 stated that the social status remains the same even after the RPL program, the highest percentage is courier associate (87%). Whereas, a majority of the beneficiaries from job roles such as EXIM executive, warehouse associates, land transportation associates, warehouse executives, land transportation executives and courier executives mentioned that there is an overall improvement in their health, 100% of the land transportation executives said the same.

### 15.1.2.5 Program impact on social wellbeing by gender

The following charts show the socio-economic impact of RPL program across various parameters

#### 15.1.2.5.1 Level of savings

The following chart shows the RPL program impact on level of savings by gender:



**FIGURE 132: IMPACT OF RPL PROGRAM ON LEVEL OF SAVINGS BY GENDER**

Q What has been the change in the level of savings as a result of the RPL Program?

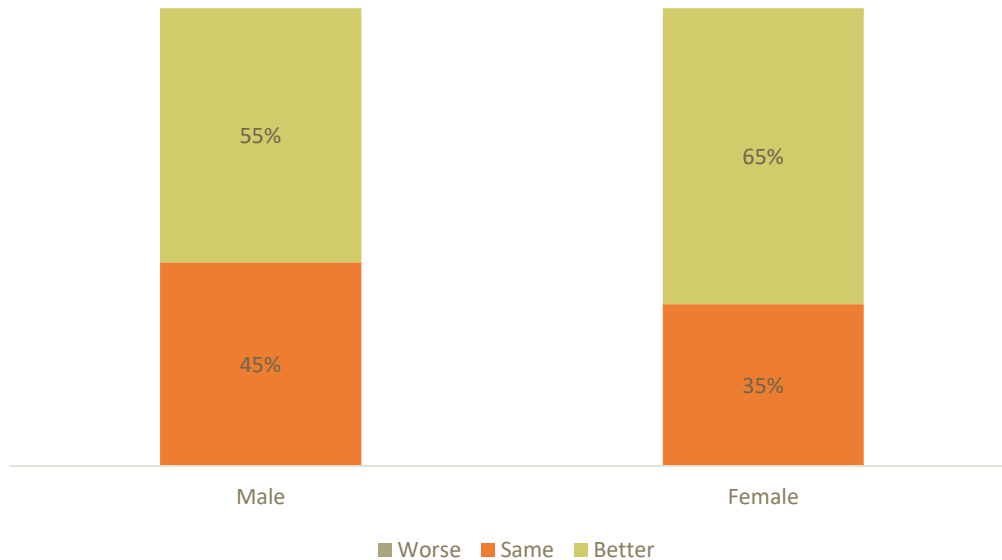
Number of respondents:20,228

A majority of male beneficiaries (52%) stated that the level of savings remains the same even after the RPL program whereas, majority of the female beneficiaries (60%) mentioned that there is an overall improvement in their level of savings.

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15.1.2.5.2 Lifestyle

The following chart shows the impact of RPL program on lifestyle by gender:



**FIGURE 133: IMPACT OF RPL PROGRAM ON LIFESTYLE BY GENDER**

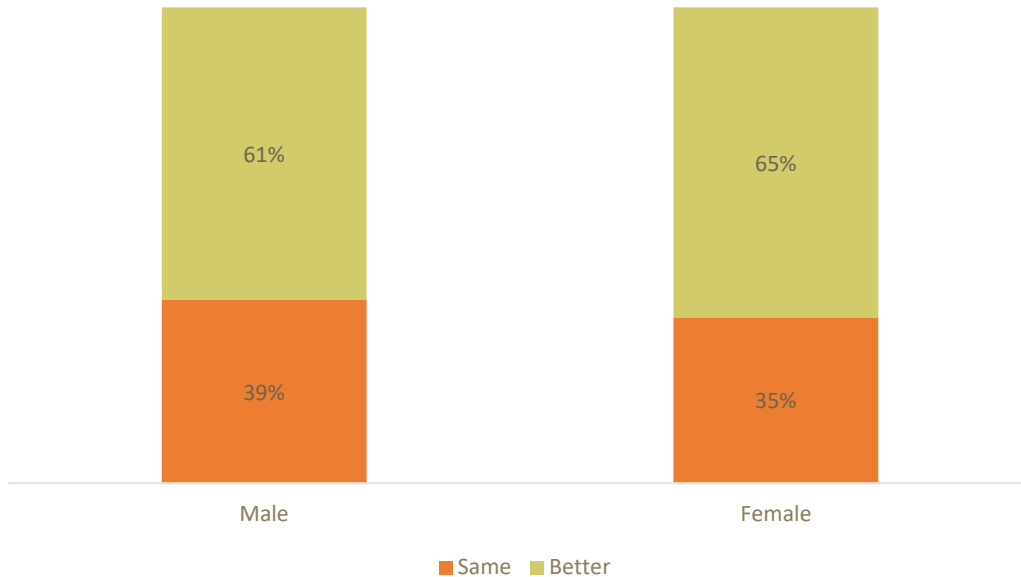
Q. What has been the change in the lifestyle as a result of the RPL Program?

Number of respondents:20,228

A majority of both male (55%) and female (65%) beneficiaries stated that the lifestyle is better as an impact of the RPL program. 45% male and 35% female beneficiaries mentioned their lifestyle to be the same even after the RPL program.

### 15.1.2.5.3 Health

The following chart shows the impact of RPL program on health by gender:



**FIGURE 134: IMPACT OF RPL PROGRAM ON HEALTH BY GENDER**

*What has been the change in the health as a result of the RPL Program?*

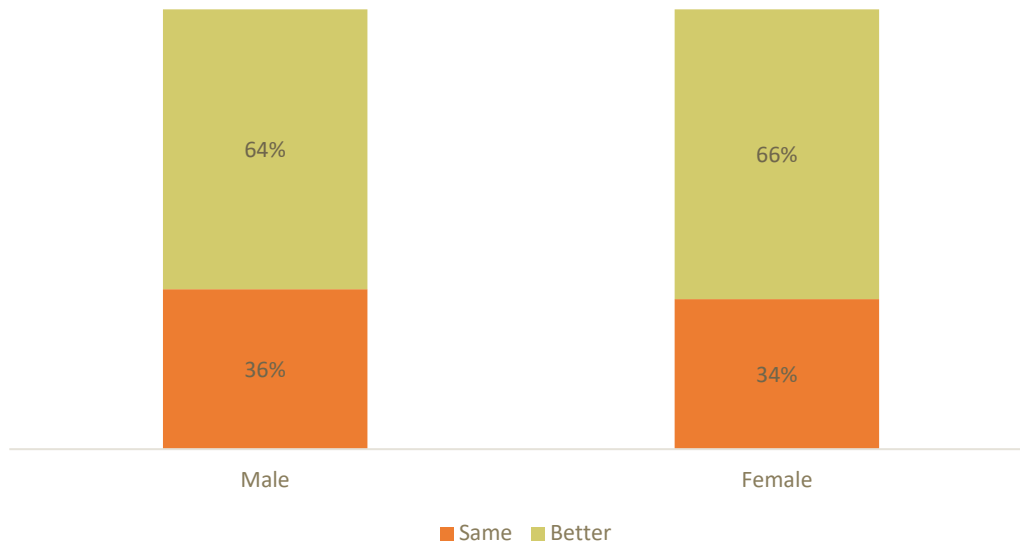
*Number of respondents: 20,228*

A majority of both male (61%) and female (65%) beneficiaries stated that the health to be better than before as an impact of the RPL program. 39% male and 35% female beneficiaries mentioned their health remains the same even after the RPL program.

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15.1.2.5.4 Social status

The following chart shows the impact of RPL program on social status by gender:



**FIGURE 135: IMPACT OF RPL PROGRAM ON SOCIAL STATUS BY GENDER**

*What has been the change in the social status as a result of the RPL Program?*

*Number of respondents: 20,228*

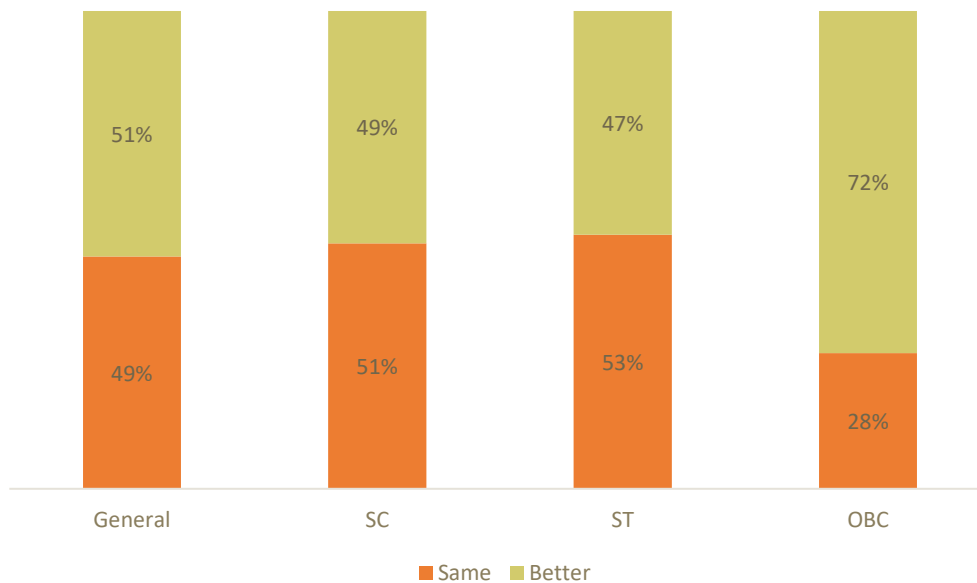
A majority of both male (64%) and female (66%) beneficiaries stated that the social status is better than before as an impact of the RPL program. 36% male and 34% female beneficiaries mentioned their social status to be the same.

### 15.1.2.6 Program impact on social wellbeing by caste category

The following chart shows the RPL program impact on level of savings by caste category:

#### 15.1.2.6.1 Level of savings

The following chart shows the RPL program impact on level of savings by caste category:



**FIGURE 136: IMPACT OF RPL PROGRAM ON LEVEL OF SAVINGS BY CASTE CATEGORY**

*Q What has been the change in the level of savings as a result of the RPL Program?*

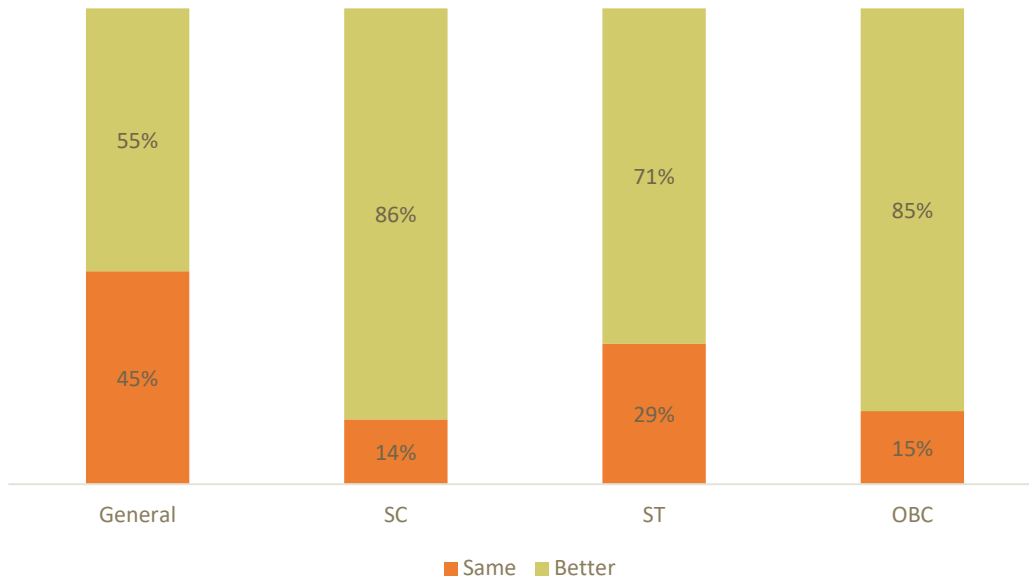
Number of respondents: 20,227

The majority of the beneficiaries from the general and OBC category reported to have better level of savings than before attending the RPL program, the highest percentage of beneficiaries (72%) are from the OBC category. The majority of the beneficiaries from the SC and ST category reported to have same level of savings as before, the highest percentage came from the ST category (53%).

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15.1.2.6.2 lifestyle

The following chart shows the impact of RPL program on lifestyle by caste category:



**FIGURE 137: IMPACT OF RPL PROGRAM ON LIFESTYLE BY CASTE CATEGORY**

Q. What has been the change in the lifestyle as a result of the RPL Program?

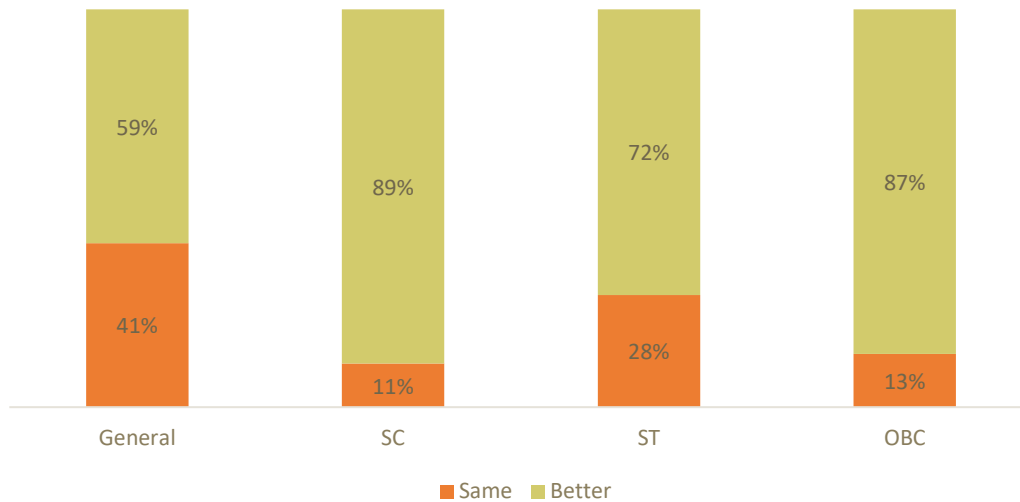
Number of respondents: 20,227

A majority of the beneficiaries from all the categories reported to have better lifestyle than before attending the RPL program, the highest percentage of beneficiaries (86%) are from the SC categories followed by the OBC category (85%).

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15.1.2.6.3 Health

The following chart shows the impact of RPL program on health by caste category:



**FIGURE 138: IMPACT OF RPL PROGRAM ON HEALTH BY CASTE CATEGORY**

*What has been the change in the health as a result of the RPL Program?*

*Number of respondents: 20,227*

A majority of the beneficiaries from all the categories reported to have better health than before attending the RPL program, the highest percentage of beneficiaries (89%) are from the SC categories followed by the OBC category (87%).

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15.1.2.6.4 Social status

The following chart shows the impact of RPL program on social status by caste category:



**FIGURE 139: IMPACT OF RPL PROGRAM ON SOCIAL STATUS BY CASTE CATEGORY**

*What has been the change in the social status as a result of the RPL Program?*

*Number of respondents: 20,227*

A majority of the beneficiaries from all the categories reported to have better social status than before attending the RPL program, the highest percentage of beneficiaries (90%) are from the SC categories followed by the OBC category (86%).

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### 15.2 Impact on enterprise

The following charts show the impact of RPL on working conditions at workplace in terms of states, hilly area, LWE, job roles, gender and caste category:

#### 15.2.1 Impact of RPL at workplace by state

The following chart shows the impact of RPL on working conditions at workplace by state:

State	Improvement in sanitisation and ventilation	Awareness about first aid tool kit	Improvement in safety measure regarding handling of tools
Chhattisgarh	100%	25%	0%
Jammu And Kashmir	96%	58%	12%
Odisha	95%	83%	4%
Gujarat	95%	90%	0%
Haryana	93%	13%	19%
Telangana	88%	44%	4%
Karnataka	78%	34%	6%
Uttar Pradesh	77%	81%	0%
Andhra Pradesh	77%	74%	3%
Punjab	75%	42%	0%
Delhi	71%	33%	0%
Madhya Pradesh	69%	54%	0%
Rajasthan	66%	31%	0%
Bihar	65%	49%	0%
Kerala	63%	13%	0%
Himachal Pradesh	50%	50%	0%
Tamil Nadu	48%	50%	2%
Puducherry	33%	0%	0%
Goa	29%	71%	0%
Maharashtra	28%	14%	0%
Tripura	14%	85%	0%
Assam	9%	83%	0%
West Bengal	7%	93%	0%

TABLE 35: IMPACT OF RPL ON WORKPLACE BY STATE

Q What impact did the RPL program had on working conditions at your workplace

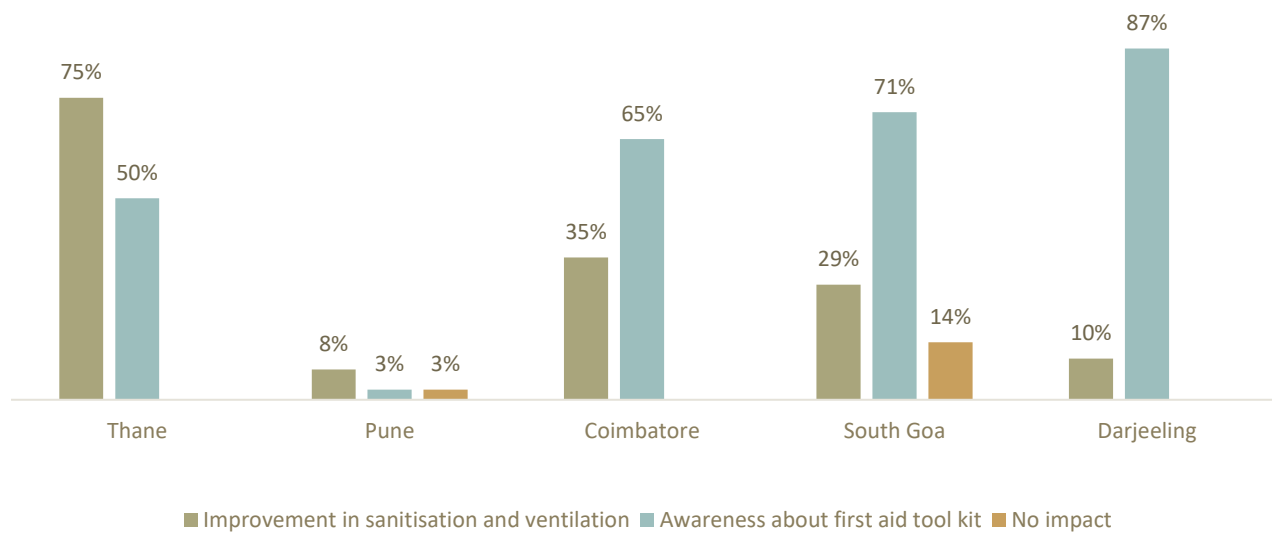
Number of respondents:22,906

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100% of the beneficiaries from Chhattisgarh stated improvement in sanitation and ventilation at their workplaces after RPL certification. The highest percentage of the beneficiaries are from West Bengal (93%) reported an increase in the awareness about first aid tool kit. Some percentage of beneficiaries mentioned an improvement in safety measures regarding handling of tools in some states, the highest percentage is from Haryana (19%).

### 15.2.2 Impact of RPL at workplace by hilly area

The following chart shows the impact of RPL on working conditions at workplace by hilly area:



**FIGURE 140: IMPACT OF RPL ON WORKPLACE BY HILLY AREA**

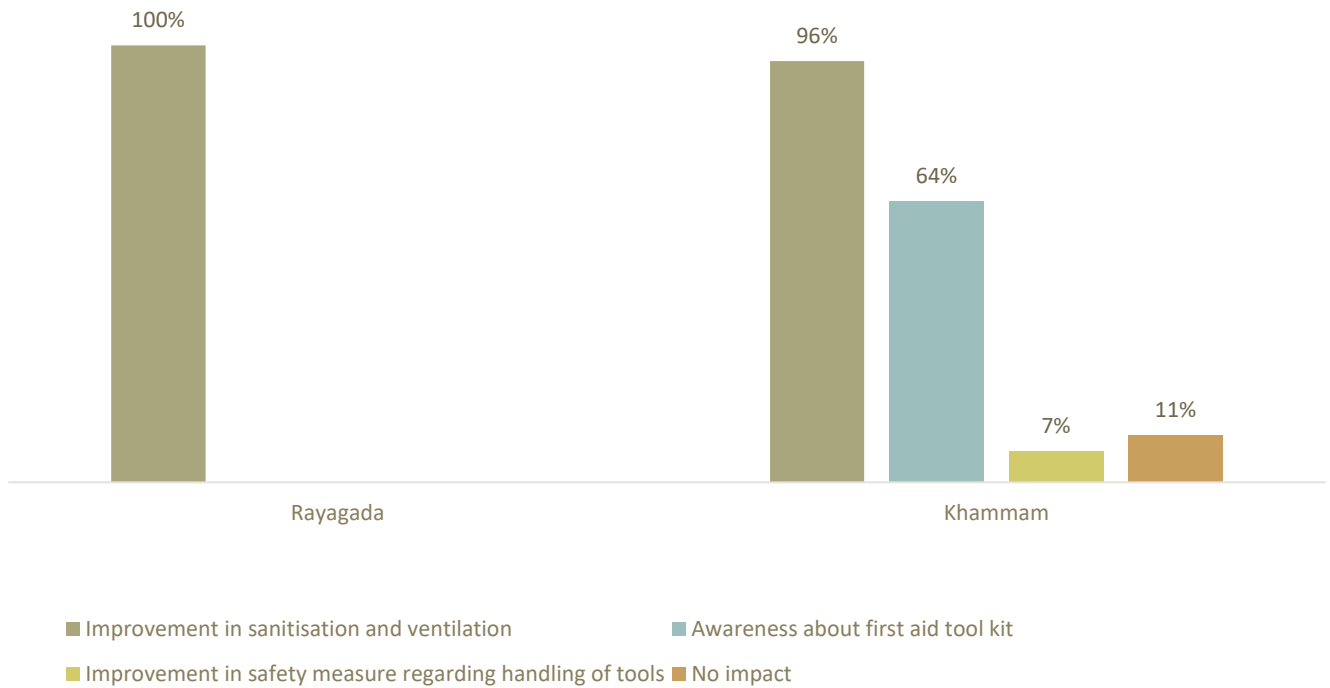
*Q What impact did the RPL program had on working conditions at your workplace*

*Number of respondents:146*

The highest percentage of the beneficiaries who stated an improvement in the sanitation and ventilation at their workplace is from Thane (75%). 87% of the beneficiaries from Darjeeling which is the highest mentioned about an increased awareness about first aid tool kit after the RPL program. Only 14% from South Goa and 3% in Pune informed that there was no impact of RPL program on the workplace.

### 15.2.3 Impact of RPL at workplace by LWE

The following chart shows the impact of RPL on working conditions at workplace by LWE:



**FIGURE 141: IMPACT OF RPL ON WORKPLACE BY LWE**

*Q What impact did the RPL program had on working conditions at your workplace*

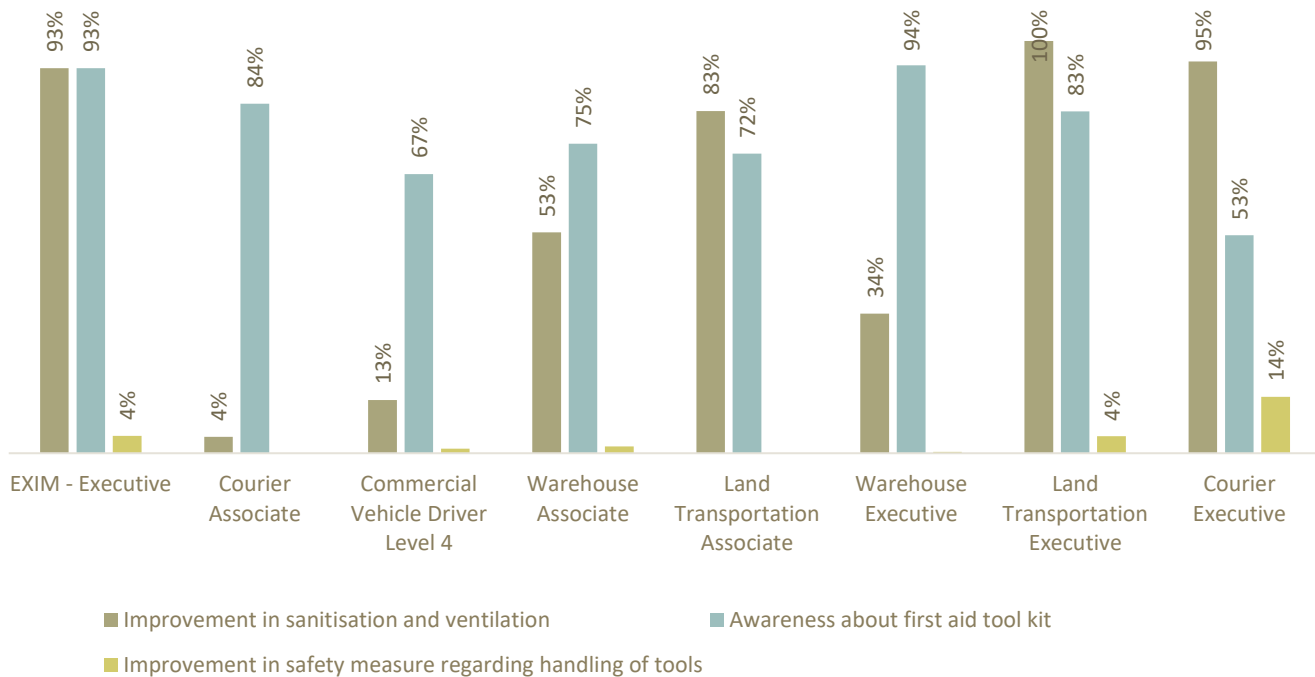
*Number of respondents:13*

All 100% of the beneficiaries from Rayagada and 96% of the beneficiaries from Khammam stated an improvement in the sanitation and ventilation at their workplace. 64% from Khammam mentioned about an increased awareness about first aid tool kit after the RPL program. 7% of the beneficiaries from Khammam mentioned about an improvement in safety measures.

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15.2.4 Impact of RPL at workplace by job role

The following chart shows the impact of RPL on working conditions at workplace by job role:



**FIGURE 142: IMPACT OF RPL ON WORKPLACE BY JOB ROLE**

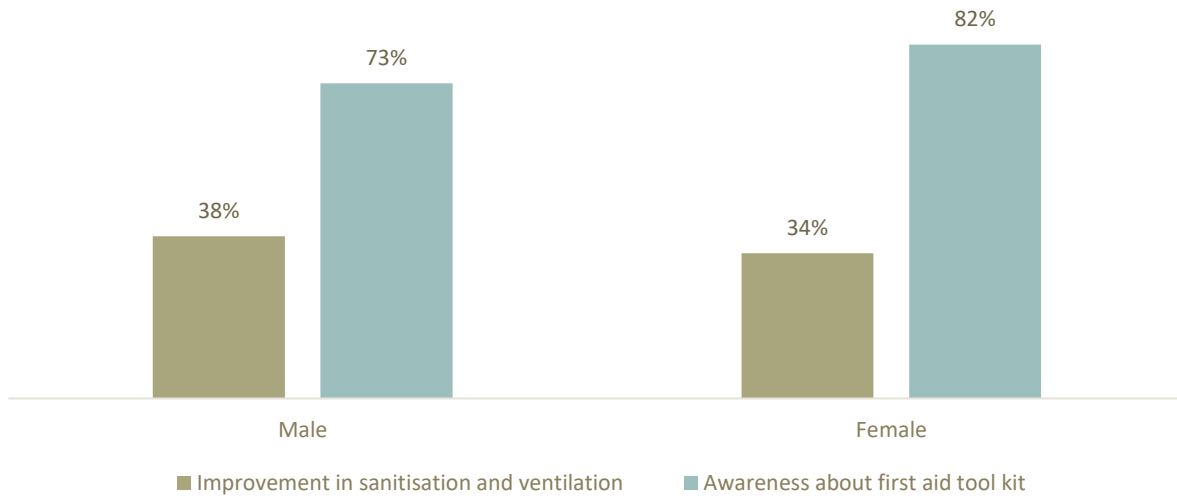
Q What impact did the RPL program had on working conditions at your workplace

Number of respondents:22,949

The highest percentage of beneficiaries who reported an improvement in sanitation and ventilation is land transportation executive (100%), followed by EXIM executive (93%). A significant percentage of beneficiaries also mentioned about an increased awareness about first aid tool kit, the highest percentage is warehouse executives (94%), followed by EXIM executives (93%). A small percentage of beneficiaries mentioned about an improvement in the safety measures regarding the handling of tools, a majority of them is courier executive.

### 15.2.5 Impact of RPL at workplace by gender

The following chart shows the impact of RPL on working conditions at workplace by gender:



**FIGURE 143: IMPACT OF RPL ON WORKPLACE BY GENDER**

*Q What impact did the RPL program had on working conditions at your workplace*

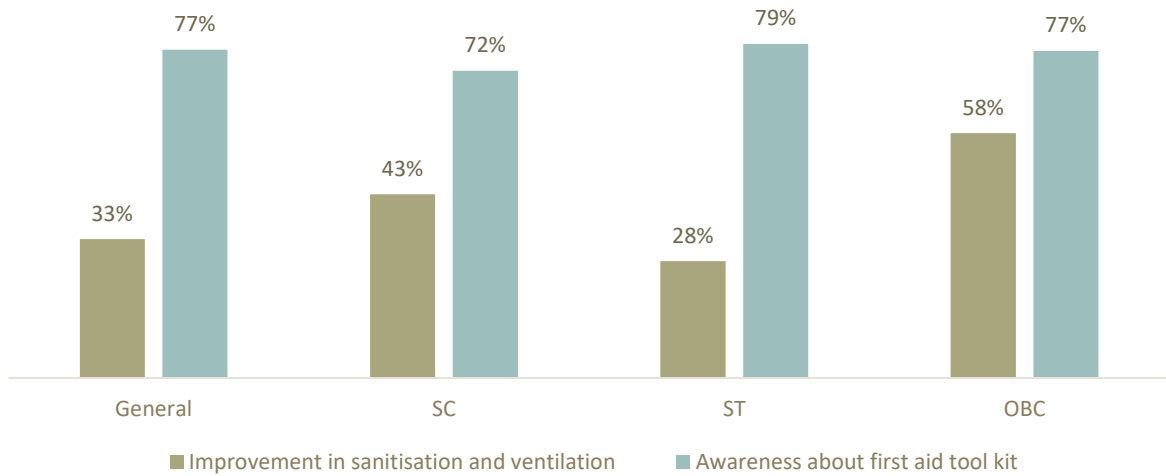
*Number of respondents:20,228*

The majority of both male (73%) and female beneficiaries (82%) reported that awareness about first aid tool kit got increased at the workplace after the RPL certification whereas 38% of the male beneficiaries and 34% of the female beneficiaries reported an improvement in the sanitization and ventilation at their respective workplaces.

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15.2.6 Impact of RPL at workplace by caste

The following chart shows the impact of RPL on working conditions at workplace by caste category:



**FIGURE 144: IMPACT OF RPL ON WORKPLACE BY CASTE CATEGORY**

*Q What impact did the RPL program had on working conditions at your workplace*

*Number of respondents: 20,227*

The majority of the beneficiaries across all the categories stated that their awareness about first aid tool kit increased after RPL program, the highest percentage of beneficiaries (79%) are from ST category. The highest percentage of beneficiaries (58%) who mentioned about improvement in sanitization and ventilation is from OBC category.

### 15.3 Feedback on training institute by beneficiaries

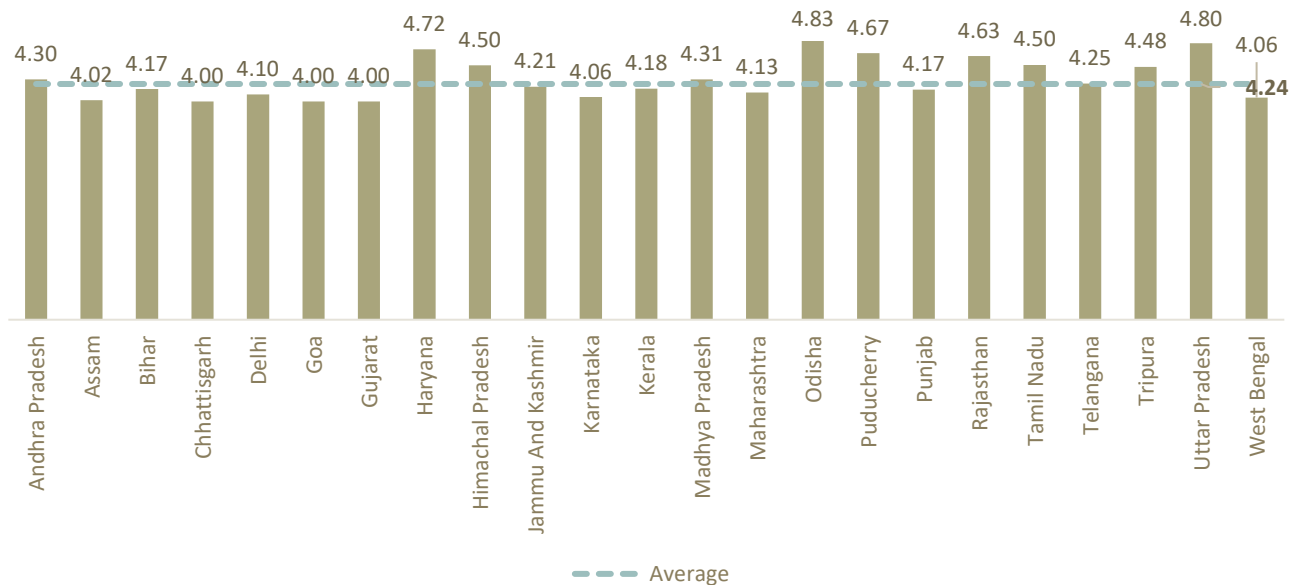
The following charts show the perception of the training institute across all the states, LWE, job roles gender, and caste category

#### 15.3.1 Perception of training institute by state

The following charts show the perception of the training institute by state across all the parameters:

##### 15.3.1.1 Classroom

The following chart shows the perception of classroom by state



**FIGURE 145: OVERALL PERCEPTION OF CLASSROOM BY STATE**

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the classroom

Number of respondents:22,887

Across all the states, the beneficiaries perceived the classroom to be very good and above. The highest rating was received from Odisha (4.83) followed by Uttar Pradesh (4.80) and Haryana (4.72). The average rating received from all the states is 4.24.

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15.3.1.2 Training quality

The following chart shows the perception of training quality by state

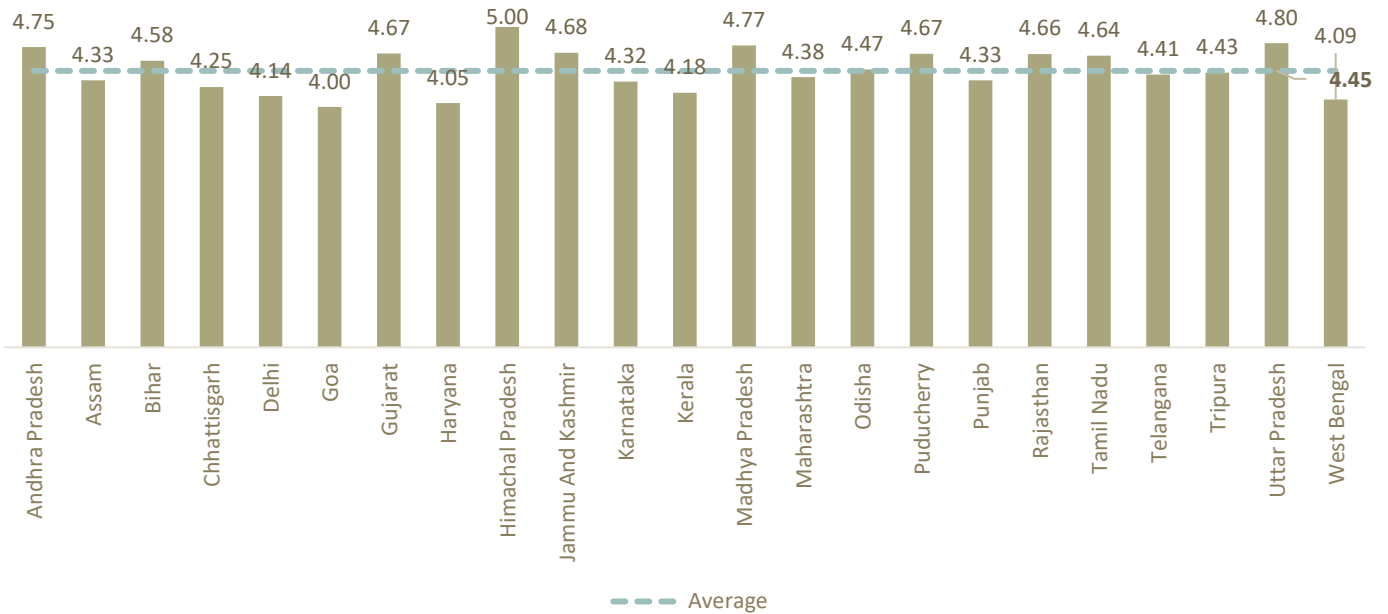


FIGURE 146: OVERALL PERCEPTION OF TRAINING QUALITY BY STATE

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the training quality

Number of respondents:22,884

Across all the states, the beneficiaries perceived the training quality to be very good and above. The highest rating was received from Himachal Pradesh (5) followed by Uttar Pradesh (4.80) and Madhya Pradesh (4.77). The average rating received from all the states is 4.45.

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15.3.1.3 Training material

The following chart shows the perception of training material by state

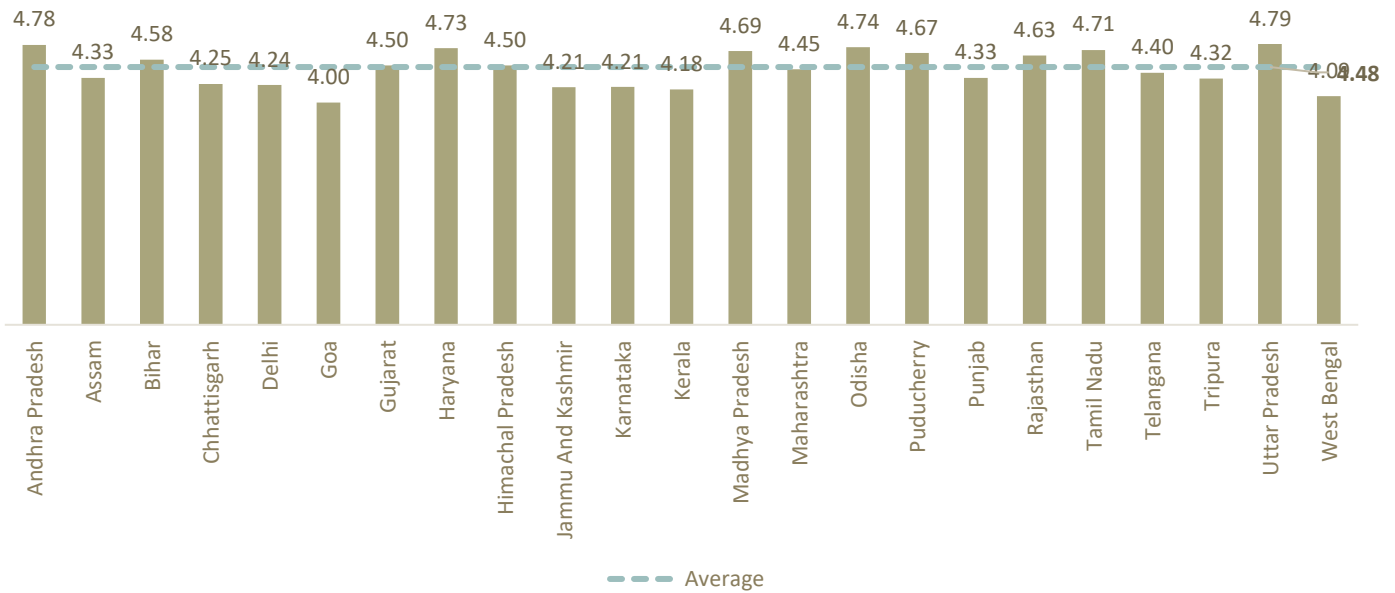


FIGURE 147: OVERALL PERCEPTION OF TRAINING MATERIAL BY STATE

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the training material

Number of respondents:22,879

Across all the states, the beneficiaries perceived the training material to be very good and above. The highest rating was received from Uttar Pradesh (4.79) followed by Andhra Pradesh (4.78) and Odisha (4.74). The average rating received from all the states is 4.48.

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15.3.1.4 Placement assistance

The following chart shows the perception of placement assistance by state

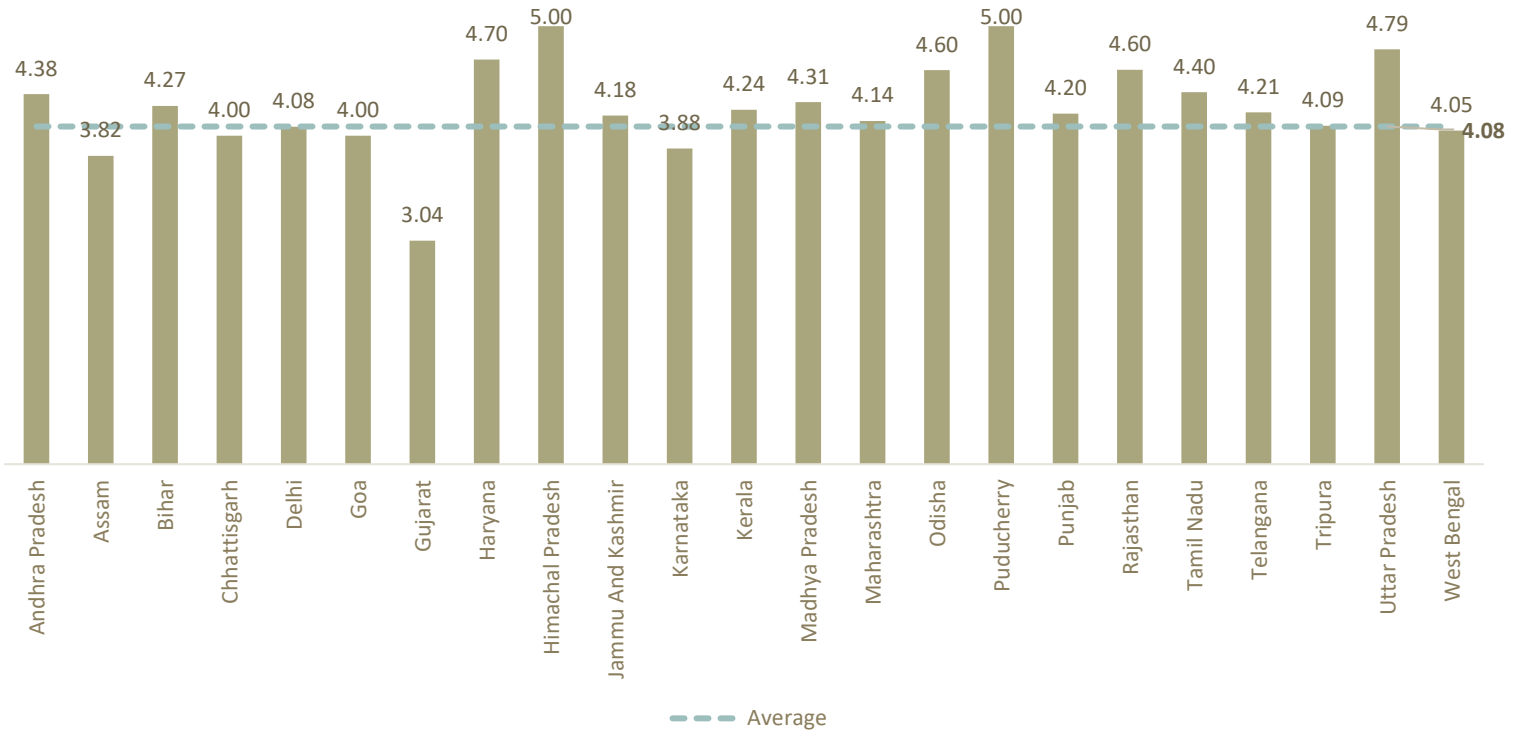


FIGURE 148: OVERALL PERCEPTION OF PLACEMENT ASSISTANCE BY STATE

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the placement assistance

Number of respondents:21,949

Almost across all the states, the beneficiaries perceived the training material to be very good and above except Gujarat and Assam. In these two states the beneficiaries perceived the placement assistance given to them to be average and above. The highest rating was received from Himachal Pradesh (5) and Puducherry (5) followed by Uttar Pradesh (4.79) and Haryana (4.70). The average rating received from all the states is 4.08.

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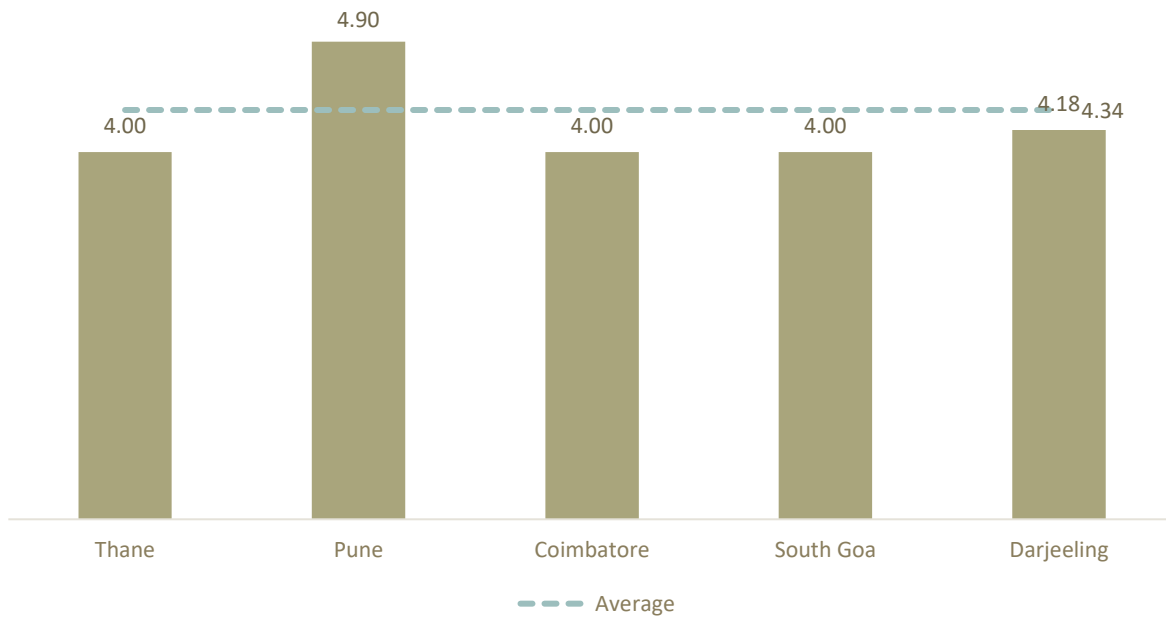
15.3.2 Perception of training institute by hilly area

Four districts have been covered in the field investigation such as Thane, Pune, Coimbatore and South Goa which are considered as hilly area. A total of 13 beneficiaries have been covered from these districts.

The following charts show the perception of the training institute by job role across all the parameters:

15.3.2.1 Classroom

The following chart shows the perception of classroom by hilly area:



**FIGURE 149: OVERALL PERCEPTION OF CLASSROOM BY HILLY AREA**

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the classroom

Number of respondents:146

Across all the districts, the beneficiaries perceived the classroom to be very good and above. The highest rating was received from Pune (4.90). The average rating received from all the states is 4.34.

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15.3.2.2 Training quality

The following chart shows the perception of training quality by hilly area:



**FIGURE 150: OVERALL PERCEPTION OF TRAINING QUALITY BY HILLY AREA**

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the training quality

Number of respondents:146

Across all the districts, the beneficiaries perceived the training quality to be very good and above. The highest rating was received from Pune (4.90) followed by Thane (4.25). The average rating received from all the states is 4.37.

### 15.3.2.3 Training material

The following chart shows the perception of training material by hilly area:



**FIGURE 151: OVERALL PERCEPTION OF TRAINING MATERIAL BY HILLY AREA**

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the training material

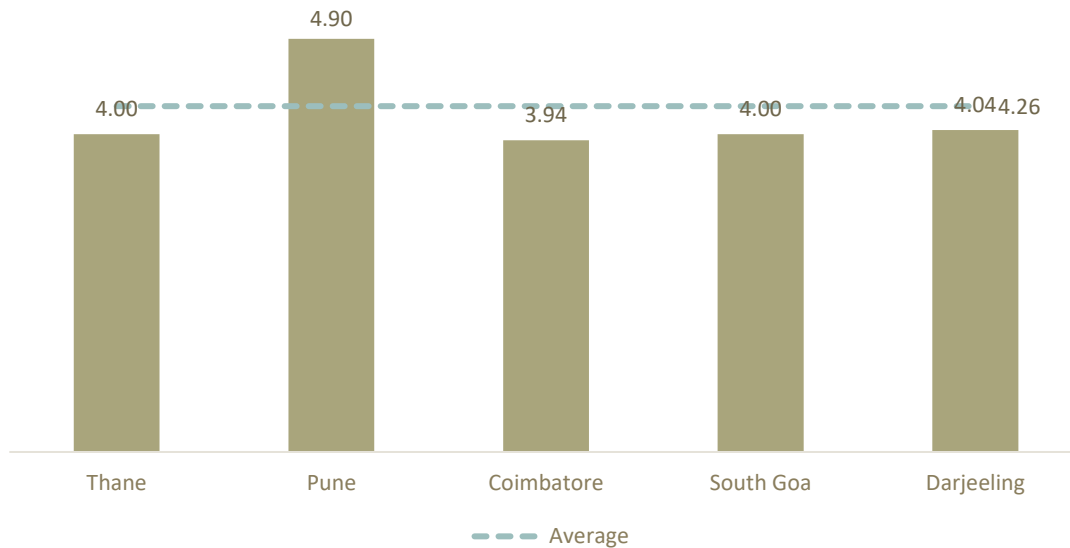
Number of respondents:146

Across all the districts, the beneficiaries perceived the training material to be very good and above. The highest rating was received from Pune (4.90). The average rating received from all the states is 4.32.

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15.3.2.4 Placement assistance

The following chart shows the perception of placement assistance by hilly area:



**FIGURE 152: OVERALL PERCEPTION OF PLACEMENT ASSISTANCE BY HILLY AREA**

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the placement assistance

Number of respondents:146

Across all the districts, the beneficiaries perceived the training material to be very good and above. The highest rating was received from Pune (4.90). The average rating received from all the states is 4.26.

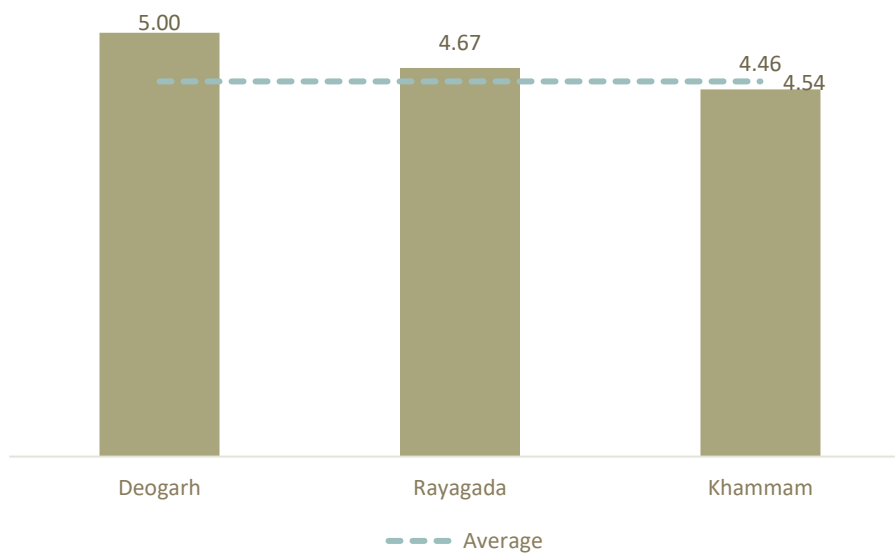
### 15.3.3 Perception of training institute by LWE

Three districts have been covered in the field investigation such as Deogarh, Rayagada and which are considered as LWE. A total of 36 beneficiaries have been covered from these districts.

The following charts show the perception of the training institute by job role across all the parameters:

#### 15.3.3.1 Classroom

The following chart shows the perception of classroom by LWE:



**FIGURE 153: OVERALL PERCEPTION OF CLASSROOM BY LWE**

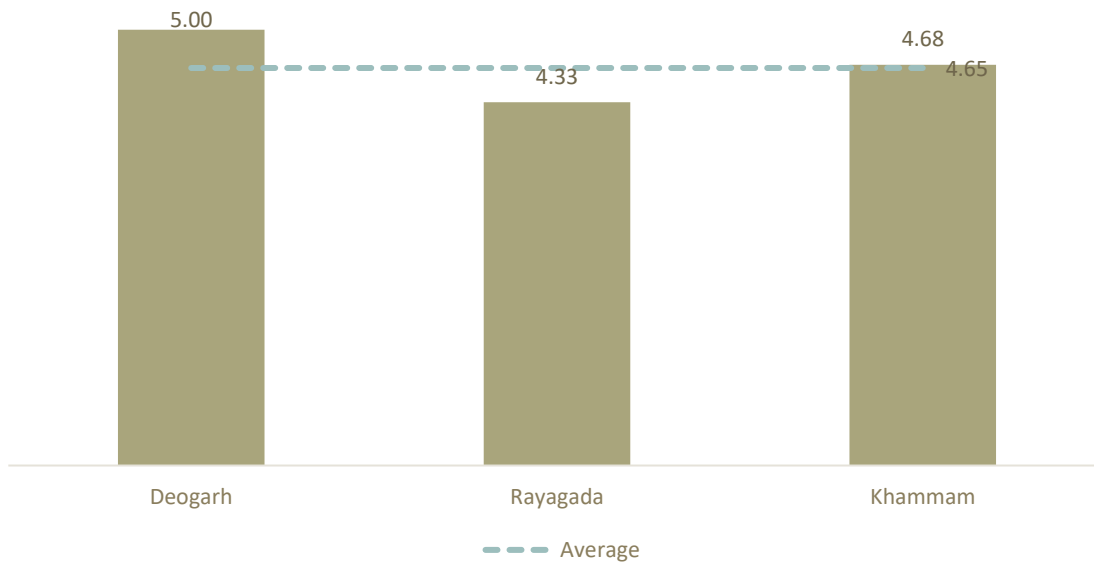
Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the classroom

Number of respondents:36

The highest rating was received from Deogarh (5) followed by Rayagada (4.67). The average rating received from all the states is 4.54.

### 15.3.3.2 Training quality

The following chart shows the perception of training quality by LWE:



**FIGURE 154: OVERALL PERCEPTION OF TRAINING QUALITY BY LWE**

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the training quality

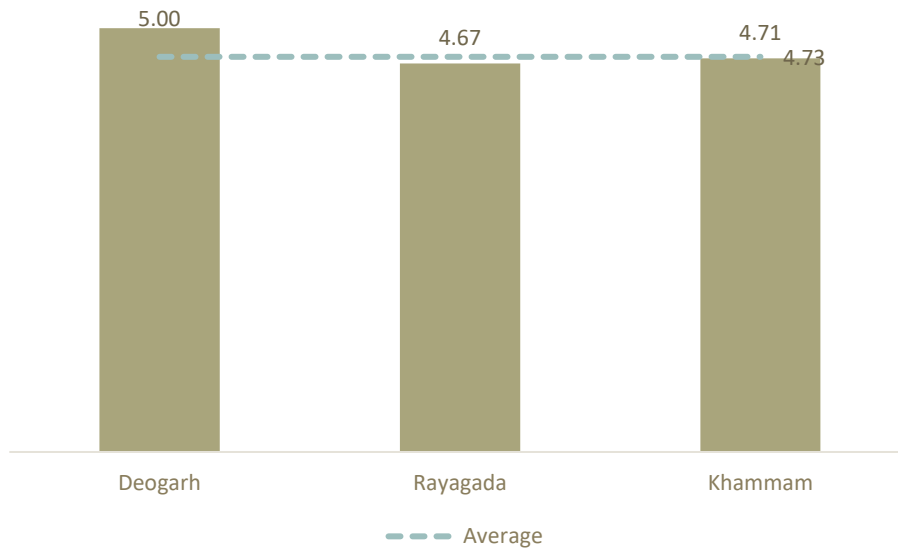
Number of respondents:36

The highest rating was received from Deogarh (5) followed by Khammam (4.68). The average rating received from all the states is 4.65.

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*15.3.3.3 Training material*

The following chart shows the perception of training material by LWE:



**FIGURE 155: OVERALL PERCEPTION OF TRAINING MATERIAL BY LWE**

*Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the training material*

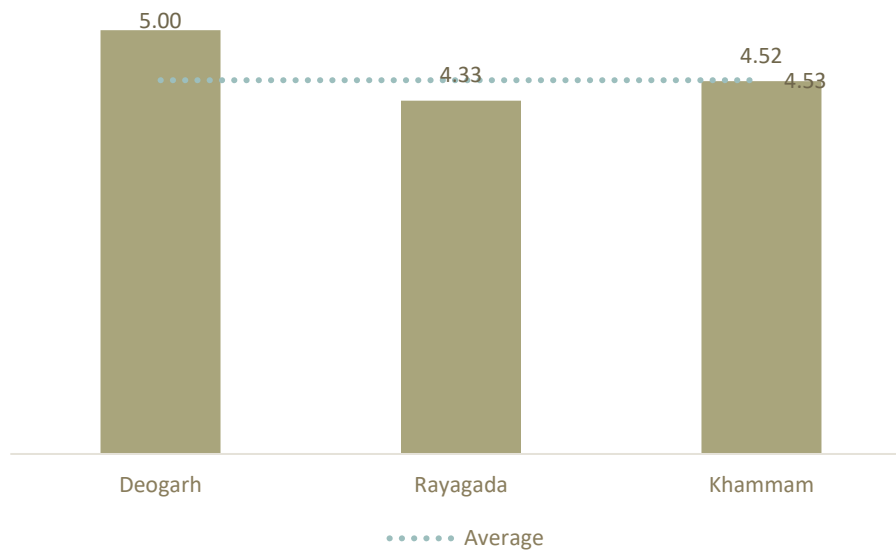
*Number of respondents:37*

The highest rating was received from Deogarh (5) followed by Khammam (4.71). The average rating received from all the states is 4.73.

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15.3.3.4 Placement assistance

The following chart shows the perception of placement assistance by LWE:



**FIGURE 156: OVERALL PERCEPTION OF PLACEMENT ASSISTANCE BY LWE**

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the placement assistance

Number of respondents:13

The highest rating was received from Deogarh (5) followed by Khammam (4.52). The average rating received from all the states is 4.53

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15.3.4 Perception of training institute by job role

The following charts show the perception of the training institute by job role across all the parameters:

15.3.4.1 Classroom

The following chart shows the perception of classroom by job role:

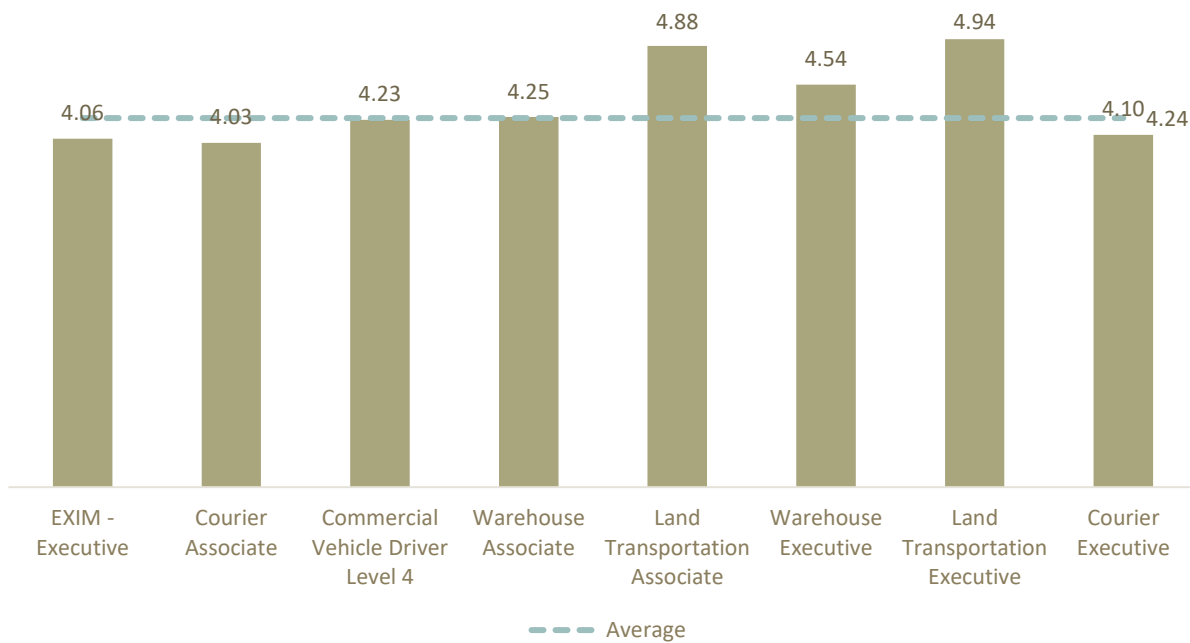


FIGURE 157: OVERALL PERCEPTION OF CLASSROOM BY JOB ROLE

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the classroom

Number of respondents:22,930

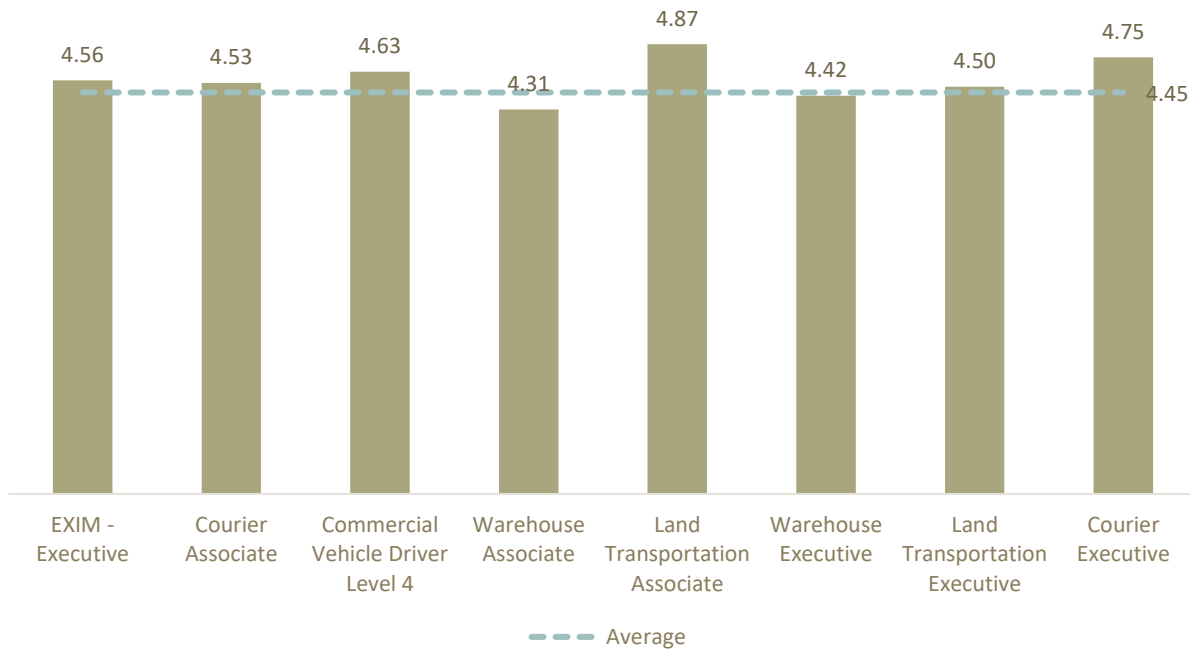
Across all the job roles, the beneficiaries perceived the classroom to be very good and above. The highest rating was received from land transportation executive (4.94) followed by land transportation associate (4.88). The average rating received from all the states is 4.24.

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15.3.4.2 Training quality

The following chart shows the perception of training quality by job role:

FIGURE 158: OVERALL PERCEPTION OF TRAINING QUALITY BY JOB ROLE



Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the training quality

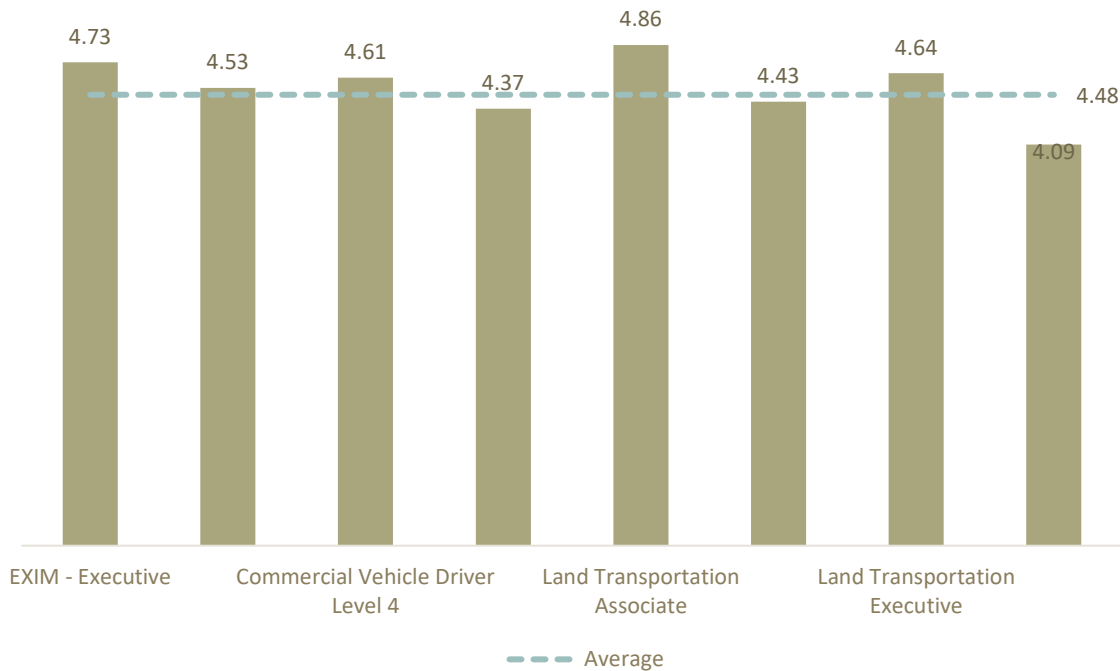
Number of respondents: 22,927

Across all the job roles, the beneficiaries perceived the training quality to be very good and above. The highest rating was received from land transportation associate (4.87) followed by courier executive (4.75). The average rating received from all the states is 4.45.

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15.3.4.3 Training material

The following chart shows the perception of training material by job role



**FIGURE 159: OVERALL PERCEPTION OF TRAINING MATERIAL BY JOB ROLE**

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the training material

Number of respondents:22,922

Across all the job roles, the beneficiaries perceived the training material to be very good and above. The highest rating was received from land transportation associate (4.86) followed by land transportation executive (4.64). The average rating received from all the states is 4.48.

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15.3.4.4 Placement assistance

The following chart shows the perception of placement assistance by job role

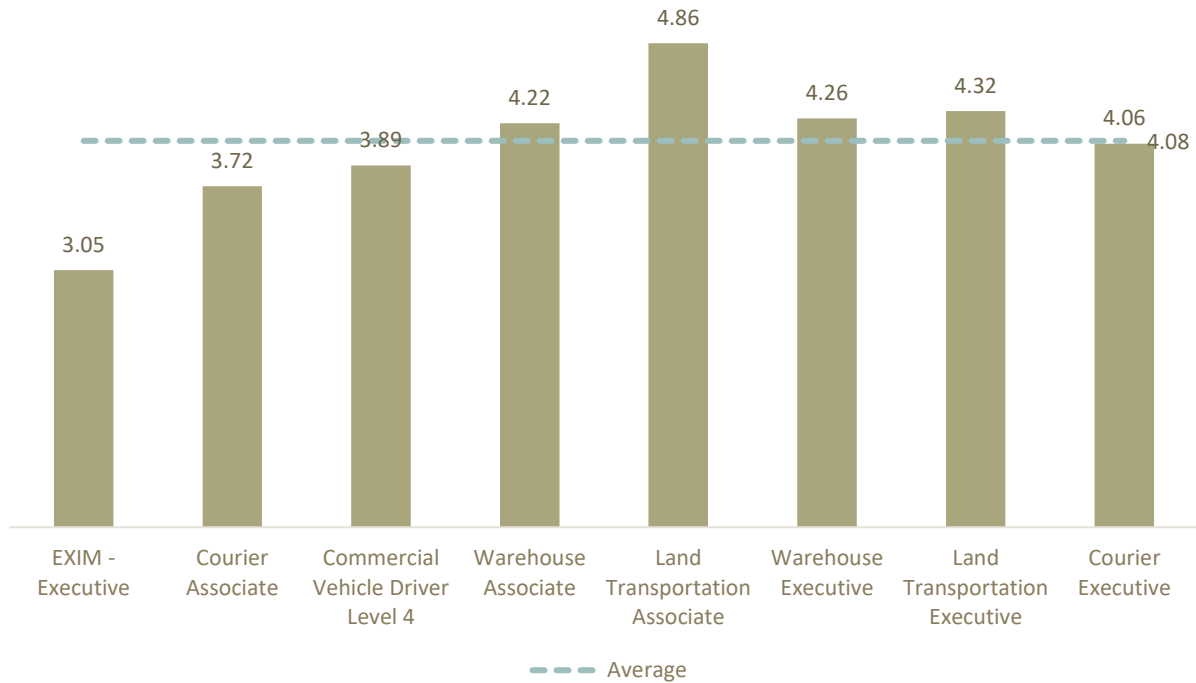


FIGURE 160: OVERALL PERCEPTION OF PLACEMENT ASSISTANCE BY JOB ROLE

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the placement assistance

Number of respondents:21,949

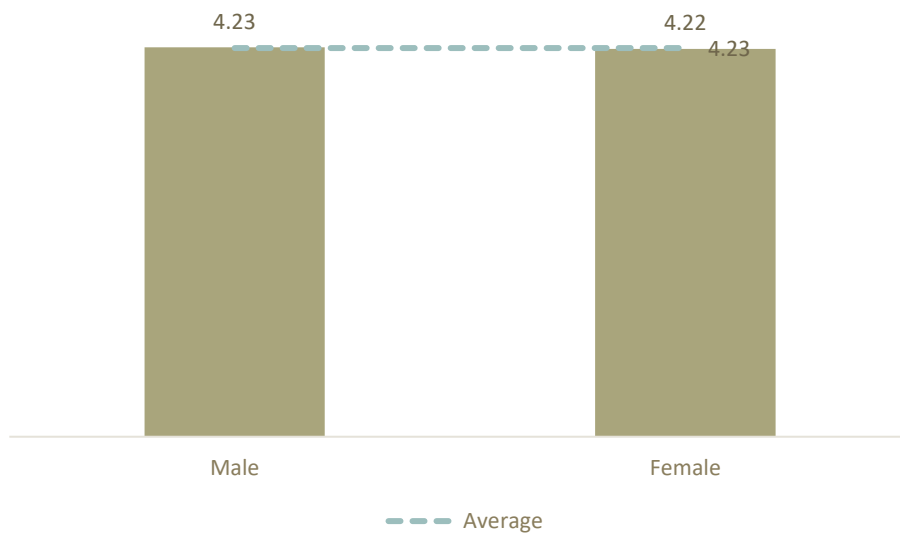
Almost across all the job roles, the beneficiaries perceived the training material to be very good and above except EXIM executives, courier associates and commercial vehicle driver level 4. In these three job roles the beneficiaries perceived the placement assistance given to them to be average and above. The highest rating was received from land transportation associate (4.86). The average rating received from all the states is 4.08.

### 15.3.5 Perception of training institute by gender

The following charts show the perception of the training institute by gender across all the parameters:

#### 15.3.5.1 Classroom

The following chart shows the perception of classroom by gender



**FIGURE 161: OVERALL PERCEPTION OF CLASSROOM BY GENDER**

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the classroom

Number of respondents:20,221

The male and female beneficiaries perceived the classroom used during the RPL program to very good and above. However, the satisfaction level of the male beneficiaries is slightly higher than the female beneficiaries.

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15.3.5.2 Training quality

The following chart shows the perception of training quality by gender

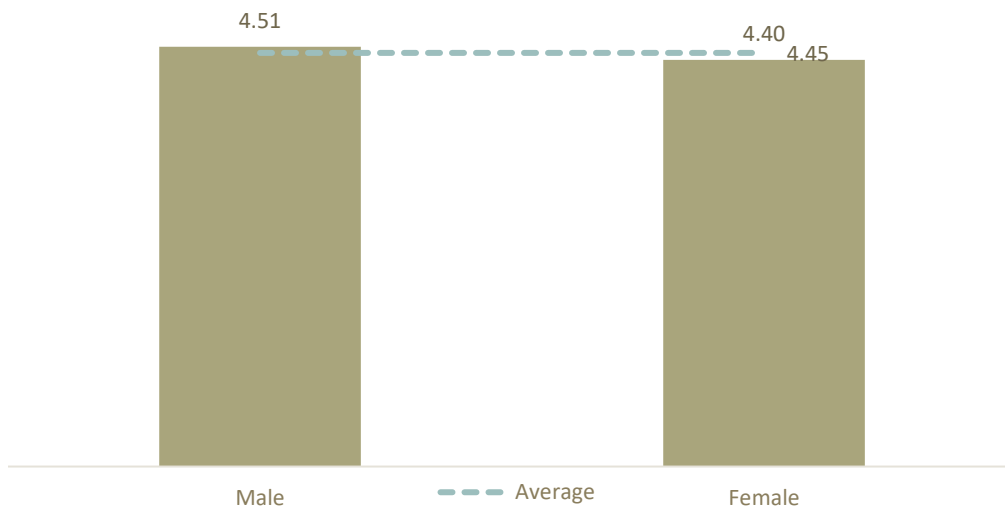


FIGURE 162: OVERALL PERCEPTION OF TRAINING QUALITY BY GENDER

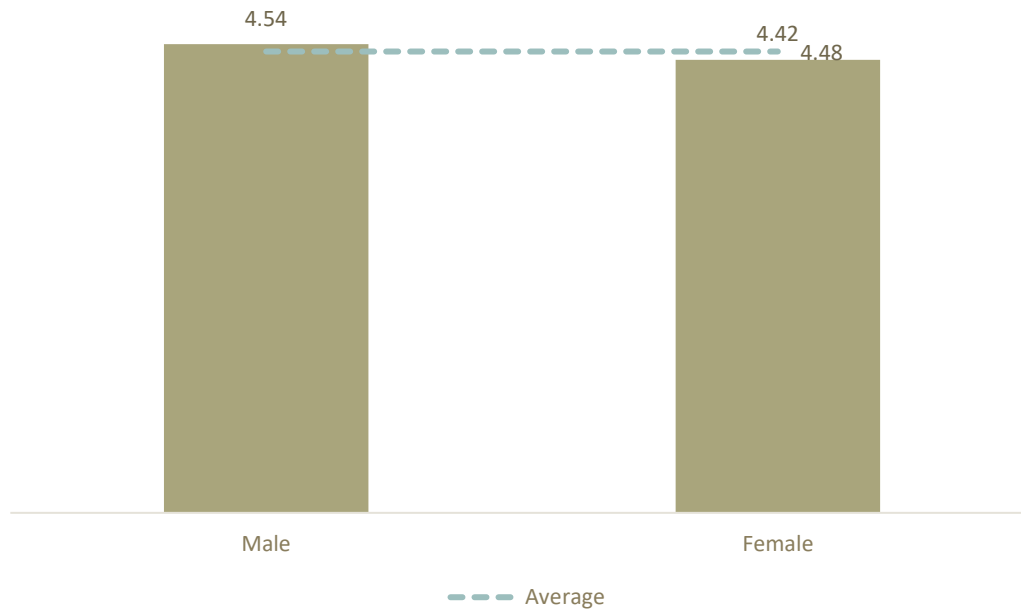
Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the training quality

Number of respondents:20,221

The male and female beneficiaries perceived the training quality used during the RPL program to very good. and above. However, the satisfaction level of the male beneficiaries is higher than the female beneficiaries.

### 15.3.5.3 Training material

The following chart shows the perception of training material by gender



**FIGURE 163: OVERALL PERCEPTION OF TRAINING MATERIAL BY GENDER**

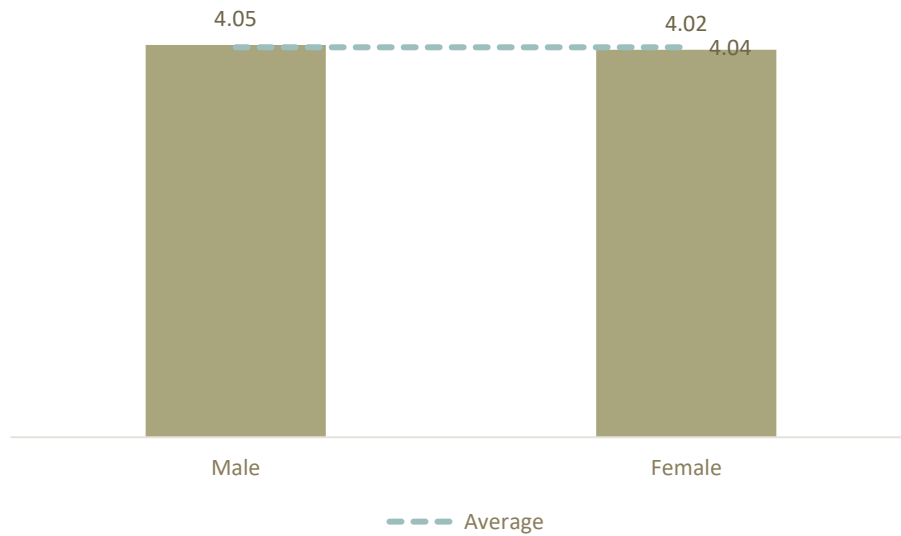
Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the training material

Number of respondents:20,221

The male and female beneficiaries perceived the training material used during the RPL program to very good. and above. However, the satisfaction level of the male beneficiaries is higher than the female beneficiaries.

### 15.3.5.4 Placement assistance

The following chart shows the perception of placement assistance by gender



**FIGURE 164: OVERALL PERCEPTION OF PLACEMENT ASSISTANCE BY GENDER**

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the placement assistance

Number of respondents: 19,294

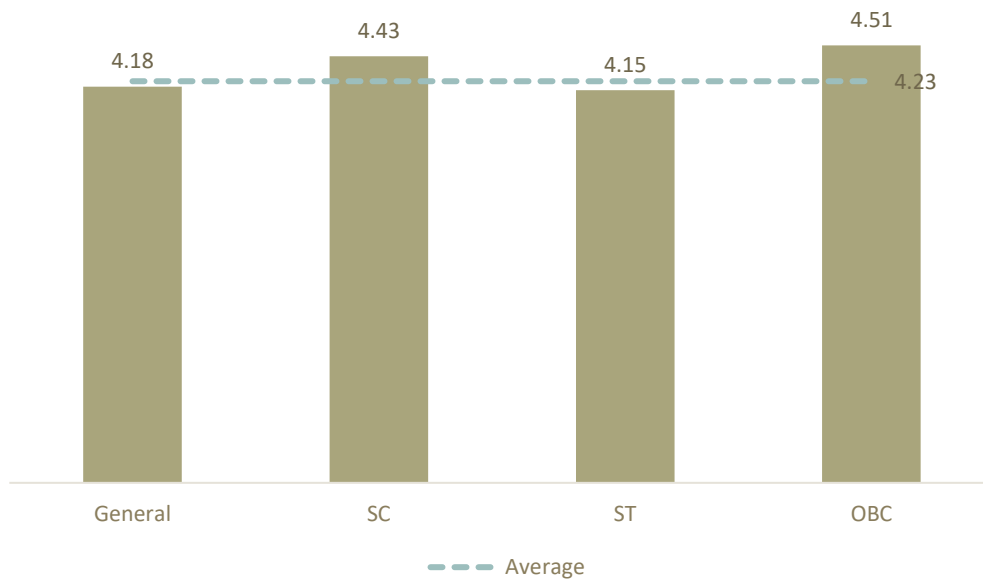
The male and female beneficiaries perceived the placement assistance used during the RPL program to very good. and above. However, the satisfaction level of the male beneficiaries is higher than the female beneficiaries.

### 15.3.6 Perception of training institute by caste category

The following charts show the perception of the training institute by caste category across all the parameters:

#### 15.3.6.1 Classroom

The following chart shows the perception of classroom by caste category



**FIGURE 165: OVERALL PERCEPTION OF CLASSROOM BY CASTE CATEGORY**

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the classroom

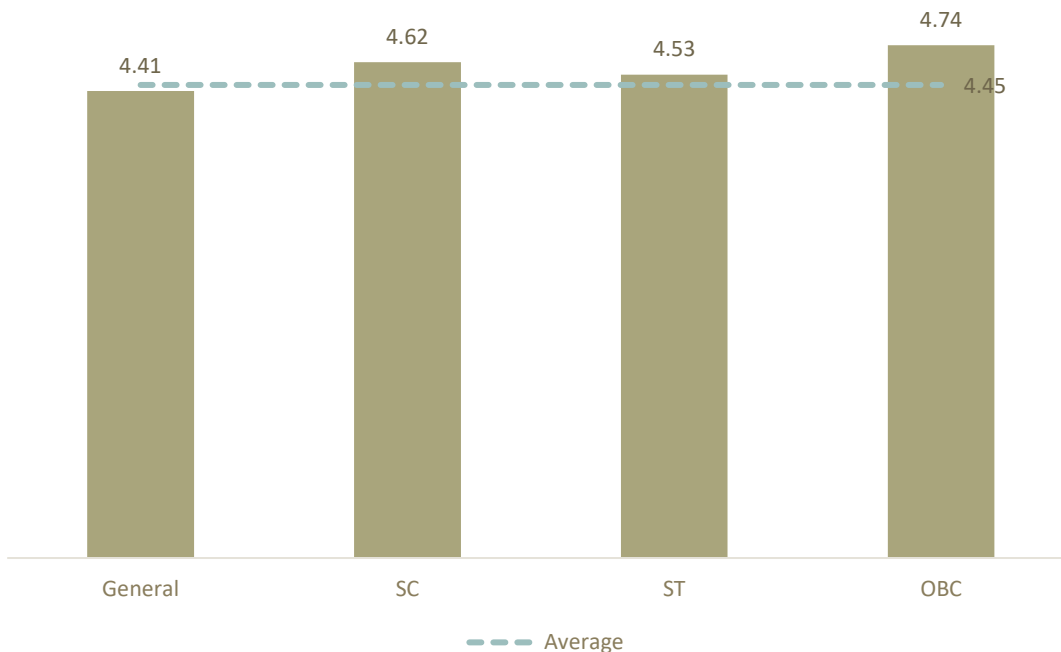
Number of respondents: 20,221

Across all the categories the beneficiaries perceived the classroom to be very good and above, highest rating is given by the beneficiaries from the OBC categories (4.51) followed by the SC category (4.43). The average rating given across all the categories is 4.23.

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15.3.6.2 Training quality

The following chart shows the perception of training quality by caste category



**FIGURE 166: OVERALL PERCEPTION OF TRAINING QUALITY BY CASTE CATEGORY**

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the training quality

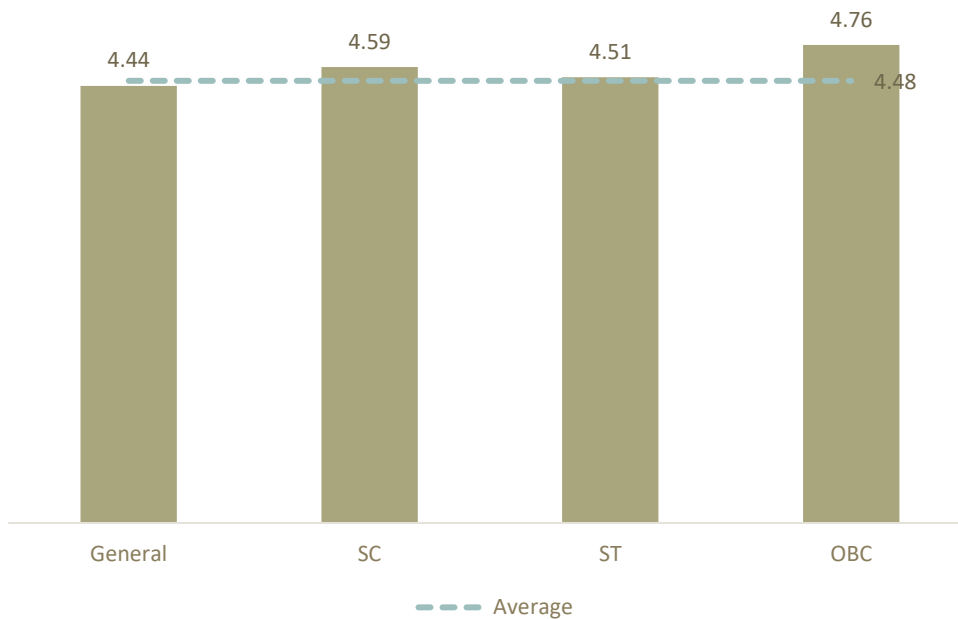
Number of respondents: 20,221

Across all the categories the beneficiaries perceived the training quality to be very good and above, highest rating is given by the beneficiaries from the OBC categories (4.74) followed by the SC category (4.62). The average rating given across all the categories is 4.45.

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15.3.6.3 Training material

The following chart shows the perception of training material by caste category



**FIGURE 167: OVERALL PERCEPTION OF TRAINING MATERIAL BY CASTE CATEGORY**

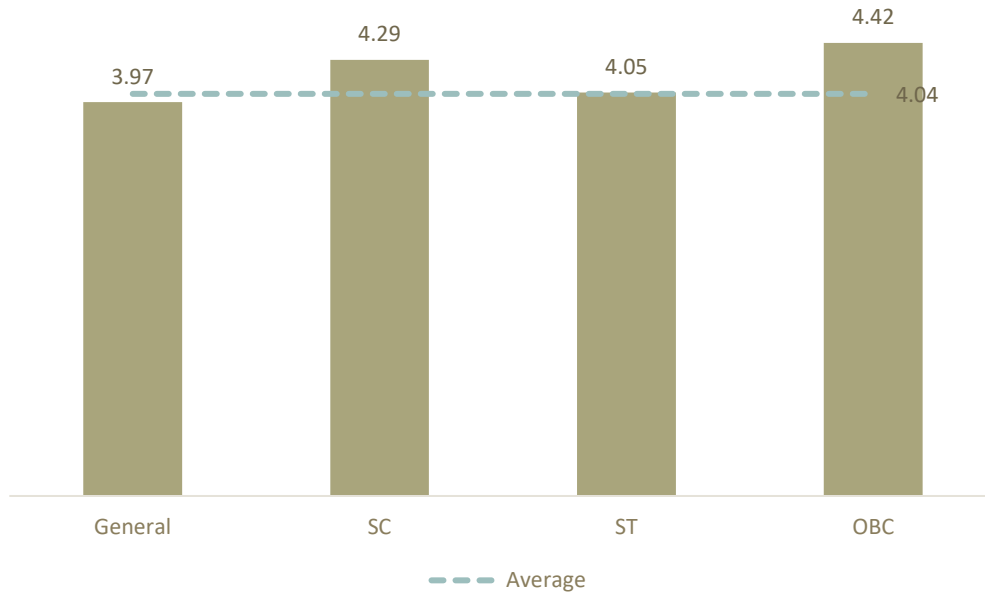
Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the training material

Number of respondents: 20,221

Across all the categories the beneficiaries perceived the training material to be very good and above, highest rating is given by the beneficiaries from the OBC categories (4.76) followed by the SC category (4.59). The average rating given across all the categories is 4.48.

### 15.3.6.4 Placement assistance

The following chart shows the perception of placement assistance by caste category:



**FIGURE 168: OVERALL PERCEPTION OF PLACEMENT ASSISTANCE BY CASTE CATEGORY**

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the placement assistance

Number of respondents:19,293

Almost across all the categories the beneficiaries perceived the placement assistance to be very good and above, highest rating is given by the beneficiaries from the OBC categories (4.42) followed by the SC category (4.29). Only from general category, the overall rating received from the beneficiaries is 3.97 which below very good. The average rating given across all the categories is 4.04.



# ANNEXURE-2



## 16 Annexure 2 Questionnaires

Below are the questionnaires used for the survey:

### 16.1 Questionnaires for Beneficiaries

<b>1.</b>	<b>Employment and income status</b> <i>(Select any one of the following)</i>	
1.	What was your employment status at the time of the certification?	
1		
	1. Employed	<input type="checkbox"/>
	2. Self Employed	<input type="checkbox"/>
	3. Unemployed	<input type="checkbox"/>
1.	What is your employment status now?	
2		
	1. Employed in same organisation	<input type="checkbox"/>
	2. Employed in a different organisation	<input type="checkbox"/>
	3. Self Employed	<input type="checkbox"/>
	4. Unemployed	<input type="checkbox"/>

<b>2.</b>	<b>Program Motivation</b>	
2.	Why did you undertake the RPL program? <i>(Select as many options that are applicable)</i>	
1		
	1. To improve income	<input type="checkbox"/>
	2. To seek new employment opportunities	<input type="checkbox"/>
	3. To improve subject knowledge	<input type="checkbox"/>
	4. Employer made it mandatory	<input type="checkbox"/>
	5. Others (specify)	
	_____	
	_____	

<b>3.</b>	<b>About RPL program</b>
a.	<b>Mobilisation</b>

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3.1	How did you come to know about RPL project?	
	1.Moblising agency	<input type="checkbox"/>
	2.Advertisement	<input type="checkbox"/>
	3.social media	<input type="checkbox"/>
	4.Others (specify)	<input type="checkbox"/>

b.	Counseling and Pre – assessment	Yes	No
3.2	Were you made aware about PMKVY, RPL and importance of skill certification?	<input type="checkbox"/>	<input type="checkbox"/>
3.3	Did you watch induction video?	<input type="checkbox"/>	<input type="checkbox"/>
3.4	Did the self – assessment sheet was helpful in identifying skill gap?	<input type="checkbox"/>	<input type="checkbox"/>
c.	<b>Orientation</b>		
3.5	Were you given orientation on domain, soft skills and entrepreneurship tips and familiarization with assessment process and terms?	<input type="checkbox"/>	<input type="checkbox"/>
3.6	Did you receive specific job role kit?	<input type="checkbox"/>	<input type="checkbox"/>
3.7	Was orientation content being available in your regional language?	<input type="checkbox"/>	<input type="checkbox"/>
d.	<b>Assessment</b>		
3.8	Did you receive orientation for assessment process in your local language?	<input type="checkbox"/>	<input type="checkbox"/>
e.	<b>Certification and payout</b>		
3.9	Are you a certified candidate?	<input type="checkbox"/>	<input type="checkbox"/>
3.10	Answer 3.10 to 3.12 only if selected yes in Q.3.9 Did you receive skill card and badge along with certificate?		
3.11	Did you receive INR 500 after course completion?		

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3.12	In what ways has the RPL certificate benefited you? <i>(Select as many options that are applicable)</i>		
	1. My salary or Income increased as a result of the program	<input type="checkbox"/>	
	2. I received a promotion as a result of the program	<input type="checkbox"/>	
	3. My roles and responsibilities have increased as a result of the program	<input type="checkbox"/>	
	4. I received appreciation at my workplace as a result of the program	<input type="checkbox"/>	
	5. Others (specify) _____ _____	<input type="checkbox"/>	
	OR	<input type="checkbox"/>	
	It has made no difference to me		
3.13	What percentage of income/salary has increased after RPL program? <i>(Select any one)</i>		
	<input type="checkbox"/> Upto 5%	<input type="checkbox"/> 5% to 15%	<input type="checkbox"/> 15% to 25% <input type="checkbox"/> more than 25%

<b>4.</b>	<b>Benefits and Impact of RPL Program</b>		
4.1	Have you been provided with 3 years of insurance under Kaushal BIMA?		
	Yes	<input type="checkbox"/>	
	No	<input type="checkbox"/>	
4.2	Did PIA helped you get registered under Udyami Mitra?		
	Yes	<input type="checkbox"/>	
	No	<input type="checkbox"/>	
	Not Applicable	<input type="checkbox"/>	
4.3	In which area did the RPL program help to improve your competencies? <i>(Select as many options that are applicable)</i>		
	1. Digital platform	<input type="checkbox"/>	
	2. Domain knowledge	<input type="checkbox"/>	
	3. Online transactions	<input type="checkbox"/>	
	4. Managerial skills	<input type="checkbox"/>	
	5. Communication skills	<input type="checkbox"/>	
	6. Others (specify) _____ _____	<input type="checkbox"/>	
	OR	<input type="checkbox"/>	

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	The RPL Program has not improved my competencies in any area	
4.4	Have you been able to expand your market/change job location after RPL program? <i>(Select any one)</i>	
	1.No expansion	<input type="checkbox"/>
	2. Within the city	<input type="checkbox"/>
	3. Within the state	<input type="checkbox"/>
	4. Within the country	<input type="checkbox"/>
	5.Outside the country	<input type="checkbox"/>
4.5	Did you apply for Mudra loans?	
	1.Yes	<input type="checkbox"/>
	2. No	<input type="checkbox"/>
4.6	Answer 4.6 and 4.7 only if selected yes in Q.4.5 For what purpose did you avail the loan?	
	1.For starting new business	<input type="checkbox"/>
	2.For expanding current business	<input type="checkbox"/>
	3.Others (Specify) _____ _____	
4.7	Did you face any difficulty in availing loan?	
	1.Yes (Please specify) _____ _____	<input type="checkbox"/>
	2.No	<input type="checkbox"/>

<b>5.</b>	<b>Impact of RPL at workplace</b>	
5.1	What impact did the RPL program had on working conditions at your workplace? <i>(Select as many options that are applicable)</i>	
	1. Improvement in sanitisation and ventilation	<input type="checkbox"/>
	2. Awareness about first aid tool kit	<input type="checkbox"/>

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	3. Improvement in safety measure regarding handling of tools	
	4. Others (specify) _____ _____	<input type="checkbox"/>
	OR	
	It has made no difference to me	<input type="checkbox"/>

<b>6.</b>	<b>Program Impact on social well being</b>			
6.1	What has been the change in the following as a result of the RPL Program?			
		Worse	Same	Better
	1. Level of savings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	2. Lifestyle	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	3. Health	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	4. Social status	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<b>7.</b>	<b>Perception of Training Institute</b>						
7.1	On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the training institute in terms of the following:						
		Very Bad 1	Bad 2	Average 3	Very Good 4	Excellent 5	N/A
	1. Class Rooms	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	2. Trainer Quality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	3. Training Material	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	4. Placement Assistance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<b>8.</b>	<b>Improvement of the program</b>	
8.1	Do you have any suggestions for the improvement of the program?	
	1. Yes	<input type="checkbox"/>
	2. No	<input type="checkbox"/>
8.2	If yes, what are your suggestions?	

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<b>9.</b>	<b>Improvement of the program</b>	
9.1	Do you have any suggestions for the improvement of the program?	
	1.Yes	<input type="checkbox"/>
	2.No	<input type="checkbox"/>
9.2	If yes, what are your suggestions?	

Thank you for your valuable feedback.

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Name of the Investigator	
Date of Interview	
Name of Beneficiary	
Address	
City	
State	
Program of Beneficiary	
Program Type	
Date of Certification	

## 16.2 Questionnaire for Sector Skill Council

Greetings! We are conducting an impact assessment survey on behalf of the National Skill Development Corporation (NSDC). You are kindly requested to spare your valuable time for filling this questionnaire. Your answers will be treated with complete confidentiality.

Name of the PIA

Name of the sector

1. Do you have the following services as part of Infrastructure facilities	Yes	No
Availability of CCTV camera with recording facility	<input type="checkbox"/>	<input type="checkbox"/>
Availability of air conditioning	<input type="checkbox"/>	<input type="checkbox"/>
Availability of dustbins in classroom	<input type="checkbox"/>	<input type="checkbox"/>
Availability of safe drinking water	<input type="checkbox"/>	<input type="checkbox"/>
Availability of first-aid	<input type="checkbox"/>	<input type="checkbox"/>
Availability of firefighting equipment	<input type="checkbox"/>	<input type="checkbox"/>

2. What were the special arrangements made for differently-abled beneficiaries at your institute?
3. What are trainees to trainer ratio?
4. How did you motivate candidates to enroll for RPL program?
5. What is the number of dropouts after counseling? Please give reasons for the same.
6. What is the minimum and maximum work experience of the trainers available at your institute?
7. How is the training session conducted?
8. Was course content adequate for certifying beneficiaries in the respective job role? If not, please mention possible changes that could have been made to make the program more efficient.
9. Was the course content aligned with the industry standards? If not, what changes could have

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been made to make it more impactful?

10. How did you help the candidates to get a job? Please specify.

11. How many students got placed from your institute last year?

12. How many students started their own business after completing this course?

13. How did you ensure maximum participation in the program in remote areas, Union Territories, and LWE areas?

14. Did you find any difficulty in conducting the program in remote rural areas, Union Territories, and LWE areas?

Yes/No

If yes, please elaborate

### 16.3 Questionnaire for Employers

1. Name of the organization
2. Did you find any change in the productivity of certified workers? Yes/No If No, please elaborate.
3. Did you find any change in the efficiency of certified workers? Yes/No If No, please elaborate.
4. Did you find any change in the working conditions? Yes/No If No, please elaborate.
5. What is the impact of the RPL project on incidents of accidents at your workplace?
6. Did your company get any benefits from certified workers?
7. Are you willing to increase the pay of certified workers? Yes/No If No, mention the reason.
8. What is your overall feedback for uncertified workers?
9. As an employer, what are your suggestions for the improvement of the program?

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Thank you for your valuable feedback.

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 .....

Name of the Investigator	
Date of Interview	
Name of Contact Person	
Address	

Draft For Discussion

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**DATAWISE®** offers a suite of products and solutions suited to the needs of various situations and industries. Solutions provided for one customer are not necessarily suitable for others, and readers are advised to use their own judgment regarding the suitability of these solutions to their business needs.

**DATAWISE®**'s business analysis services support the full spectrum of clients' needs with services directed mainly at helping companies discover opportunities for improvement through use of analytical capabilities. We offer analytical services in the following areas:

**Strategic Analytics:** Alignment of strategic intent with actual work, requiring strategic analytics to answer key decision support questions such as whether to enter into a new segment of business or not, whether to reach new customers or not, and other go, no-go decisions.

**Behavioral Analytics:** Assistance in determining the 'why' and 'how' of a customer behavior (rather than the 'what') in order to ensure that marketing plans yield the desired results through capturing customer events and actions over time and using these stored interactions to determine typical behavior and deviations from that behavior.

**Tactical Analytics:** Tactical analytics models that we deploy are typically short-term in nature, and are focused on answering immediate questions rather than aligning to a longer term goal.

**Predictive Analytics:** We created complex multi-dimensional models that collate data generated from several interaction points to create models that enable the prediction of future events to help identify of both risks and opportunities.

**DATAWISE®** has also developed proprietary analytics models DATTAB™, CREST™, SatisACTual, and OPTLIOX™ catering to specific customer needs.

