

IMPACT ASSESSMENT FOR RPL – PRADHAN MANTRI KAUSHAL VIKAS YOJANA 2.0



August 2021

ISO 9001: 2015 Certificate Number: 112008041

ISO 27001:2013 Certificate Number: 112008041

FTCCI Membership No. C-6511

MRSI Membership No. C-32

MSME Certificate Number UDYAM: TS-20-0002595

DATAWISE® is a registered Trademark of Datawise Management Services India Private Limited (Trademark No: 4247105)

dATTAb® is a registered Trademark of Datawise Management Services India Private Limited (Trademark No. 2361614)

APTION® is a registered Trademark of Datawise Management Services India Private Limited (Trademark No. 1934289)

Impact Assessment for Rubber Sector

*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.*

Content

1	Executive Summary.....	1
2	Introduction	3
2.1	NSDC	3
3	Project Background.....	5
3.1	Scope.....	5
3.1	Objective	5
4	Approach and Methodology	7
4.1	Approach.....	7
4.2	Methodology.....	8
5	Limitations to the Study.....	12
6	Overview of rubber sector	13
6.1	Overall.....	13
7	Overall Program Impact	26
7.1	Evaluation framework.....	26
7.2	Framework analysis of rubber sector	28
8	About RPL program	33
8.1	Program motivation	33
8.2	Mobilization	34
8.3	Counselling and pre-screening.....	35
8.4	Orientation.....	35
8.5	Assessment	36
8.6	Certification.....	37
9	Bridge course	40
9.1	Enrollment in Bridge course.....	40
9.2	Help in adopting SOPs in plantation and processing	41
9.3	Knowledge on natural resource management, waste management and health care	42
9.4	Acquire skills on chemical handling and its optimum usage	43
9.5	Acquire skills and knowledge about usage of agriculture tools and machines	44

Impact Assessment for Rubber Sector

9.6	Apply basic farm management practices.....	45
10	Impact of RPL project on beneficiaries and society.....	46
10.1	Impact on beneficiaries.....	46
10.2	Impact on society.....	55
11	Impact on enterprise.....	57
12	Feedback on training institute by beneficiaries.....	58
13	Key Findings	60
13.1	Recommendation.....	62
14	Annexure 1 Analysis based on demographic details	63
14.1	Overview of Hilly Areas.....	63
14.2	Overview of LWE Areas.....	70
14.3	About RPL program.....	77
14.4	Bridge course	105
14.5	Impact on RPL project on beneficiaries and society.....	141
14.6	Impact on Enterprise.....	233
14.7	Feedback on training institute by beneficiaries.....	240
15	Annexure 2 Questionnaire	264
15.1	Questionnaire for Beneficiaries	264
15.2	Questionnaire for Sector Skill Council	270

Abbreviations

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



EXECUTIVE SUMMARY



1 Executive Summary

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

Impact of RPL program on beneficiaries

- A majority of the beneficiaries (85%) across all the states came to know about the RPL program from mobilizing agency. All the hilly area and LWE districts also represent the same.
- Almost all the beneficiaries undergone the RPL program 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.
- 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.
- A majority of the beneficiaries (98%) across all the states stated that they received orientation for assessment process in their local language.
- A majority of the beneficiaries across all the districts is certified (91%). A significant 52% 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 (70%), followed by improvement of subject knowledge (44%).
- A majority of the beneficiaries across all the states claimed to receive the 3 years of insurance under Kausal Bima as well as help from PIA to get registered under Udyami Mitra. The hilly area and LWE regions show the same.
- Significantly, most beneficiaries across all the states benefited from improved digital platform (42%).
- 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 26% of the beneficiaries recorded no expansion whereas, 51% of the beneficiaries reported to expand/change within city.
- Only 25% of the beneficiaries applied for Mudra loans-for expansion
- The RPL program has 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 have only monetary benefits such as increase in income.
 - A majority of the beneficiaries (32%) stated to experience a rise up to 5% in their income/salary. From the remaining beneficiaries, 43% had a rise of 5% to 15%, 23% beneficiaries reported an increase of 15% to 25% and the remaining 2% mentioned their income to be increased by more than 25%. However, the monetary impact is better in both the hilly and LWE area where the majority of the beneficiaries reported an improvement by 5% to 15%.
- A majority of the beneficiaries stated that there is an overall improvement in their social well-being in terms of level of savings, lifestyle, health and social status
- The biggest impact has been improvement in social status (71%), and least impact has been level of savings (51%).

Impact Assessment for Rubber Sector

Impact of RPL program on enterprise

- The key improvements in the workplace have been improvement in availability of gloves, masks and gumboots and awareness about personal hygiene.
- The highest percentage of beneficiaries (71%) reported an improvement in availability of gloves, masks and gumboots as an impact of RPL program on their workplace.

Impact on SSC

The below table shows the top three and bottom three states in terms of the composite scores:

State	Composite score*	Classroom	Training quality	Training material	Placement status
Gujarat	5.00	5.00	5.00	5.00	5.00
Rajasthan	5.00	5.00	5.00	5.00	5.00
Odisha	4.94	4.99	4.92	4.92	4.94
Delhi	3.22	3.12	3.29	3.29	3.19
Meghalaya	3.21	2.89	3.44	3.78	2.71
Jammu and Kashmir	3.00	3.25	2.75	3.00	3.00

TABLE 1: TOP THREE AND BOTTOM THREE STATES 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)*

The below table shows the top hilly area district and LWE district states in terms of the composite scores:

	District	Composite score*	Classroom	Training quality	Training material	Placement status
Hilly area	Karbi Anglong	4.36	4.45	4.36	4.28	4.36
LWE region	Gajapati and Koraput	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)*



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.

Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the flagship scheme of the Ministry of Skill Development & Entrepreneurship (MSDE) implemented by the National Skill Development Corporation.

(Source – NSDC)

2.1.1 Recognition of Prior Learning

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:

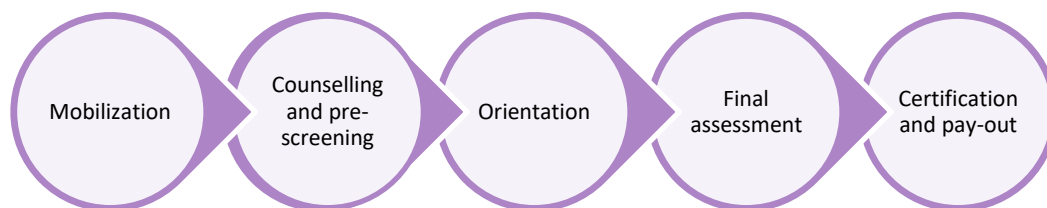


FIGURE 1: FIVE STEPS OF RPL PROCESS

Impact Assessment for Rubber Sector

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. Project 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.

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 rubber sector is one of the key skills sectors of the NSDC, where it is promoting skill development. Under PMKVY, RPL is implemented in the rubber sector through type 1, project type. In this type 1 project, all the steps of the RPL are executed in the temporary RPL locations.

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

3.1 Objective

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

1. Program impact in terms of efficiency and effectiveness.

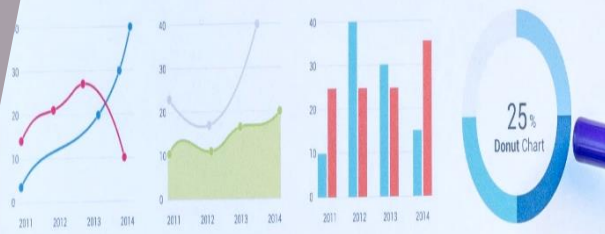
- Efficacy of skill development initiative proposed through the project.
- Effectiveness of the various activities under the project in achieving the stated objectives
- The impact created in terms of employment and increase in income.
- Livelihood opportunities of targeted beneficiaries have been impacted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

Impact Assessment for Rubber Sector

- 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, provision of bridge course, 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



Sparkline Charts



4 Approach and Methodology

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

4.1 Approach

We 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 approximately 79% CATI and 21% CAPI interviews with the respondents (beneficiaries, employers and SSC).

Impact Assessment for Rubber Sector

4.2 Methodology

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.



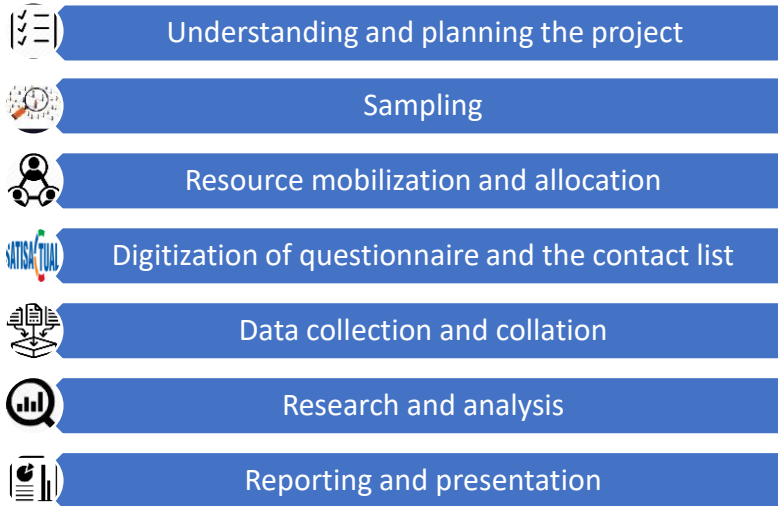
TABLE 3: CORP™ METHODOLOGY

- **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.

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:

Impact Assessment for Rubber Sector



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

Impact Assessment for Rubber Sector

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[®], 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**[®] uploaded it into the tool SatisACTual[™].

The contact list of beneficiaries received was also uploaded into the tool SatisACTual[™], 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**[®] at Hyderabad.

The mode of data collection was

- Telephonic or web interviews (CATI)
- Personal interviews (CAPI)
- In-depth 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.

Impact Assessment for Rubber Sector

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 RUBBER SECTOR



6 Overview of rubber sector

6.1 Overall

The analysis below describes the demographic details of beneficiaries of the rubber sector. Data of beneficiaries has been shared by NSDC. RPL program for rubber has continued for 5 years starting from 2016 to 2021 in batches. The duration of completion of the certification process for a batch is 2 days.

Beneficiaries have gone for the certification process in 29 job roles. RPL program has been conducted across 23 camps in 26 states. Beneficiaries have undergone training process in states of Uttar Pradesh, Assam, Kerala, Maharashtra, Tripura, Rajasthan, Haryana, Odisha, Bihar, Madhya Pradesh, Punjab, Tamil Nadu, Delhi, Gujarat, Telangana, Karnataka, Manipur, Mizoram, West Bengal, Jharkhand, Andhra Pradesh, Meghalaya, Puducherry, Sikkim, Jammu and Kashmir, and Arunachal Pradesh

6.1.1 Rubber sectors specification

Rubber sector is one of the key skills sectors of the NSDC, where it is promoting skill development. Under PMKVY, RPL is implemented in the rubber sector through type 1, project type.

SSC for this sector was Rubber Skill Development Council (RSDC). The purpose of RSDC is to ensure the generation of skilled manpower in rubber sectors, provide employment opportunities to youth across the nation, create career paths in roles existing within the unorganized and organized segments of the rubber sector and ensure active participation of the industry in absorption of skilled manpower generated through RSDC.

About 140,919 candidates are mobilized under the scheme between 2016 and 2021. The number of enrolled and oriented candidates is 132,007 and 131,578 respectively. However, 90,367 candidates were certified under the PMKVY 2.0.

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

The following job roles were offered to the candidates of the rubber sector:

- Building Operator: Hoses
- Compression Moulding Operator
- Cracker Operator
- Extruder Operator
- Extrusion Supervisor
- Finishing Operator (Non Tyre)
- Finishing Operator (Tyre)
- General Worker (CENEX)
- General Worker-Rubber Plantation
- Grader (Ribbed smoked sheet Trading)
- Injection Moulding Operator
- Junior Rubber Technician/Technical Assistant
- Kneader Operator

Impact Assessment for Rubber Sector

- Latex Harvest Technician (Tapper)
- Machine Operator Assistant Blow Moulding
- Machine Operator Assistant Plastics Extrusion
- Machine Operator Assistant Plastics Processing
- Machine Operator Assistant Plastics Recycling
- Machine Operator Assistant Plastics Sacks
- Machine Operator Assistant Injection Moulding
- Material Handling and Storage Operator
- Mill Operator
- Mixing Supervisor
- Moulding /Curing Supervisor
- Processing Assistant Technically Specified Rubber
- Processing Technician-Rubber Sheeting
- Sorting/Packing Operator (Latex)
- Tire Fitter
- Warehouse Supervisor

Impact Assessment for Rubber Sector

6.1.2 Beneficiaries' details

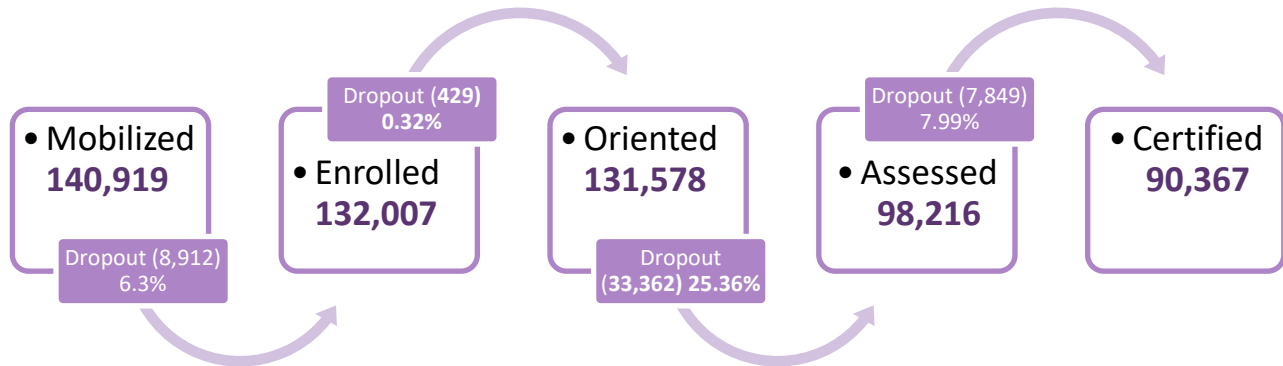


FIGURE 2: BENEFICIARIES AT VARIOUS STAGES OF CERTIFICATION PROCESS

- It can be inferred from the picture maximum dropouts are between oriented and assessed stage. The dropout after orientation is 33,362 which is 25.36% of the oriented beneficiaries have not gone for assessment.
- It can be inferred from the picture that the least dropouts are after the enrolment stage. A total of 90,367 beneficiaries which is 92.01% beneficiaries have been certified and 7,849 beneficiaries which is 7.99% dropped out after the assessment stage.

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

State	Enrolled	Drop Out	Oriented	Assessed	Certified
UTTAR PRADESH	32,456	484	32,456	28,699	26,379
ASSAM	31,272	565	31,272	22,568	20,802
KERALA	12,529	1,959	12,529	8,549	8,446
MAHARASHTRA	10,435	51	10,435	4,904	4,699
TRIPURA	9,256	1,025	9,256	6,168	5,704
RAJASTHAN	4,202	0	4,202	3,748	3,298
HARYANA	4,045	0	4,045	3,235	2,848
ODISHA	3,453	92	3,453	2,773	2,423
BIHAR	3,198	0	3,198	2,243	2,009
MADHYA PRADESH	3,098	0	3,098	2,303	2,046
PUNJAB	2,847	37	2,847	2,407	2,071
TAMIL NADU	2,615	257	2,615	2,154	2,123
DELHI	2,500	114	2,500	1,099	1,021
GUJARAT	2,265	13	2,265	1,424	1,335
TELANGANA	2,175	4	2,175	1,965	1,848
KARNATAKA	1,623	161	1,623	1,276	1,255
MANIPUR	995	0	995	934	897
MIZORAM	832	0	832	643	189

Impact Assessment for Rubber Sector

State	Enrolled	Drop Out	Oriented	Assessed	Certified
WEST BENGAL	626	100	626	276	176
JHARKHAND	429	0	0	0	0
ANDHRA PRADESH	270	30	270	198	170
MEGHALAYA	211	118	211	146	135
PUDUCHERRY	252	0	252	232	231
SIKKIM	207	0	207	126	122
JAMMU AND KASHMIR	120	0	120	119	113
ARUNACHAL PRADESH	96	0	96	27	27

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
Ahmednagar	300		300	174	161
Coimbatore	33		33	29	29
Hassan	42		42	17	17
Idukki	599	200	599	420	410
Karbi Anglong	655		655	557	527
Kottayam	2,409	275	2,409	1,461	1,449
Kozhikode	474	59	474	347	341
Pune	512	30	512	247	246
Thane	4,614		4,614		
Wayanad	50		50	45	44

TABLE 5: BENEFICIARIES SPREAD ACROSS HILLY AREA

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

Districts	Enrolled	Dropout	Oriented	Assessed	Certified
Aurangabad	1,094	21	1,094	925	851
Balaghat	960		960	799	729
Gajapati	148	2	148	88	86
Khammam	578	4	578	533	482
Ramgarh	180				
Ranchi	159				154
Rohtas	200		200	158	136

TABLE 6: BENEFICIARIES SPREAD LWE AREAS

Impact Assessment for Rubber Sector

6.1.3 Geographical location of beneficiaries

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

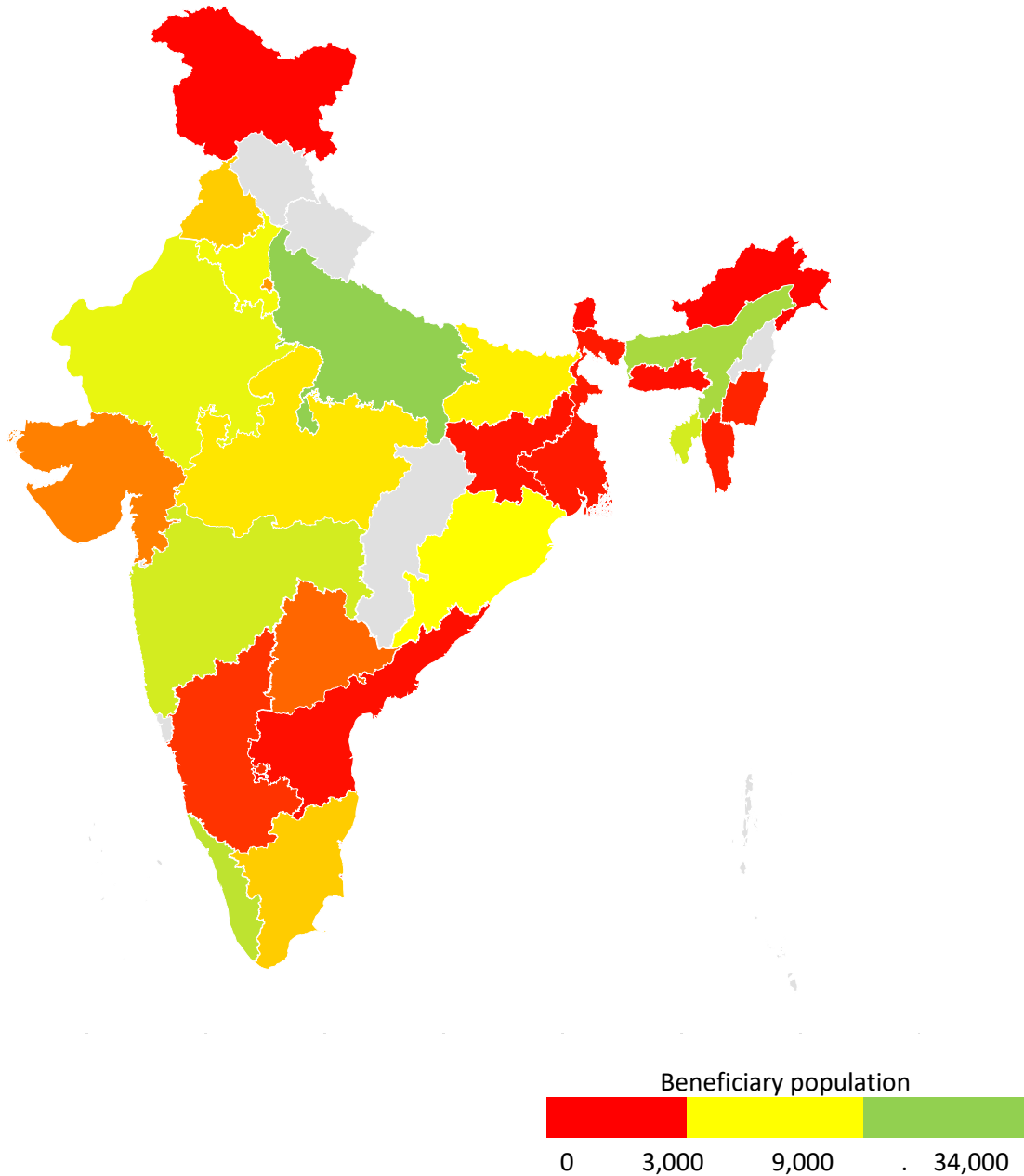


FIGURE 3: GEOGRAPHICAL LOCATION OF ORIENTED BENEFICIARIES

- 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 rubber sector has not been conducted there.

Impact Assessment for Rubber Sector

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

State	Oriented (as a percentage of enrolled beneficiaries)	Certified (as a percentage of oriented beneficiaries in respective state)
Uttar Pradesh	24.76%	81.28%
Assam	23.86%	66.52%
Kerala	9.56%	67.41%
Maharashtra	7.96%	45.03%
Tripura	7.06%	61.62%
Rajasthan	3.21%	78.49%
Haryana	3.09%	70.41%
Odisha	2.63%	70.17%
Bihar	2.44%	62.82%
Madhya Pradesh	2.36%	66.04%
Punjab	2.17%	72.74%
Tamil Nadu	1.99%	81.19%
Delhi	1.91%	40.84%
Gujarat	1.73%	58.94%
Telangana	1.66%	84.97%
Karnataka	1.24%	77.33%
Manipur	0.76%	90.15%
West Bengal	0.48%	28.12%
Andhra Pradesh	0.21%	62.96%
Puducherry	0.19%	91.67%
Meghalaya	0.16%	63.98%
Sikkim	0.16%	58.94%
Jammu and Kashmir	0.09%	94.17%

TABLE 7: GEOGRAPHICAL LOCATION OF CERTIFIED BENEFICIARIES

- The highest percentage of the oriented beneficiaries (as a percentage of the enrolled beneficiaries) is highest in Uttar Pradesh (24.76%).
- The highest percentage of certified candidates (as a percentage of oriented beneficiaries in respective states) is from Jammu and Kashmir (94.17%)

Impact Assessment for Rubber Sector

6.1.4 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)
Tyre Fitter	100.00%	72.3%
Latex Harvest Technician (Tapper)	25.28%	69.8%
Processing Technician-Rubber Sheeting	12.74%	74.5%
General Worker-Rubber Plantation	3.92%	55.4%
Junior Rubber Technician/Technical Assistant	2.24%	41.5%
Machine Operator Assistant Plastics Sacks	2.16%	58.8%
Compression Moulding Operator	1.89%	69.4%
Injection Moulding Operator	1.33%	68.2%
Machine Operator Assistant Injection Moulding	1.23%	78.0%
Mill Operator	1.23%	52.8%
Extruder Operator	1.17%	1.6%
Machine Operator Assistant Plastics Processing	1.11%	62.8%
Material Handling and Storage Operator	1.08%	82.0%
Sorting/Packing Operator (Latex)	0.66%	6.4%
Machine Operator Assistant Blow Moulding	0.61%	66.6%
Finishing Operator (Tyre)	0.57%	0.0%
Machine Operator Assistant Plastics Extrusion	0.54%	52.8%
Warehouse Supervisor	0.50%	0.0%
Mixing Supervisor	0.36%	0.0%
Moulding /Curing Supervisor	0.30%	0.0%
Grader (Ribbed smoked sheet Trading)	0.23%	15.1%
Cracker Operator	0.23%	0.0%
Kneader Operator	0.22%	8.2%
Processing Assistant Technically Specified Rubber	0.22%	0.0%
General Worker (CENEX)	0.17%	0.0%
Building Operator: Hoses	0.14%	51.3%
Finishing Operator (Non-Tyre)	0.13%	78.2%
Extrusion Supervisor	0.12%	0.0%
Machine Operator Assistant Plastics Recycling	0.12%	46.0%

TABLE 8: ORIENTED CANDIDATES IN VARIOUS JOB ROLES

- The highest percentage of oriented beneficiaries (as a percentage of enrolled beneficiaries) is for the Tyre Fitter job role (100%).
- The highest percentage (as a percentage of oriented beneficiaries in respective states) of the certified beneficiaries is from the Machine Operator Assistant Plastics Recycling.

Impact Assessment for Rubber Sector

6.1.5 Training centers

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

TC Name	Oriented (as a percentage of total enrolled beneficiaries)	Certified (as a percentage of oriented beneficiaries in respective job role)
Labournet	13.28%	73.49%
Rubber Board	12.68%	70.45%
Focal Skill	10.67%	85.08%
Lok Bharti	8.69%	69.99%
Innabrum	5.79%	80.45%
Global Enterprises	4.04%	69.59%
Rigpa	3.90%	54.90%
Valeur	3.79%	63.86%
Ajitaaksh	3.77%	70.60%
BKT Tires	3.50%	0.00%
NSS	3.42%	67.81%
Profexo	2.88%	74.93%
Aastha Foundation	2.73%	67.82%
ABSS	2.33%	90.13%
Skill Vision	2.27%	92.06%
AGR	1.66%	30.62%
Sunaina Samriddhi Foundation	1.59%	74.03%
Aaradhana	1.29%	76.41%
Ascensive	0.99%	48.74%
RUBCO	0.94%	0.00%
Medhavi Foundation	0.92%	91.28%
Aajitaaksh	0.87%	65.83%
Hansraj	0.68%	95.77%
BPSN	0.67%	71.46%
KIPS Educational Charitable Trust	0.44%	94.14%
Rubber Training Institute	0.42%	0.00%
Aashara	0.38%	7.41%
Netaji Seva Sansthan	0.36%	91.19%
Polybond India Pvt Ltd	0.33%	54.61%
B-able ICDS Center	0.28%	75.81%
Udarah Skill Technology Pvt Ltd	0.27%	47.22%
Astute	0.22%	77.27%
Neelsha Total Care	0.21%	39.71%
Labournet	0.21%	55.27%
Prisha Footprints	0.20%	97.74%
Shri Sai Grinding	0.19%	64.40%

Impact Assessment for Rubber Sector

TC Name	Oriented (as a percentage of total enrolled beneficiaries)	Certified (as a percentage of oriented beneficiaries in respective job role)
K V Plastic Pvt Ltd	0.19%	18.00%
NIPS	0.18%	7.66%
MFS	0.16%	99.05%
Amar Laxmi Sansthan	0.16%	81.90%
A One Footware	0.15%	81.91%
Akshara	0.13%	92.57%
Innova Rubber	0.13%	12.87%
Flexituff Ventures	0.13%	0.00%
Mysha Skills Academy	0.11%	96.43%
VLN Technologies	0.09%	75.83%
National Institute of Education	0.09%	85.00%
Sri Padmapriya Paramedical Institute	0.09%	71.67%
Maa Geeta Seva Sansthan	0.09%	90.83%
Baba Anandeshwar	0.09%	66.67%
Lekhraj	0.09%	99.17%
SSB Industries	0.08%	100.00%
Amson Footcare	0.07%	81.11%
Bymer Elastomers	0.06%	38.55%
Jagadamba Polymers	0.06%	97.50%
Bhondiya	0.06%	86.25%
G B Rubber	0.06%	11.54%
J K Tyre	0.05%	0.00%
Polycon Industries	0.04%	0.00%
Tikande Patil	0.04%	0.00%
Regal Acme Group	0.04%	0.00%
Nagla Harilal	0.03%	83.33%
Sri Ramkarthic Polymers	0.02%	87.88%
Mahalaxmi Polymers	0.02%	0.00%
Libra Industries	0.02%	50.00%
S K Industries	0.02%	93.33%
Techno	0.02%	100.00%
Society Towards Operation Pollution	0.02%	0.00%
Lisa Plastic	0.02%	92.59%
Sriram Polypet	0.02%	96.30%
Sriram Technoplast	0.02%	88.89%
Sampurna Engineers	0.02%	96.15%
J S Industries	0.02%	100.00%
New Dev Tyres	0.02%	80.00%
Freudenberg	0.02%	79.17%

Impact Assessment for Rubber Sector

TC Name	Oriented (as a percentage of total enrolled beneficiaries)	Certified (as a percentage of oriented beneficiaries in respective job role)
Lehar Footwear Ltd	0.02%	100.00%
Diamond Polymers	0.02%	100.00%
Diamond Printers	0.02%	100.00%
Maa Enterprises	0.01%	100.00%
BSN Rubber	0.01%	93.33%
Gandheshwari	0.01%	0.00%
Calcutta Plastopack Industries	0.00%	0.00%

TABLE 9: ORIENTED BENEFICIARIES UNDER TRAINING INSTITUTE

- The highest percentage of the oriented beneficiaries (as a percentage of total enrolled beneficiaries) is from Labournet (13.28%)

Impact Assessment for Rubber Sector

6.1.6 Age groups of beneficiaries

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

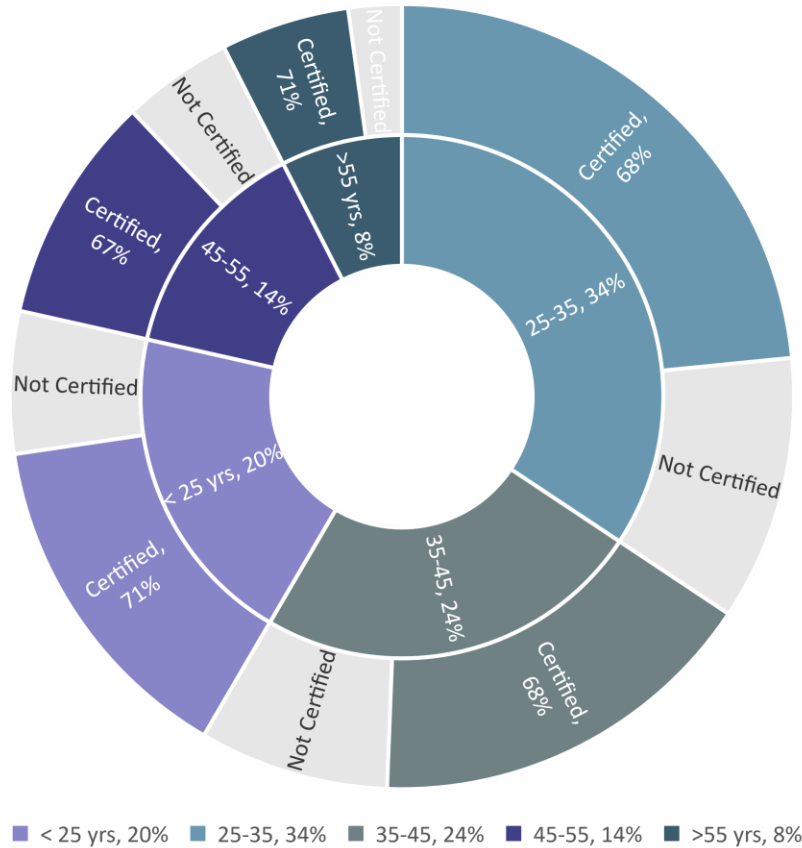


FIGURE 4: CERTIFIED BENEFICIARIES BASED ON AGE GROUP

- Among the beneficiaries in less than 25-year age group, 71% were certified.
- Among the beneficiaries in 25-to-35-year age group, 68% were certified.
- Among the oriented beneficiaries in 35-to-45-year age group, 68% were certified.
- Among the oriented beneficiaries in 45-to-55-year age group, 67% were certified.
- Among the oriented beneficiaries in more than 55-year age group, 71% were certified

6.1.7 Gender of beneficiaries

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

FIGURE 5: CERTIFIED BENEFICIARIES BASED ON GENDER

- It can be inferred from the graph that 84% certified beneficiaries are male and 16% beneficiaries are female.
- It can be inferred from the graph that out of all male oriented beneficiaries 70% were certified and out of all female oriented beneficiaries 59% were certified.

6.1.8 Categories of beneficiaries

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

FIGURE 6: CERTIFIED BENEFICIARIES BASED ON CATEGORY

- It can be inferred from the graph that out of all oriented beneficiaries 48% beneficiaries belongs to general category, 30% belongs to OBC category, 12% belongs to SC category and 10% belongs to ST category.
- It can be inferred from the graph that out of all oriented beneficiaries in general category 86% beneficiaries were certified.
- It can be inferred form the graph that out of all oriented beneficiaries in OBC category 74% were certified.
- It can be inferred from the graph that out of all oriented beneficiaries in SC category 71% were certified.
- It can be inferred form the graph that out of all oriented beneficiaries in ST category 66% 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. These stakeholders of the program are to be assessed.

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, will measure some indicators.

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.

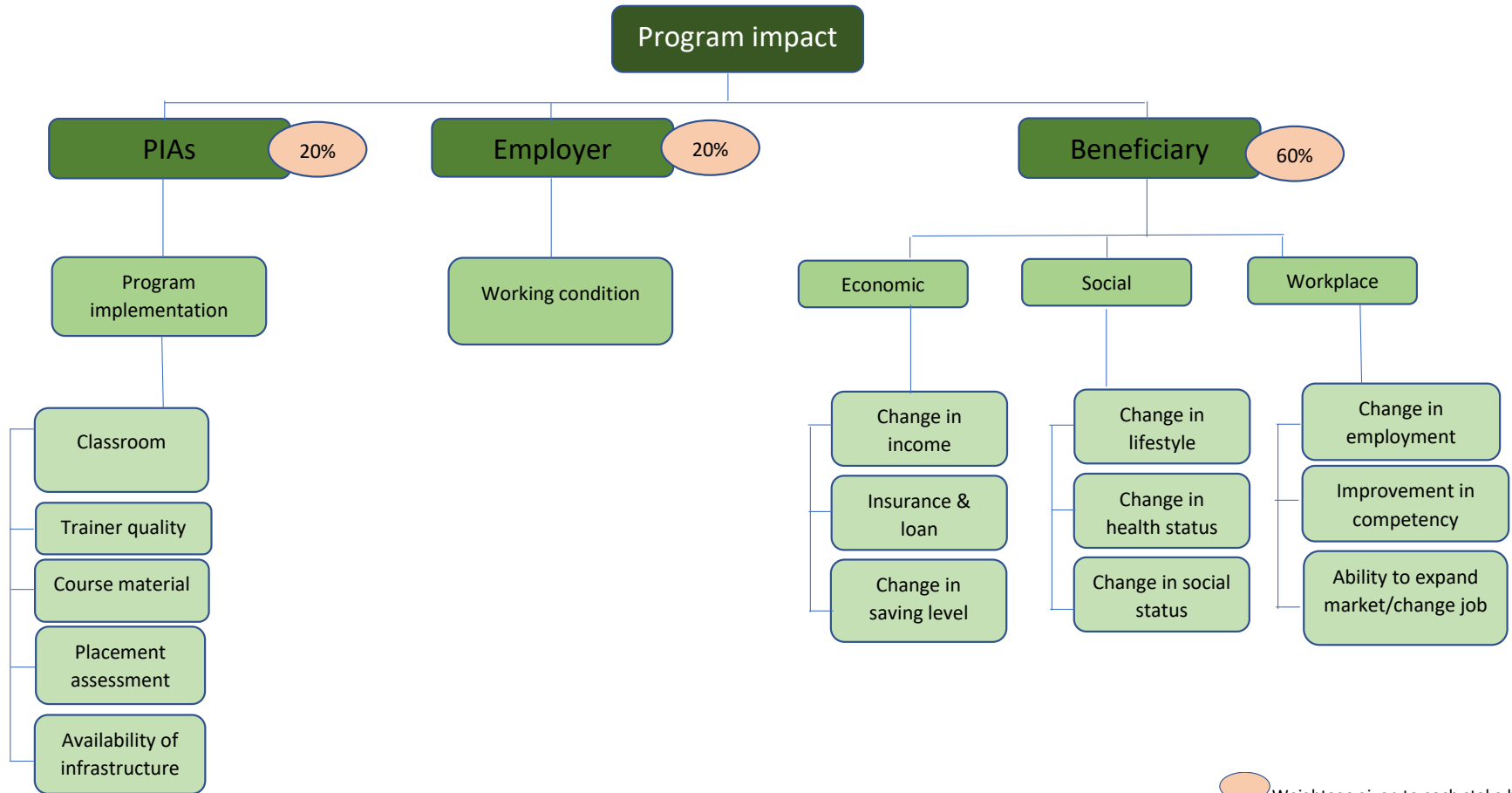



FIGURE 7: EVALUATION FRAMEWORK

 Weightage given to each stake holder

7.2 Framework analysis of rubber 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:

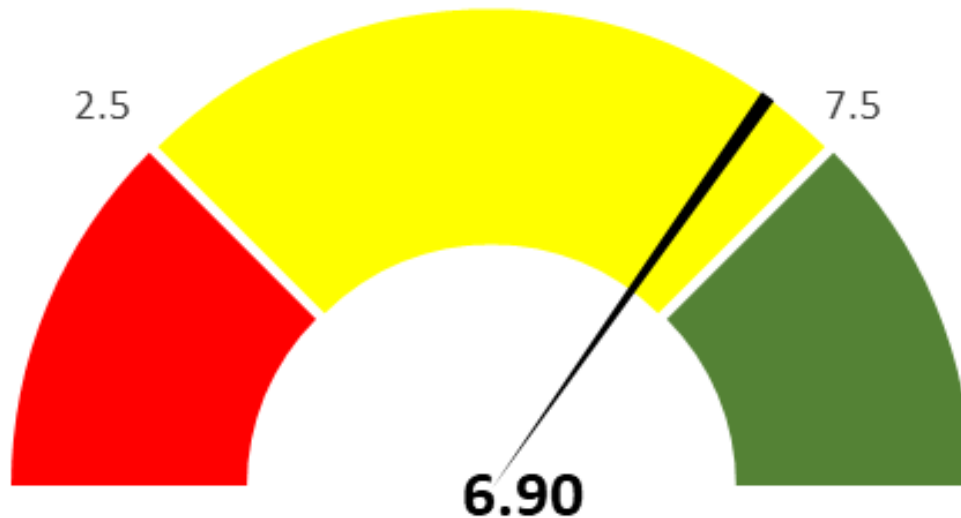


FIGURE 8: OVERALL PROGRAM IMPACT

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 rubber 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 Rubber Sector

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

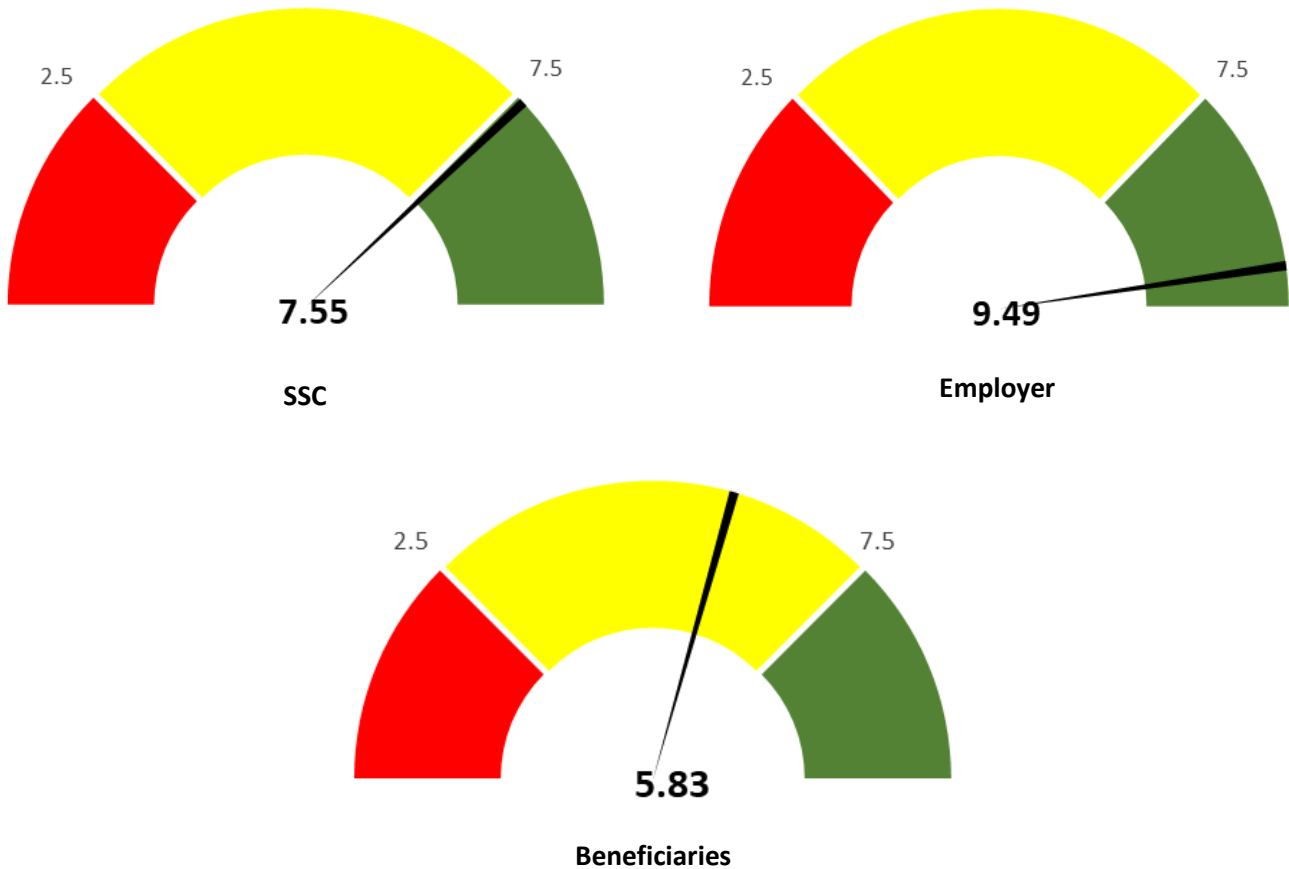


FIGURE 9: OVERALL PROGRAM IMPACT ON THE SSC, WORKING CONDITION AND BENEFICIARIES

The highest impact of the RPL program is on the Employer (9.49) followed by employer (7.55) and beneficiaries (5.83). 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 Rubber Sector

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

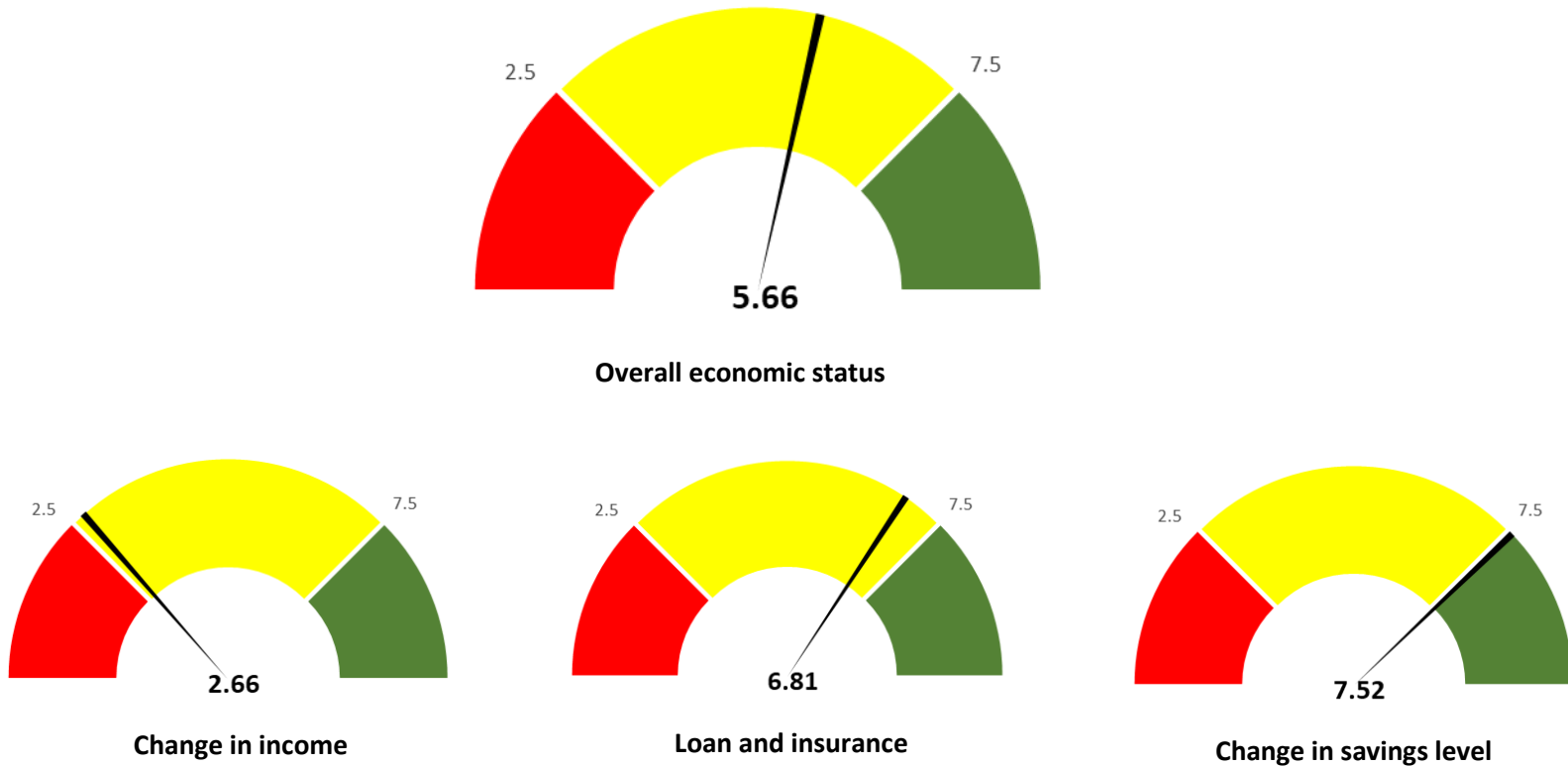
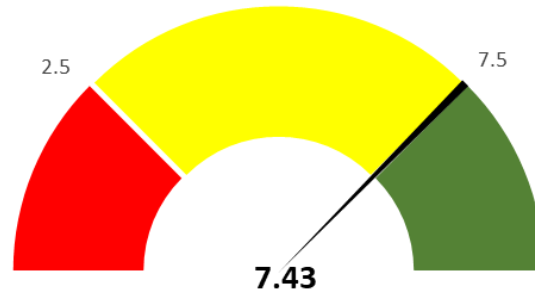


FIGURE 10: IMPACT OF RPL PROGRAM ON ECONOMIC STATUS

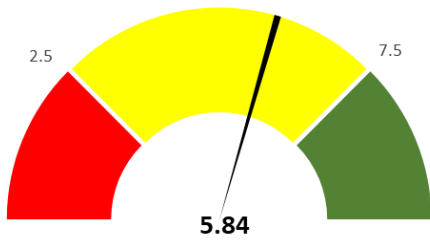
The RPL program does not have much impact on the overall economic status of the beneficiaries. The primary reason for this is that not many beneficiaries reported an improved income after the RPL program. Though the income level did not change much after the RPL program, it has significant impact on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

Impact Assessment for Rubber Sector

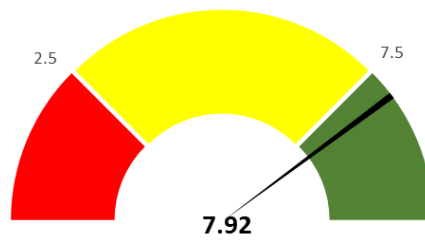
The following charts show the impact of RPL program on the beneficiaries' social status in terms of various parameters:



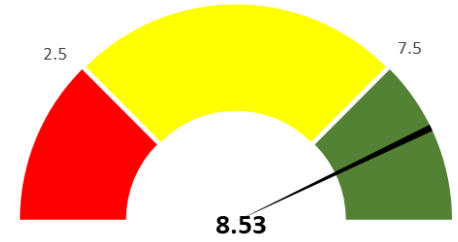
Overall social status



Change in lifestyle



Change in health status



Change in social status

FIGURE 11: IMPACT OF RPL PROGRAM ON SOCIAL STATUS

The overall impact of the RPL program on social status cannot be ignored especially in terms of health status and social status. However, in terms of change in lifestyle, RPL program does not have much impact on the beneficiaries.

Impact Assessment for Rubber Sector

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

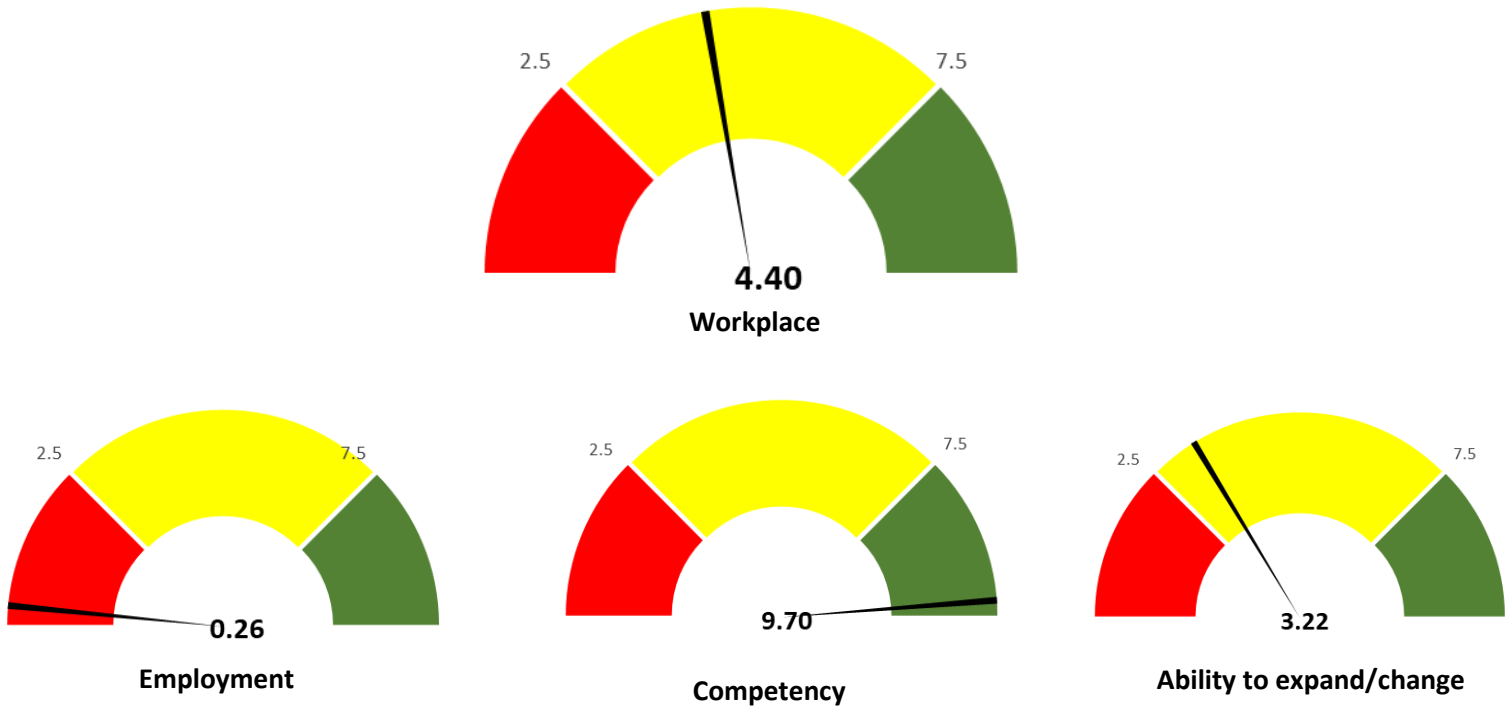


FIGURE 12: IMPACT OF RPL PROGRAM ON WORKPLACE

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: 17,107

A majority of the beneficiaries (70%) stated that they undertook the RPL program for improving their income. 44% of the beneficiaries wanted to upgrade their subject knowledge. 30% of the beneficiaries wanted to seek new opportunities, hence took up the program. The remaining 4% mentioned that their employers made the certification compulsory.

Across all the states, hilly area and LWE region, the highest percentage of the beneficiaries who reported the reason for undertaking the RPL program was to improve income. Among all the states, the highest percentage is from Rajasthan, Jharkhand, Gujarat and Maharashtra (100%). From the hilly area, the highest percentage is coming from Kozhikode and Malapuram (100%) and from LWE region, the highest percentage is from Aurangabad, Rohtas and Gondia (100%). A majority of both male (72%) and female (58%) beneficiaries undertook the RPL program was also for improving their income. A majority of the beneficiaries across all the caste categories stated the reason to be the same, the highest percentage to say so is from the OBC category (81%).

Impact Assessment for Rubber Sector

Below are the different stages of RPL program:

8.2 Mobilization

Mobilization is the first step of RPL. At this stage, the beneficiaries are made aware about the RPL program.

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

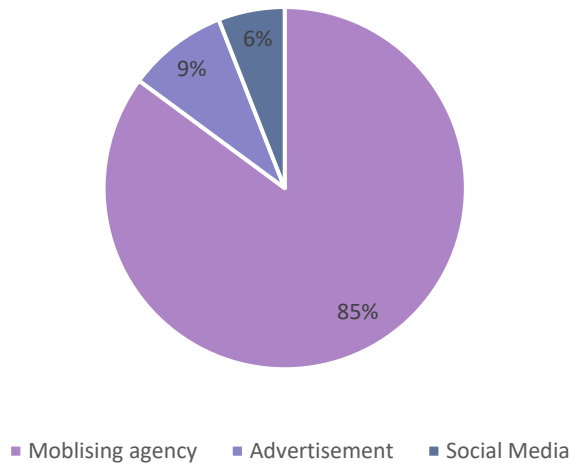


FIGURE 14: SOURCES OF INFORMATION ABOUT RPL PROGRAM

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

Number of respondents:14,327

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 across all the states, hilly area and LWE region where a majority of the beneficiaries came to know about the RPL program through mobilizing agencies. The highest percentage of beneficiaries is Arunachal Pradesh, Gujarat, Jharkhand, Meghalaya and Rajasthan (100%). From the hilly area, the highest percentage of the beneficiaries is from Coimbatore,Idukki,Kozhikode and Malapuram (100%) and from the LWE districts, it is Aurangabad,Gaya,Gondia and Khammam (100%).

8.3 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 235 beneficiaries across states such as Uttar Pradesh, Madhya Pradesh, Bihar, West Bengal, Assam, Haryana, Tripura, Manipur, Andhra Pradesh, Karnataka, Kerala, Maharashtra, Mizoram, Tamil Nadu, Telangana were not aware of PMKVY and importance of skill certification. A total of 1053 beneficiaries across states such as Uttar Pradesh, Madhya Pradesh, Bihar, Assam, Haryana, Tripura, Delhi, Manipur, Andhra Pradesh, Karnataka, Maharashtra, Meghalaya, Mizoram, Tamil Nadu, Telangana did not watch the induction video. From states such as Uttar Pradesh, Madhya Pradesh, Bihar, West Bengal, Assam, Tripura, Manipur, Andhra Pradesh, Karnataka, Maharashtra, Mizoram, Tamil Nadu, Telangana, a total of 277 beneficiaries mentioned that the self-assessment sheet was not helpful.

8.4 Orientation

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

Only a small number of beneficiaries said no. A total of 337 beneficiaries across states such as Uttar Pradesh, Madhya Pradesh, Bihar, West Bengal, Assam, Haryana, Tripura, Manipur, Andhra Pradesh, Karnataka, Kerala, Maharashtra, Mizoram and Telangana were not orientation on domain. A total of 849 beneficiaries across states such as Uttar Pradesh, Madhya Pradesh, Jharkhand, Bihar, Assam, Tripura, Delhi, Manipur, Andhra Pradesh, Karnataka, Maharashtra, Mizoram, Tamil Nadu and Telangana did not receive the job specific kit role. From states such as Uttar Pradesh, Bihar, West Bengal, Assam, Tripura, Manipur, Andhra Pradesh, Karnataka, Maharashtra, Meghalaya, Mizoram and Telangana a total of 277 beneficiaries mentioned that the orientation kit was not available in their regional language Assessment.

8.5 Assessment

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

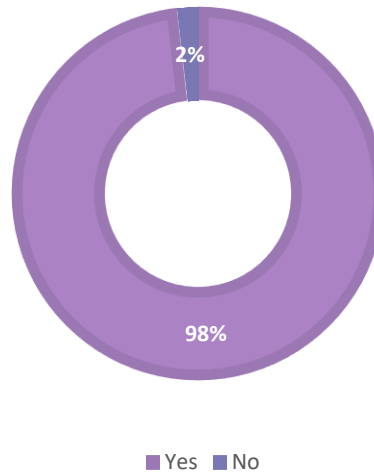


FIGURE 15: BENEFICIARIES RECEIVED ORIENTATION FOR ASSESSMENT PROCESS IN LOCAL LANGUAGE

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

Number of respondents:17,107

A majority of the beneficiaries (98%) stated that they received orientation for assessment process in their local language. The remaining 2% of the beneficiaries did not receive it.

Among all the states, except Meghalaya more than 95% of the beneficiaries stated that they received orientation for assessment process. From the hilly area, the highest percentage is from all five districts except Hassan (100%) and among the LWE districts, all the eight districts reported the same.

8.6 Certification

8.6.1 Certified beneficiaries

The following chart shows the overall percentage of certified beneficiaries:

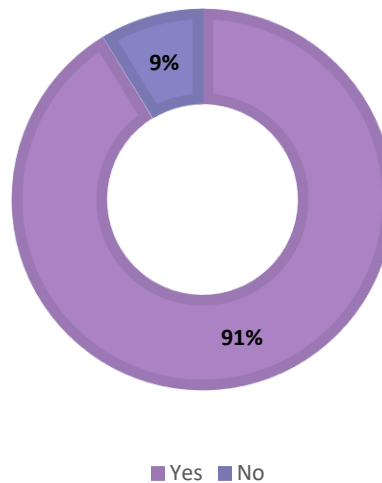


FIGURE 16: OVERALL PERCENTAGE OF CERTIFIED BENEFICIARIES

Q Are you a certified candidate?

Number of respondents:17,107

A majority of the beneficiaries informed to be certified (91%). The remaining 9% of the beneficiaries mentioned that they did not get the certificate.

Among all the states, the highest percentage of the certified beneficiaries is from Rajasthan, Madhya Pradesh, Arunachal Pradesh, Gujarat and Punjab (100%). From the hilly area, 100% of the beneficiaries from all the five districts except Hassan stated themselves as certified and among the LWE districts, the highest percentage is from Balaghat, Rohtas, Gajapati, Gaya and Gondia (100%).

From the job roles under which the beneficiaries undertook the training, the highest percentage is from paper mache art designer job role (95%). A majority of the both male (91%) and female beneficiaries (93%) are certified as well. The highest percentage of the beneficiaries across different caste category is from SC category (93%).

8.6.2 Skill card and badge

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

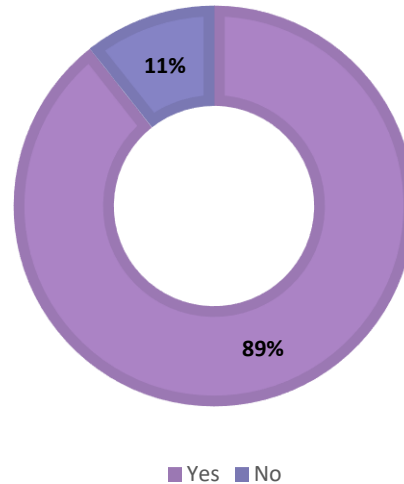


FIGURE 17: OVERALL PERCENTAGE OF BENEFICIARIES RECEIVED SKILL CARD AND BADGE

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

Number of respondents:11,032

A majority of the beneficiaries (89%) received skill cards and badge. The remaining 11% of them informed that they did not receive any skill card or badge.

Among all the states, the highest percentage of the beneficiaries with skill card and badge is Arunachal Pradesh, Gujarat, Haryana, Madhya Pradesh, Maharashtra, Odisha, Punjab and Rajasthan (100%). From the hilly area, 100% of the beneficiaries from all the five districts except Hassan (84%) stated the same and among the LWE districts, the highest percentage is from Balaghat, Gajapati, Gaya, Gondia and Koraput (100%).

From the job roles under which the beneficiaries undertook the training, the highest percentage is from chiseler – stonemason job role (100%). A majority of the both male and female beneficiaries (89%) received skill card and badge as well. The highest percentage of the beneficiaries to receive the same across different caste category is from SC category (95%).

Impact Assessment for Rubber Sector

8.6.3 Overall percentage of beneficiaries received INR 500

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

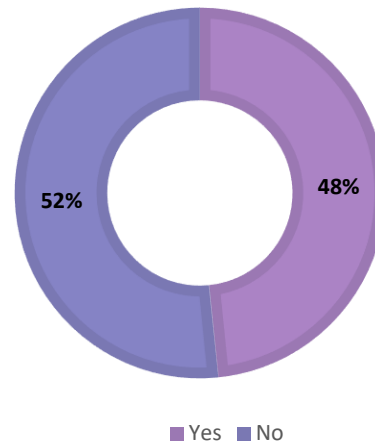


FIGURE 18: OVERALL PERCENTAGE OF BENEFICIARIES RECEIVED INR 500

Q Did you receive INR 500 after course completion?

Number of respondents:10,871

48% of the beneficiaries have indicated that they have received the money after course completion while the remaining 52% have not received INR 500 after the course completion.

Among all the states, the highest percentage of the beneficiaries to receive INR 500 is from Rajasthan, Arunchal Pradesh, Gujarat and Odisha (100%). From the hilly area, the highest percentage is from Kottayam, Idukki, Kozhikode and Malapuram (100%) and among the LWE districts, the highest percentage is from Balaghat, Gajapati, Gaya and Koraput (100%).

From the job roles under which the beneficiaries undertook the training, the highest percentage is from chiseler – stonecraft job role (100%). A majority of the both male (45%) and female beneficiaries (65%) received INR 500 as well. The highest percentage of the beneficiaries to receive the same across different caste category is from ST category (71%).

Key observations

- The primary reason to undertake the RPL program is to improve income.
- There is a clear and strong correlation between those who watched the video and those who claimed to understand the benefits of the program.
- A significant 15% claimed not to have received orientation in soft skills which has a key role to play in improved quality of delivery.
- A significant percentage did not receive skill card and badge and INR 500 which could be due to COVID-19 pandemic, but it needs further investigation.



BRIDGE COURSE



9 Bridge course

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

9.1 Enrollment in Bridge course

The following chart shows the overall percentage of beneficiaries enrolled in bridge course:

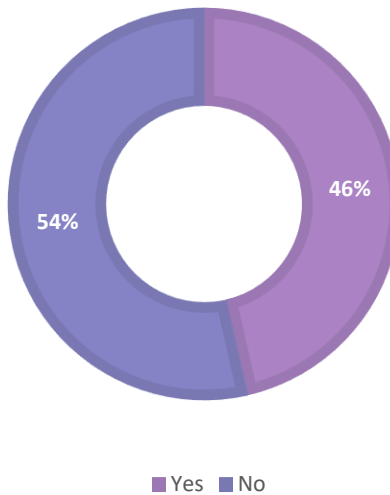


FIGURE 19: OVERALL PERCENTAGE OF BENEFICIARIES ENROLLED IN BRIDGE COURSE

Q Did you undertake bridge course

Number of respondents: 17,107

A majority of the beneficiaries (54%) went through the bridge course. The remaining 46% of them informed that they did not take the bridge course.

Among states, 100% of the beneficiaries from the state (Tripura, Odisha and Assam) from LWE area (Balaghat, Gajapati and Koraput) enrolled in the bridge course and job role (machine general worker, grader, sorting/packing operator and extruder operator) stated they have enrolled for the bridge course. Also 100% of the beneficiaries from male (85%) and female (94%) beneficiaries enrolled in the bridge course. The highest percentage of beneficiaries from SC category (60%) reported the same.

9.2 Help in adopting SOPs in plantation and processing

The following chart shows the overall percentage of beneficiaries for adopting SOPs in plantation and processing:

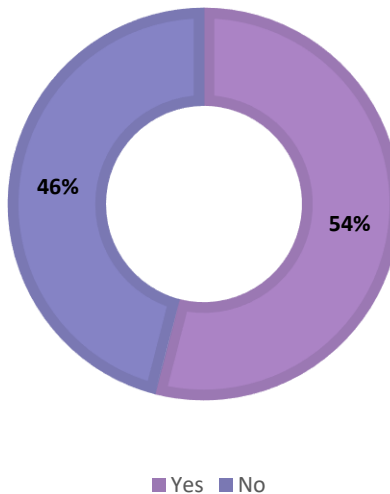


FIGURE 20: OVERALL PERCENTAGE OF BENEFICIARIES FOR ADOPTING SOPs IN PLANTATION AND PROCESSING

Q Did the bridge course help you to adopt SOPs in plantation and processing?

Number of respondents: 9699

For majority of the beneficiaries (54%) bridge course helped in adopting SOPs in plantation and processing. The remaining 46% of them informed that they did not get any help for the same.

100% of the beneficiaries from the state (Bihar, Maharashtra and Meghalaya), from LWE area (Karbi Anglong, Kottayam, Idukki, Kozhikode and Malapuram) and from the job role. Also majority of the female (94%) beneficiaries stated that bridge course helped in adopting SOPs in plantation and processing. The highest percentage from the caste category is from general category (74%).

9.3 Knowledge on natural resource management, waste management and health care

The following chart shows the overall percentage of beneficiary's knowledge on natural resource management, waste management and health care:

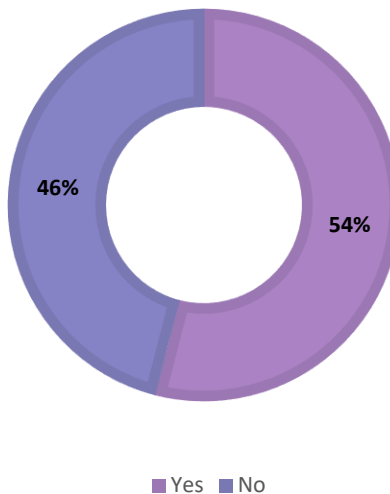


FIGURE 21: OVERALL PERCENTAGE OF BENEFICIARIES KNOWLEDGE ON NATURAL RESOURCE MANAGEMENT, WASTE MANAGEMENT AND HEALTH CARE

Q Did the bridge course help you to get knowledge on natural resource management, waste management and health care?

Number of respondents: 9699

A majority of the beneficiaries (54%) stated that bridge course helped in gaining knowledge on natural resource management, waste management and healthcare.

100% of the beneficiaries from the state (Bihar, Maharashtra and Meghalaya), from LWE area (Balaghat, Gajapati and Koraput). Also majority of the female (94%) beneficiaries stated that bridge course helped in adopting SOPs in plantation and processing. The highest percentage from the caste category is from general category (74%).

9.4 Acquire skills on chemical handling and its optimum usage

The following chart shows the overall percentage of beneficiaries acquiring skills on chemical handling and its optimum usage:

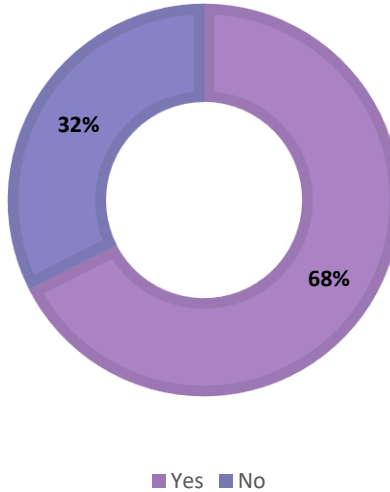


FIGURE 22: OVERALL PERCENTAGE OF BENEFICIARIES ACQUIRING SKILLS ON CHEMICAL HANDLING AND ITS OPTIMUM USAGE

Q Did the bridge course help you to acquire skills on chemical handling and its optimum usage?

Number of respondents: 9,480

A majority of the beneficiaries (68%) stated bridge course helped them to acquire skills on chemical handling and its optimum usage.

100% of the beneficiaries from the state (Tripura, Odisha and Assam), from LWE area (Balaghat, Gajapati and Koraput) and from the job role. Also majority of the male (65%) and female (82%) beneficiaries stated that bridge course helped in adopting SOPs in plantation and processing. The highest percentage from the caste category is from ST category (81%).

9.5 Acquire skills and knowledge about usage of agriculture tools and machines

The following chart shows the overall percentage of beneficiaries acquiring skills and knowledge about usage of agriculture tools and machines:

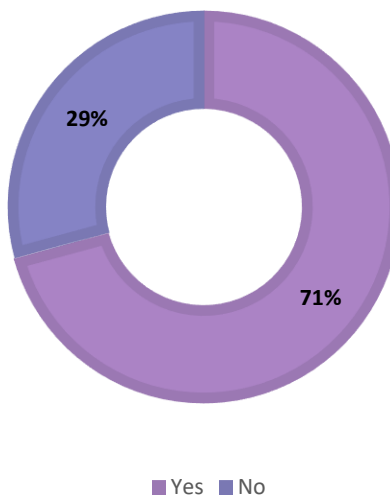


FIGURE 23: OVERALL PERCENTAGE OF BENEFICIARIES ACQUIRING SKILLS AND KNOWLEDGE ABOUT USAGE OF AGRICULTURE TOOLS AND MACHINES

Q Did the bridge course help you to acquire skills and knowledge about usage of agriculture tools and machines?

Number of respondents: 9472

A majority of the beneficiaries (71%) went through the bridge course. The remaining 9% of them informed that they did not take the bridge course.

100% of the beneficiaries from the state (Jharkhand, Chhattisgarh, Goa, Karnataka, Kerala and Maharashtra) and from LWE area (Balaghat, Gajapati and Koraput). Also majority of the male (66%) and female (95%) beneficiaries stated that bridge course helped in adopting SOPs in plantation and processing. The highest percentage from the caste category is from ST category (82%).

9.6 Apply basic farm management practices

The following chart shows the overall percentage of beneficiaries applying basic farm management practices after the bridge course:

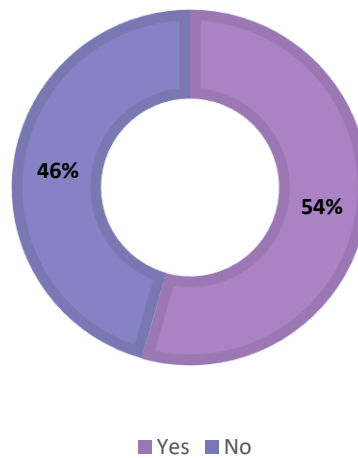


FIGURE 24: OVERALL PERCENTAGE OF BENEFICIARIES APPLYING BASIC FARM MANAGEMENT PRACTICES

Q Did the bridge course help you to apply basic farm management practices?

Number of respondents: 9,449

A majority of the beneficiaries (54%) stated that the bridge course helped them in applying farm basic farm management practices.

100% of the beneficiaries from the state (Jharkhand, Assam, Goa, Kerala and Maharashtra) and from LWE area (Balaghat, Gajapati and Koraput). Also majority of the female (95%) beneficiaries stated that bridge course helped in adopting SOPs in plantation and processing. The highest percentage from the caste category is from general category (74%).

Key observations

- A significant percentage of beneficiaries across most of the states, LWE areas, Job role, gender and caste reported an improvement in the awareness about adopting SOPs in plantation and processing, knowledge about usage of agriculture tools and machines, acquiring skills on chemical handling and its usage and basic farm management practices.
- Also majority of the beneficiaries across most of the states, LWE areas, job role, gender and caste enrolled themselves in the bridge course.



IMPACT ON BENEFICIARIES AND SOCIETY



10 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:

10.1 Impact on beneficiaries

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

10.1.1 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:

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

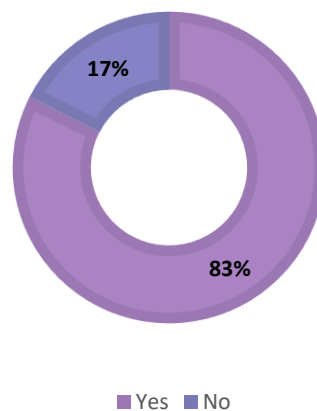


FIGURE 25: PERCENTAGE OF BENEFICIARIES WITH KAUSAL BIMA

Q Have you been provided with 3 years of insurance under Kaushal Bima? Number of respondents:17,107

The majority of the beneficiaries (83%) stated that they have been provided with the 3 years of insurance under Kausal Bima.

Among all the states, the highest percentage of the beneficiaries with three years of insurance under Kausal Bima is from Rajasthan, Madhya Pradesh, Jharkhand, Arunachal Pradesh, Gujarat and Punjab (100%). From the hilly area, the highest percentage is from Kottayam, Idukki, Kozhikode, Malapuram (100%). Among the LWE districts, the highest percentage is from Balaghat, Aurangabad, Rohtas, Gaya, Gondia and Koraput (100%). From the job roles under which the beneficiaries undertook the training, the highest percentage is from processing assistant technically specified rubber, general worker (CENEX) and grader (Ribbed smoked sheet trading) and sorting/packing operator (latex) job role (100%). A majority of the both male (83%) and female beneficiaries (81%) stated to have insurance under Kausal Bima. The highest percentage of the beneficiaries across different caste category to state the same is from SC category (86%)

Impact Assessment for Rubber Sector

10.1.2 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:

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

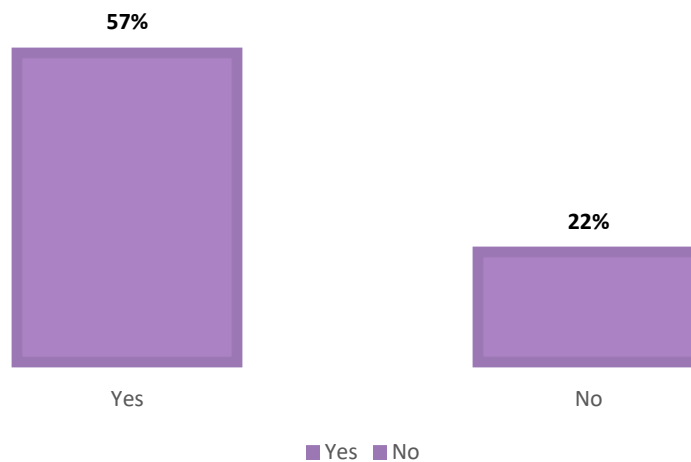


FIGURE 26: BENEFICIARIES RECEIVED HELP FOR UDYAMI MITRA REGISTRATION

Q Did PIA helped you get registered under Udyami Mitra?

Number of respondents:17,107

57% of the beneficiaries stated that they received help from PIA to get registered under Udyami Mitra whereas 22% of the beneficiaries did not receive any help. However, the remaining 21% of the beneficiaries stated that they were not interested in Udyami Mitra.

Among all the states, the highest percentage of the beneficiaries to receive help from PIA to get registered under Udyami Mitra is from Rajasthan, Madhya Pradesh, Jharkhand, Gujarat and Punjab (100%). From the hilly area, the highest percentage is from Malapuram (100%). Among the LWE districts, the highest percentage is from Balaghat and Gondia (100%).

From the job roles under which the beneficiaries undertook the training, the highest percentage is from processing assistant technically specified rubber, general worker (CENEX), grader (Rubber smoked sheet), sorting/packing operator (latex), extruder operator and building operator: hoses job role (100%). A majority of the both male (58%) and female beneficiaries (55%) stated to receive help from PIA to get registered under Udyami Mitra. The highest percentage of the beneficiaries across different caste category to state the same is from SC category (65%).

Impact Assessment for Rubber Sector

10.1.3 Impact on competencies

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

The highest percentage of beneficiaries (42%) mentioned the effect of the RPL program reported that they started using digital platforms more after the RPL certification. 3% of the beneficiaries indicated that there has been no impact from the RPL program

Among all the states, the highest percentage of the beneficiaries to show improvement in digital platform is from Rajasthan and Gujarat (100%). From the hilly area, the highest percentage of beneficiaries with improved digital platform (100%). Among the LWE districts, the highest percentage with increased usage of digital platform is from Rohtas (86%).

From the job role processing assistant technically specified rubber, general worker (CENEX), grader (Rubber smoked sheet), sorting/packing operator (latex), extruder operator highest percentage of the beneficiaries could see an impact on the usage of digital platform (100%). A majority of both male and female beneficiaries, i.e., 53% stated improvement in their domain knowledge after completion of RPL certification. The highest percentage of beneficiaries (57%) mentioned improved domain knowledge and managerial skills (55%) are from OBC category.

Impact Assessment for Rubber Sector

10.1.4 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:

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

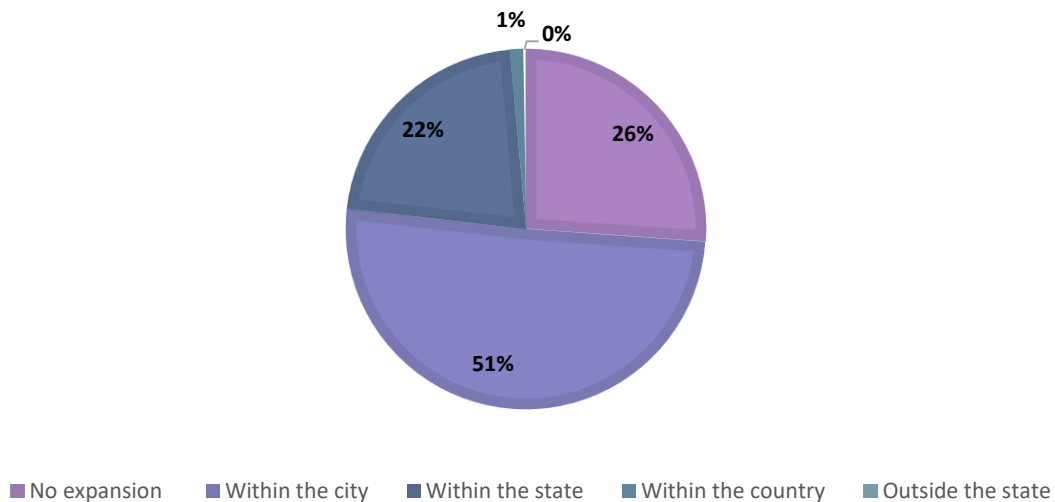


FIGURE 27: ABILITY TO EXPAND MARKET/ CHANGE JOB LOCATION

Q Have you been able to expand your market/change job location after RPL? Number of respondents:17,107

A majority of the beneficiaries (51%) mentioned an expansion of market/change in the job location within the city. 22% of the beneficiaries stated that they were able to expand/change within the state and only 1% of the beneficiaries reported expansion within the country. 26% of the beneficiaries mentioned no expansion/change in job location.

Across all the states, hilly area and LWE districts, the majority of the beneficiaries reported no expansion. Among all the states, the highest percentage is from Delhi (100%). Among the hilly area, 100% is from Idukki , Kozhikode, Malapuram and Coimbatore and from the LWE region, the highest percentage is from Aurangabad, Khammam, Rohtas and Gaya (100%).

Material handling and storage operator, compression moulding operator, processing assisted technically specified rubber, grader (rubber smoked sheet trading), sorting/packing and building operator (100%) reported highest percentage (who could not expand the market. A majority of both male (51%) and female (48%) beneficiaries mentioned expansion within the city. The highest percentage of the beneficiaries across the caste category to report no expansion is from SC category (64%).

Impact Assessment for Rubber Sector

10.1.5 Mudra Loans

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

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

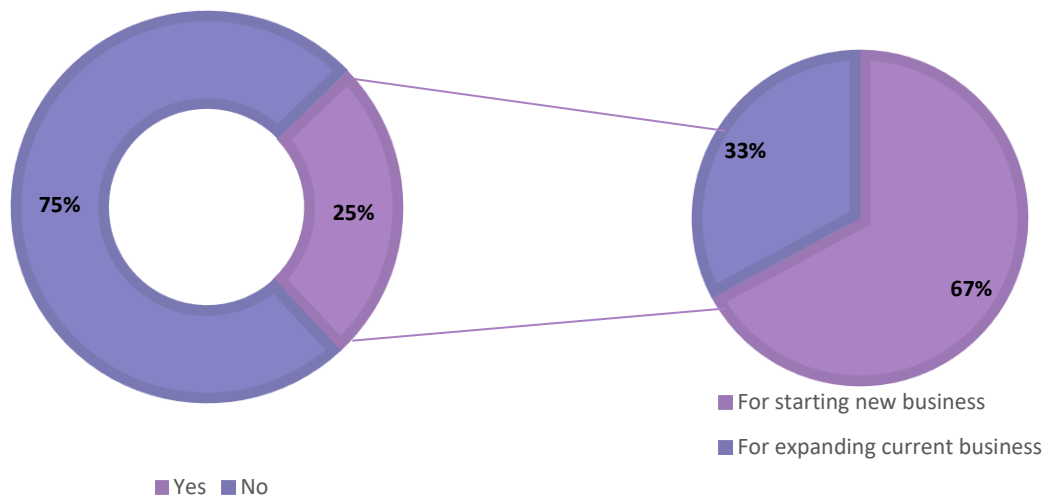


FIGURE 28: BENEFICIARIES APPLIED FOR MUDRA LOAN

Q Did you apply for Mudra Loans?

Number of respondents:17,107

Q For what purpose did you avail the loan?

Number of respondents:1,260

Majority of the beneficiaries (75%) stated that they did not apply for Mudra Loans. Only 25% 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 majority of the beneficiaries across states who applied for Mudra Loan stated the reason to be starting a new business, the highest percentage of the beneficiaries to say the same is from Haryana (100%). From the hilly area, 100% of the beneficiaries is from Darjeeling. Among the LWE regions, the highest percentage of beneficiaries is from Ranchi (100%).

100% of the paper mache art designer, chiseler - stonecraft, stone cutter (cutting machine operator) and design marker - stonecraft applied for the Mudra Loan to start new business. The majority of both male (71%) and female (63%) beneficiaries stated the reason to be the same. The highest percentage across all the caste category is from SC category (75%).

Impact Assessment for Rubber Sector

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

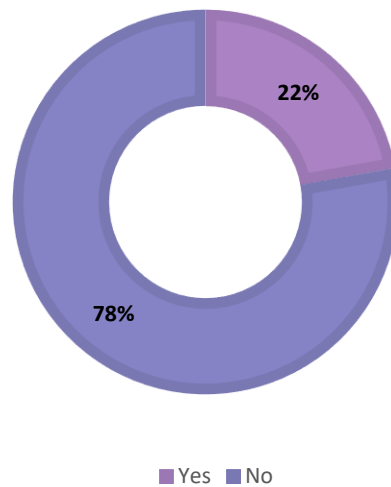


FIGURE 29: DIFFICULTIES FACED WHILE APPLYING FOR THE LOAN

Q Did you face any difficulty in availing loan?

Number of respondents:3496

A majority of the beneficiaries (78%) reported to face some difficulties while availing the loan.

100% of the beneficiaries from Assam reported to face some difficulties whereas, 100% of the beneficiaries from Haryana faced not difficulty while applying for the loan. From the hilly area and LWE area, all the beneficiaries loan applied faced some difficulties during the process.

100% of the Final Product Maker (Fashion Jewellery), chiseler – stonecraft and Hand Rolled Agarbatti Maker applied for the Mudra Loan conveyed that they faced difficulty. A majority of both male (54%) and female (38%) beneficiaries also reported to face some difficulties. The highest percentage of the beneficiaries among all the caste categories to face difficulty, is from the OBC category (54%).

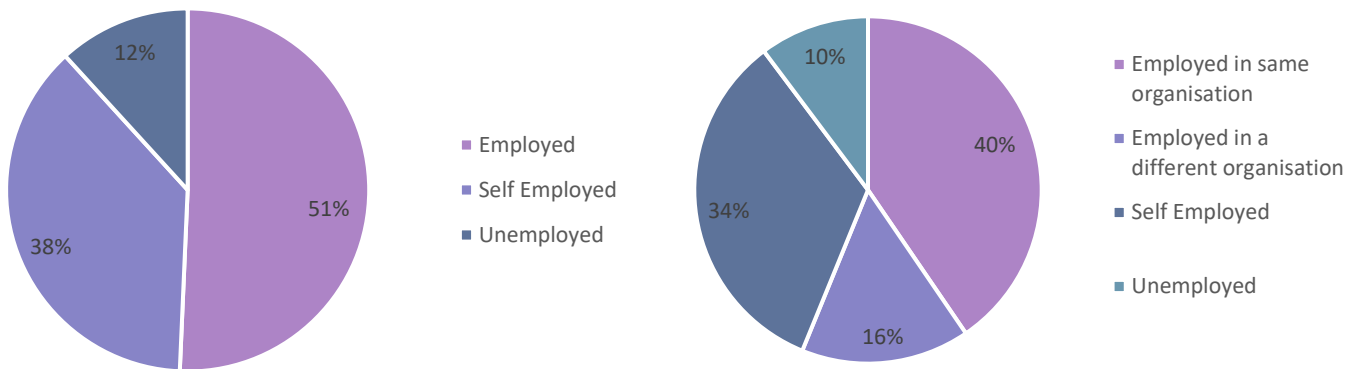
Impact Assessment for Rubber Sector

10.1.6 Impact on employment

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

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

TABLE 10: EMPLOYMENT STATUS BEFORE AND AFTER RPL CERTIFICATION



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

Number of respondents:17,107

Q. What is your employment status now?

Number of respondents:17,107

51% of the beneficiaries were employed before the RPL certification. 38% of the beneficiaries were self-employed and the remaining 12% of them were unemployed before the RPL certification. However, the percentage of unemployed beneficiaries reduced to 2% after the RPL program. A majority of the beneficiaries (40%) of them are currently employed in the same organization as before, 16% are employed in a different organization. The remaining 34% stated that they are self-employed.

100% of the beneficiaries from Rajasthan stated that they are employed before the RPL certification and the percentage of self- employed beneficiaries is the highest from Haryana (86%). Among the hilly area 80% of the beneficiaries. From the LWE area ,58% of the beneficiaries from Khammam reported to self-employed after the RPL program

The highest percentage of increase in self-employment is from the building operator(by f100%). The percentage of unemployed beneficiaries areduced by 2% for male beneficiaries and remains same for female beneficiaries. For self-employed, the percentage increased for general and remains the same for ST category and for unemployed, it was observed to be reduced for all categories after the RPL certification.

Impact Assessment for Rubber Sector

10.1.7 Impact on income

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

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

10.1.7.1 Overall certification impact

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



FIGURE 30: OVERALL CERTIFICATION IMPACT

Q In what ways has the RPL certificate benefited you?

Number of respondents: 17,107

The highest percentage of beneficiaries (18%) stated rise in their salary or income or increase in their roles and responsibilities and only 2% reported that the RPL program did not made any difference.

Rajasthan shows the highest percentage of the beneficiaries to report increase in the income (100%) after the RPL program. Among the hilly area, the highest percentage of the beneficiaries whose income or salary increased after the RPL program is from Karbi Anglong (97%) whereas from LWE area Rohtas (75%) stated no impact.

The highest percentage of beneficiaries whose salary or income increased after the RPL program is land warehouse supervisor and extruder operator (100%). The highest percentage of both male (18%) and female (20%) beneficiaries stated the same. The highest percentage of beneficiaries (58%) who stated that their salary increased as a result of RPL certification are from OBC category (21%).

Impact Assessment for Rubber Sector

10.1.7.2 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:

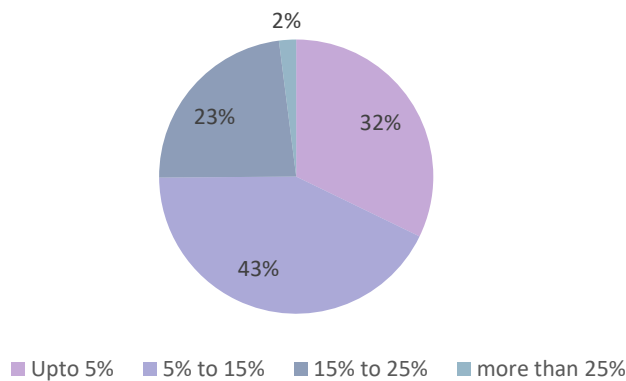


FIGURE 31: OVERALL CHANGE IN INCOME/SALARY

Q What percentage of income/salary has increased after RPL program? Number of respondents:8,509

32% of the beneficiaries stated to experience a rise up to 5% in their income/salary. From the remaining beneficiaries, 43% had a rise of 5% to 15%, 23% beneficiaries reported an increase of 15% to 25% and the remaining 2% mentioned their income to be increased by more than 25%.

100% of the beneficiaries from Andhra Pradesh, who got an increment, reported to have a rise up to 5%. From the hilly area, 100% of the beneficiaries from Hassan reported a rise in income up to 5%. Among the districts in LWE region, 100% of the beneficiaries from Gaya and Gondia reported an increase up to 5% in their income.

The highest percentage of the beneficiaries (100%) who received an increment up to 5% is injection moulding operator, material handling and storage operator, mill operator, processing technically specified rubber and warehouse supervisor. A majority of the male (44%) and female (50%) beneficiaries reported an increase of 5% to 15% after RPL certification. The highest percentage of beneficiaries from general caste category (62%) stated improve in income up to 5%.

Impact Assessment for Rubber Sector

10.2 Impact on society

Below is the analysis of the impact of RPL program on socio economic condition of the beneficiaries:

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

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

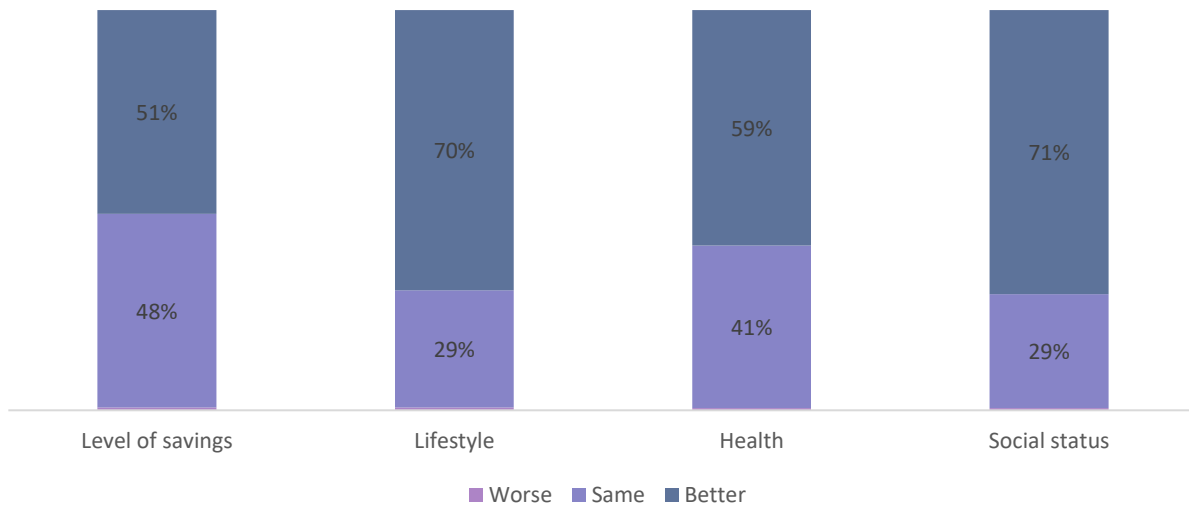


FIGURE 32: IMPACT OF RPL PROGRAM ON SOCIAL WELL BEING

Q Did you face any difficulty in availing loan?

Number of respondents:17,107

A majority of the beneficiaries stated that there is an overall improvement in their social well-being. 51% of the beneficiaries stated improvement in level of savings, 70% stated improvement in lifestyle, 59% stated improvement in health and 71% of the beneficiaries stated improvement in social status after RPL certification.

The highest percentage of the beneficiaries who reported betterment in their socio-economic condition in terms of level of saving (100%) is from Gujarat and Maharashtra, lifestyle (100%) is from Jharkhand and Maharashtra, Health (100%) is from Jharkhand, Rajasthan and Gujarat, social status (100%) is from Punjab and Maharashtra. From the hilly area a significant percentage of the beneficiaries reported betterment in terms of level of savings is from Karbi Anglong (95%), and lifestyle, health and social status from Malapuram (100%). Among LWE area, 100% of the beneficiaries from Gajapati and Gondia reported betterment in terms of level of savings, 100% of the beneficiaries from Gajapati, Gaya and Gondia reported betterment in terms of lifestyle and 100% of the beneficiaries from Gajapati, Gaya, Gondia and Koraput reported betterment in terms of health and social status.

Impact Assessment for Rubber Sector

Among all the job roles, 100% of the warehouse supervisor shows the highest percentage of the beneficiaries to report improved socio-economic condition in terms of level of savings. A majority of the beneficiaries, both in terms of gender and caste category, reported betterment in their condition.

Key observations

- A significant 83% claimed to have received the Kaushal Bima Yojana, Similarly, the registrations under Udyami Mitra are very encouraging.
- Significantly, most beneficiaries benefited from improved digital platform which could benefit them in the longer run.
- A significant 67% applied for Mudra loans, mainly for starting new business. However, this contradicts the fact that most beneficiaries claim not to have benefited through expansion
- In most cases, though impact of RPL appears to be more in monetary benefits such as improvement in income.



IMPACT ON ENTERPRISE



11 Impact on enterprise

Below is the analysis of the impact of RPL program on socio economic condition of the beneficiaries:

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

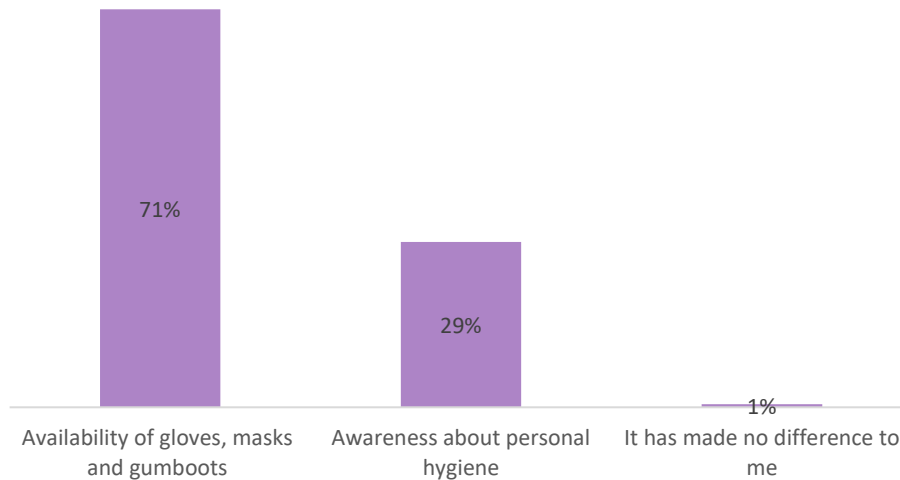


FIGURE 33: OVERALL IMPACT OF RPL ON WORKPLACE

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

Number of respondents:17,107

The majority of the beneficiaries (71%) reported that availability of gloves, masks and gumboots increased and 29% of the beneficiaries reported that awareness about personal hygiene got increased at the workplace after the RPL certification. Only 1% reported that the RPL program has not made any difference.

Among all the states, the highest percentage of the beneficiaries to report increase in availability of gloves, masks and gumboots as well as increase in the awareness about personal hygiene (100%) is from Rajasthan. A majority of the beneficiaries from the districts in the hilly area stated that there is an increase in the availability of gloves, masks and gumboots at their workplace, the highest percentage is from Kottayam, Idukki, Kozhikode, Malapuram and Coimbatore (100%). From the LWE districts, the highest percentage is from Khammam (75%). 100% of the beneficiaries from job roles such as processing assistant technically specified rubber, general worker, grader and sorting /packaging operator stated availability of gloves, masks and gumboots increased as well as awareness about personal hygiene.

The majority of both male (73%) and female beneficiaries (59%) reported increase in availability of gloves, masks and gumboots at the workplace after the RPL certification. The highest percentage of beneficiaries are from OBC category (77%) to report the same.



FEEDBACK ON TRAINING INSTITUTE



12 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

The following chart shows the overall perception of training institute

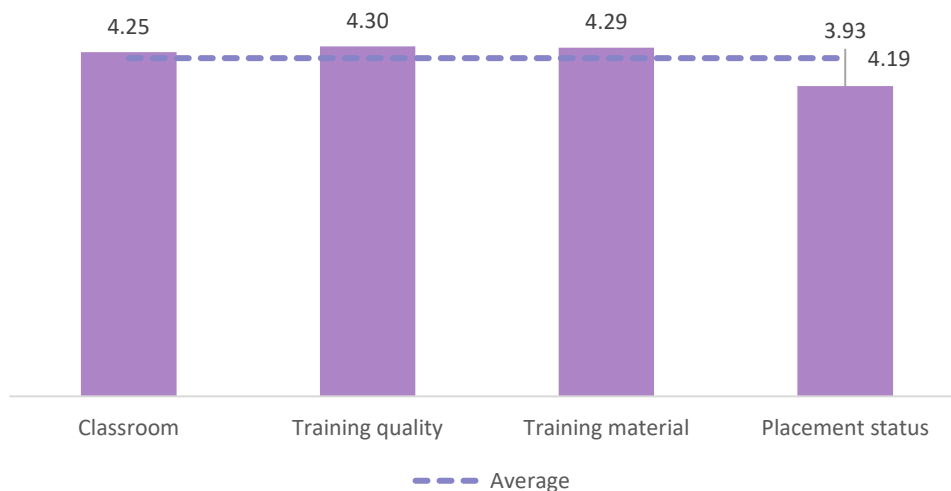


FIGURE 34: OVERALL PERCEPTION OF TRAINING INSTITUTE

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

Number of respondents:17,107

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 quality (4.30) and the lowest rating had been given to placement status (3.93).

Among states,Gujarat,Jharkhand ,Punjab and Rajasthan rated the highest (5) in terms of classroom and training material. In terms of training quality, Uttar Pradesh rated the highest (4.80) and in terms of placement assistance Gujarat and Rajasthan rated the highest (5). From the hilly area, Hassan and Coimbatore reports the highest score in terms of classroom (5). In terms of training quality (5), Coimbatore scores the highest and in terms of training material and placement assistance (4.36), Karbi Anglong scores the highest. Among the LWE districts, the highest rating for classroom (5) is from Gajapati and Gondia ,training quality (5) is from Gajapati ,Gaya and Koraput, training material (5) is from Gajapat,Gaya and Gondia and placement assistance (5)is from Gajapati and Koraput

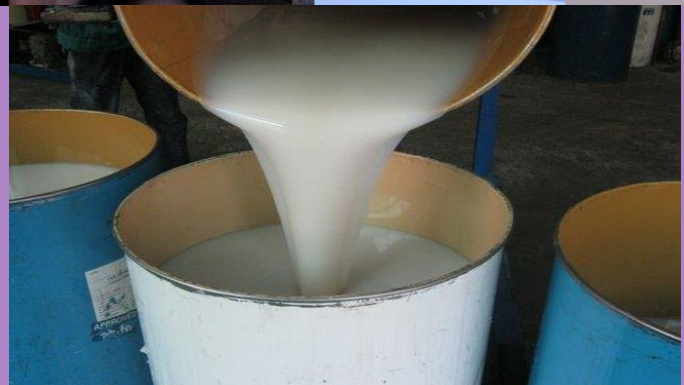
In terms of classroom, the highest rating is from general worker ,grader and sorting/packing operator (latex) job role (5). In terms of training quality (4.36) from grain mill operator, in terms of training material the highest rating (5)is reported by from building operator:hoses and in terms of placement assistance (5)

Impact Assessment for Rubber Sector

is reported by extruder. Across all the parameters, the female beneficiaries reported higher scores than male beneficiaries. Across the different caste category, SC category reported the highest percentage in terms of classroom, whereas for the rest of the parameters, the beneficiaries from the OBC category reported the highest rating.



KEY FINDINGS AND RECOMMENDATIONS



13 Key Findings

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

About RPL program

- Overall good retention between the mobilization phase to the certification phase. At 35.8% drop-outs overall, the achievements for the rubber sector are encouraging
- The largest concentration of beneficiaries is in Uttar Pradesh, Assam and Kerala. Almost across all the states the SSC targeted the rubber sector talent pools and conducted RPL programs which ensured better coverage
- Out of the total oriented beneficiaries 16% of them is female. Considering the fact that the job roles associated with rubber sector is majorly men driven, this is really encouraging that female beneficiaries are undergoing the RPL program.
- Achievements in LWE areas are markedly better than those for rest of the country in terms of assessments as well as certification
- 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
- Almost all the beneficiaries who were undergone the RPL program watched the induction video. This means that the message has been communicated very efficiently. However, in some states a certain number of beneficiaries 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
- There is a clear and strong correlation between those who watched the video and those who claimed to understand the benefits of the program
- Almost all of the beneficiaries received orientation in soft skills. However, in some states such as Uttar Pradesh, Madhya Pradesh, Bihar, West Bengal, Assam, Haryana, Tripura, Manipur, Andhra Pradesh, Karnataka, Kerala, Maharashtra, Mizoram and Telangana a certain number of beneficiaries claimed not to receive the same.
- Not receiving the skill card badge reduces the mobility of the beneficiary and ability to seek better jobs. With 11% 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.
- A significant 52% claimed not to have received the INR 500 after course completion. This too could be because of Covid19, but needs further investigation

Impact of the program on beneficiaries

- With a score of 7.47 (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
- From a beneficiaries' standpoint, the Social Impact is the highest (score of 7.43), followed by Workplace impact (score of 7.25), followed by Economic Impact (score of 5.66).

Impact Assessment for Rubber Sector

- 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.
- 17% of the beneficiaries claimed not to have received the Kaushal Bima Yojana and the concentration is comparatively higher in Tamil Nadu (95%).
- The registrations under Udyami Mitra are not very encouraging. Only 57% 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.
- Significantly, most beneficiaries benefited from improved digital platform which could benefit them in the longer run. Only 3% claimed to have not benefited from the program.
- 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.
- Only 25% 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.
- 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.
- The impact of RPL appears to have only monetary benefits such as increase in income.
- On the social aspects, the biggest impact has been improvement in social status (71%), and least impact has been level of savings (51%).

Impact on workplace

- The key improvements in the workplace have been improvement in availability of gloves, masks and gumboots as well as awareness about personal hygiene. 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

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

13.1 Recommendation

- 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 rubber 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
- A greater emphasis on the benefits skill card and badge, INR 500 after completion etc could help beneficiaries leverage these to ensure better impact.
- 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
- 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
- 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.
- 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.
- 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.



PMKVY
प्रधानमंत्री कौशल विकास योजना

ANNEXURE-1



RCPSDC
Rural, Chemical & Petrochemical Skill Development Council



14 Annexure 1 Analysis based on demographic details

14.1 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 rubber sector has been carried out in districts of Ahmednagar, Coimbatore, Hasan, Idukki, Karbi Anglong, Kottayam, Kozhikode, Pune, Thane and Wayanad. A total 10,454 beneficiaries have been mobilized in these 10 districts. The survey has been conducted in all districts except Thane.

14.1.1 Beneficiaries' details in hilly areas

The below picture shows beneficiaries in various stages of certification

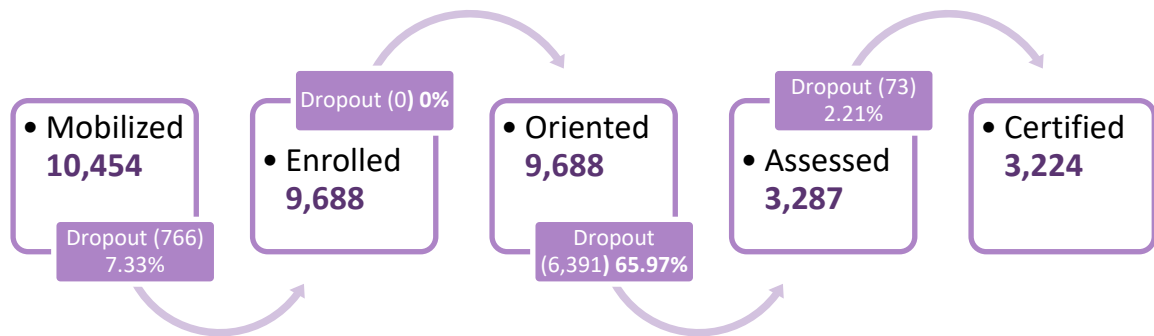


FIGURE 35: NUMBER OF BENEFICIARIES IN HILLY AREAS

- It can be inferred from the picture that there is no drop outs between enrollment and orientation stage.
- It can be inferred from the picture that the highest percentage of dropout is between oriented and assessment stage.

Impact Assessment for Rubber Sector

14.1.2 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)
Latex Harvest Technician (Tapper)	17.39%	78.39%
Processing Technician-Rubber Sheeting	14.52%	69.21%
General Worker-Rubber Plantation	11.72%	38.70%
Extruder Operator	10.67%	1.85%
Junior Rubber Technician/Technical Assistant	7.67%	4.98%
Sorting/Packing Operator (Latex)	6.59%	0.00%
Finishing Operator (Tyre)	6.21%	0.00%
Warehouse Supervisor	5.41%	0.00%
Machine Operator Assistant Injection Moulding	3.96%	53.67%
Compression Moulding Operator	3.13%	38.82%
Cracker Operator	2.53%	0.00%
Mixing Supervisor	1.95%	0.00%
Building Operator: Hoses	1.49%	51.33%
Extrusion Supervisor	1.32%	0.00%
Processing Assistant Technically Specified Rubber	1.23%	0.00%
Finishing Operator (Non-Tyre)	1.15%	72.41%
Material Handling and Storage Operator	1.05%	98.75%
Injection Moulding Operator	0.79%	93.33%
Mill Operator	0.40%	10.00%
Grader (Ribbed smoked sheet Trading)	0.40%	96.67%
Kneader Operator	0.24%	83.33%
Machine Operator Assistant Plastics Processing	0.20%	100.00%

TABLE 11: ORIENTED BENEFICIARIES IN VARIOUS JOB ROLES IN HILLY AREAS

- RPL program for rubber sector has happened for 22 job roles in the hilly area districts.
- It can be inferred from the table that the highest percentage of the oriented beneficiaries is from the Latex Harvest Technician (Tapper) (17.39%).
- 100% of the beneficiaries who were certified (as a percentage of the oriented beneficiaries) is from Machine Operator Assistant Plastics Processing.

Impact Assessment for Rubber Sector

14.1.3 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 beneficiaries)	Certified (as a percentage of oriented beneficiaries in respective job role)
BKT Tires	47.63%	0%
Rubber Board	34.57%	65%
Aaradhana	5.16%	75%
Polybond India Pvt Ltd	4.48%	55%
Shri Sai Grinding	2.58%	64%
Mysha Skills Academy	1.45%	96%
BPSN	1.03%	75%
Rubber Training Institute	0.86%	0%
G B Rubber	0.81%	12%
Tikande Patil	0.52%	0%
Labournet	0.43%	40%
Sri Ramkarthic Polymers	0.34%	88%
Maa Enterprises	0.15%	100%

TABLE 12: ORIENTED BENEFICIARIES UNDER TRAINING INSTITUTE IN HILLY AREAS

- It can be inferred from the table that the highest percentage of the oriented beneficiaries are from the BKT Tires (47.63%).
- 100% of the beneficiaries who were certified (as a percentage of the oriented beneficiaries) is from Maa Enterprise (100%).

Impact Assessment for Rubber Sector

14.1.4 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:

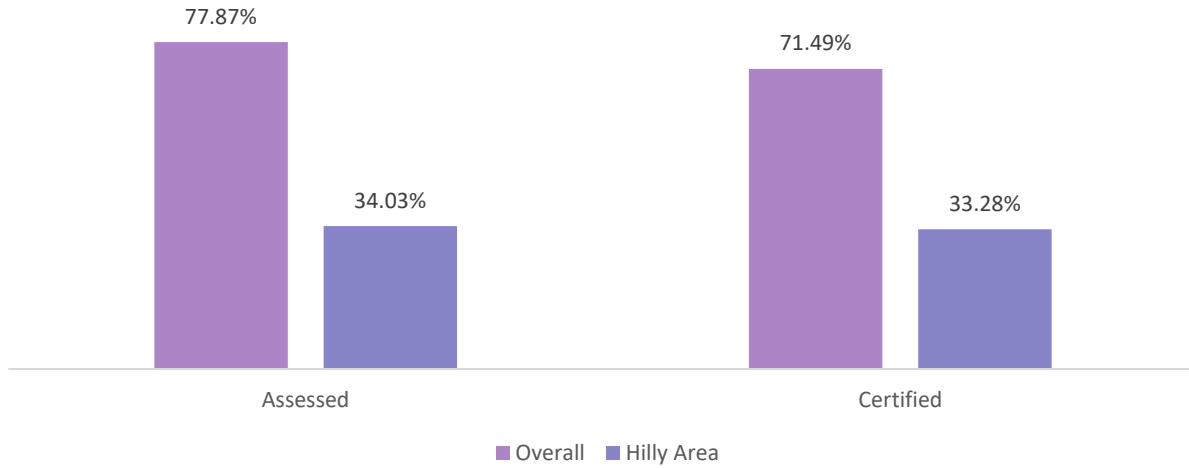


FIGURE 36: COMPARISON OF BENEFICIARIES IN HILLY AREAS AND OVERALL COUNTRY BASED ON ASSESSMENT AND CERTIFICATION

- The percentage of both assessed and certified beneficiaries is lower in hilly area compared to overall percentage

Impact Assessment for Rubber Sector

14.1.5 Age group of beneficiaries in hilly areas

The below graph shows age group of beneficiaries in hilly regions

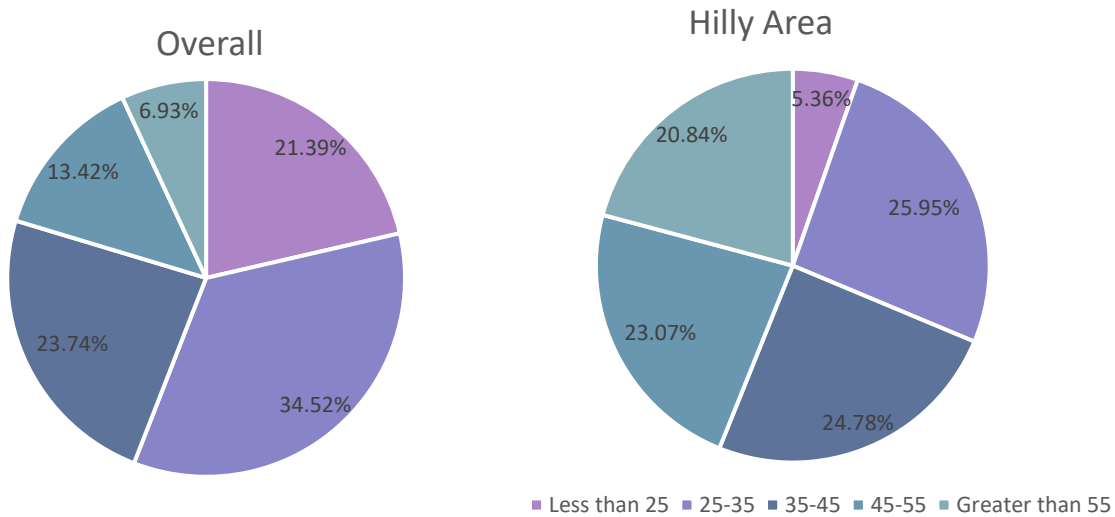


FIGURE 37: COMPARISON OF BENEFICIARIES IN HILLY AREAS AND OVERALL COUNTRY BASED ON AGE GROUP

- Out of all oriented beneficiaries in hilly areas, 25.95% belongs to age group of 25 to 35 years whereas the percentage across the country is 34.52%.
- Out of all oriented beneficiaries in hilly areas 24.78% belongs to age group of 35 to 45 years whereas percentage of oriented beneficiaries in same age group across the country is 23.74%.
- Out of all oriented beneficiaries in hilly areas 23.07% belongs to age group of 45 to 55 years whereas percentage of oriented beneficiaries in same age group across the country is 13.42%.
- Out of all oriented beneficiaries in hilly areas 9% 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 20.84% belongs to age group of 55 years or more whereas percentage of oriented beneficiaries in same age group across the country is 6.93%.

Impact Assessment for Rubber Sector

14.1.6 Gender of beneficiaries in hilly areas

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

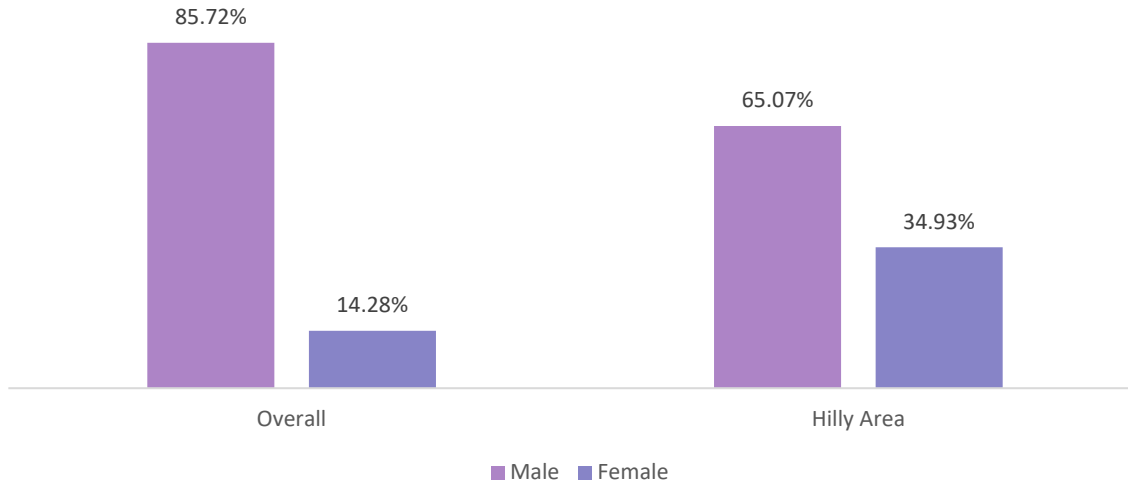


FIGURE 38: COMPARISON OF BENEFICIARIES IN HILLY AREAS AND OVERALL COUNTRY BASED ON GENDER

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

Impact Assessment for Rubber Sector

14.1.7 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.

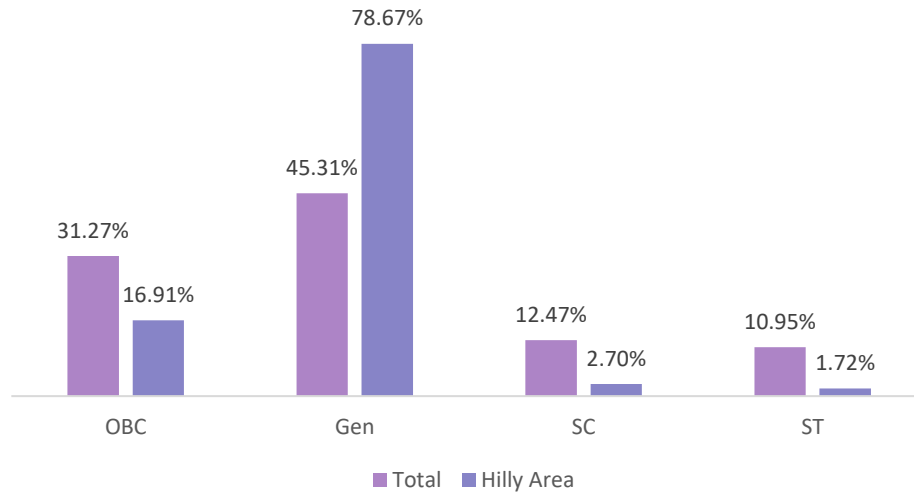


FIGURE 39: COMPARISON OF BENEFICIARIES IN HILLY AREAS AND ACROSS THE COUNTRY BASES ON CATEGORY

- 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 least participation in RPL program is ST category beneficiaries in hilly areas districts as well as across the country.

14.2 Overview of LWE Areas

The government of India has recognized 7 districts as LWE affected districts. RPL program for the rubber sector has been conducted in district such as Aurangabad, Balaghat, Gajapati, Khammam, Ramgarh, Ranchi and Rohtas. The survey has been conducted in all these seven districts

14.2.1 Beneficiaries in LWE regions

The below picture shows beneficiaries in various stages of certification

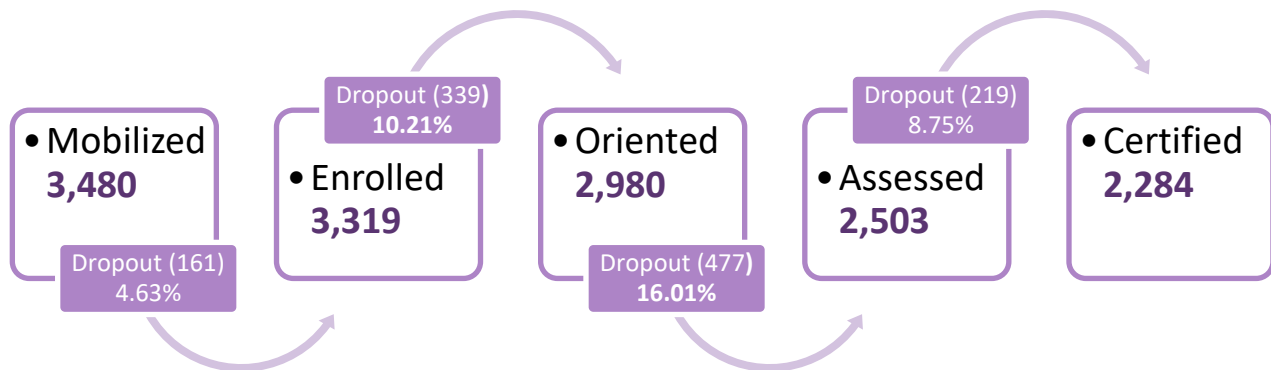


FIGURE 40: NUMBER OF BENEFICIARIES IN LWE AREAS

- It can be inferred from the picture that there was some drop outs at every stage of the RPL program in the LWE region.
- The percentage of drop outs is the highest (16.01%) between the orientation and the assessment stage in the LWE region.

Impact Assessment for Rubber Sector

14.2.2 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)
General Worker-Rubber Plantation	24.64%	48%
Processing Technician-Rubber Sheeting	5.75%	100%

TABLE 13: ORIENTED BENEFICIARIES IN VARIOUS JOB ROLES IN LWE AREAS

- RPL program for rubber sector has happened for two job roles such as General Worker-Rubber Plantation and Processing Technician-Rubber Sheeting in the LWE districts.
- 100% of the beneficiaries from the Processing Technician-Rubber Sheeting job role were certified (as a percentage of oriented beneficiaries).

Impact Assessment for Rubber Sector

14.2.3 Training centers in LWE regions

The below table shows percentage of beneficiaries in different training centres in LWE areas at orientation and certification stage

Training centres	Oriented (as a percentage of total enrolled beneficiaries)	Certified (as a percentage of oriented beneficiaries in respective job role)
Profexo	32%	76%
NSS	25%	67%
Labournet	19%	83%
Innabrum	18%	89%
Rubber Board	5%	58%

TABLE 14: ORIENTED BENEFICIARIES IN TRAINING INSTITUTE IN LWE AREAS

- It can be inferred from the table that there were five 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 Profexo (32%) is the highest.

Impact Assessment for Rubber Sector

14.2.4 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:

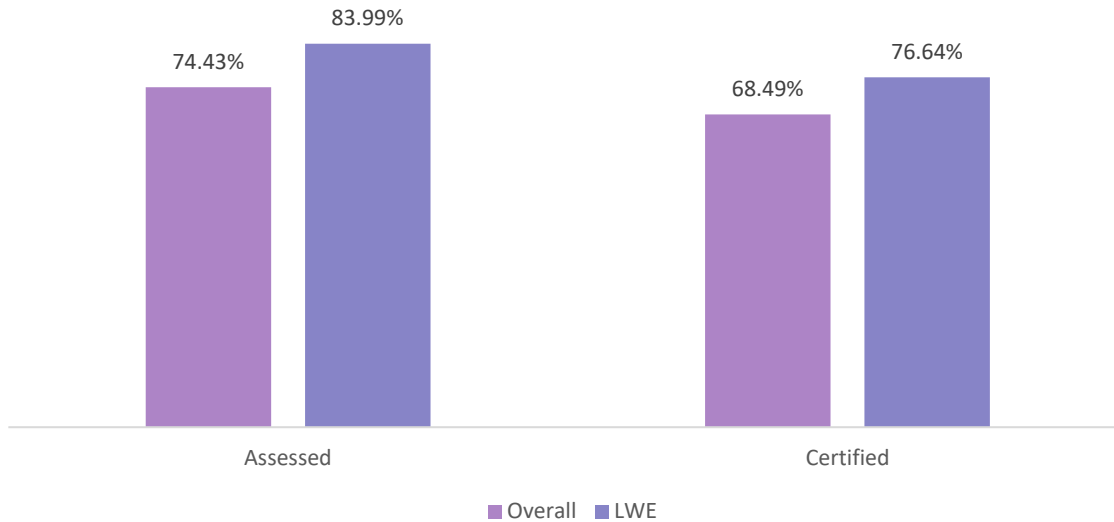


FIGURE 13: COMPARISON OF BENEFICIARIES IN LWE AREAS AND OVERALL COUNTRY BASED ON ASSESSMENT AND CERTIFICATION

- The percentage of both assessed and certified beneficiaries is higher in LWE region compared to overall percentage

Impact Assessment for Rubber Sector

14.2.5 Age group of beneficiaries in LWE regions

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

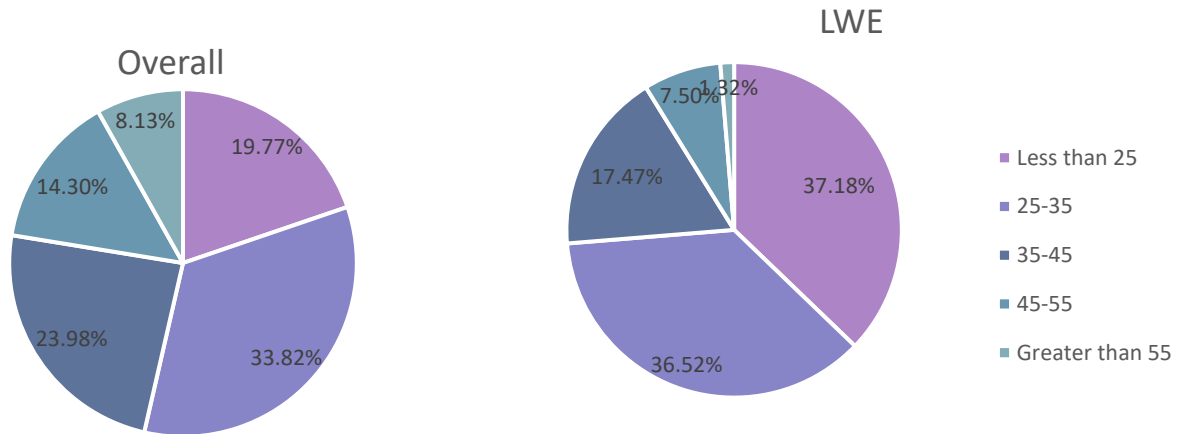


FIGURE 41: COMPARISON OF BENEFICIARIES IN LWE AREAS AND OVERALL COUNTRY BASED ON AGE GROUP

- Out of all oriented beneficiaries in LWE region, 36.52% belongs to age group of 25 to 35 years whereas percentage of oriented beneficiaries in same age group across the country is 33.82%
- Out of all oriented beneficiaries in LWE region 37.18% belongs to age group of 25 years or less whereas percentage of oriented beneficiaries in same age group across the country is 19.77%.
- Out of all oriented beneficiaries in LWE region 17.47% belongs to age group of 35 to 45 years whereas percentage of oriented beneficiaries in same age group across the country is 23.98%.
- Out of all oriented beneficiaries in LWE region 8% belongs to age group of 45 to 55 years whereas percentage of oriented beneficiaries in same age group across the country is 16%.
- Out of all oriented beneficiaries in LWE region only 1.32% belongs to age group of 55 years or more whereas percentage of oriented beneficiaries in same age group across the country is 8.13%.

Impact Assessment for Rubber Sector

14.2.6 Gender of beneficiaries in LWE regions

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

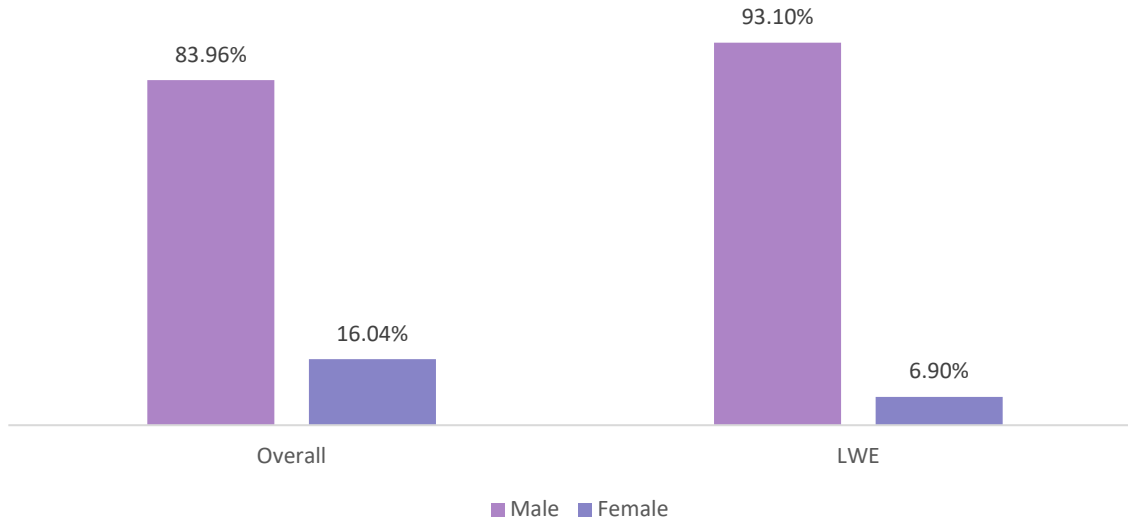


FIGURE 42: COMPARISON OF BENEFICIARIES IN LWE AREAS AND OVERALL COUNTRY BASED ON GENDER

- The percentage of male beneficiaries in both LWE region and across the country is higher than female beneficiaries.

Impact Assessment for Rubber Sector

14.2.7 Category of beneficiaries in LWE regions

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

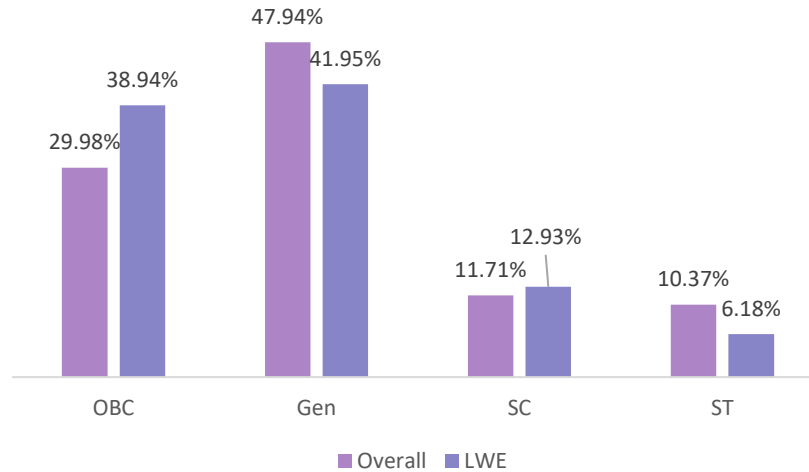


FIGURE 43: COMPARISON OF BENEFICIARIES IN LWE AREAS AND ACROSS THE COUNTRY BASES ON CATEGORY

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

It can be inferred from the graph least participation in RPL program is ST category beneficiaries in LWE region districts as well as across the country.

14.3 About RPL program

14.3.1 Program Motivation

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

14.3.1.1 Program motivation by state

The following table shows the percentage of beneficiaries by 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
Rajasthan	100%	100%	100%	0%
Jharkhand	100%	0%	0%	0%
Gujarat	100%	100%	100%	0%
Maharashtra	100%	2%	2%	1%
Karnataka	96%	41%	61%	3%
Kerala	96%	76%	93%	19%
Meghalaya	89%	44%	56%	0%
Andhra Pradesh	88%	73%	38%	0%
Uttar Pradesh	87%	38%	67%	8%
West Bengal	86%	42%	51%	1%
Tripura	81%	49%	55%	8%
Madhya Pradesh	78%	17%	5%	1%
Jammu and Kashmir	75%	13%	13%	0%
Delhi	61%	5%	75%	0%
Bihar	52%	26%	80%	0%
Manipur	48%	14%	34%	4%
Mizoram	45%	19%	37%	2%
Assam	40%	29%	54%	3%
Telangana	38%	24%	82%	2%
Tamil Nadu	33%	33%	67%	5%
Haryana	29%	14%	81%	10%
Odisha	1%	99%	2%	0%

TABLE 15: PROGRAM MOTIVATION

Q. Why did you undertake the RPL program?

Number of respondents: 17,107

The highest percentage of the beneficiaries who reported the reason for undertaking the RPL program was to improve income, to seek new employment opportunities, and to improve subject knowledge is

Impact Assessment for Rubber Sector

from Rajasthan and Gujarat at 100% each. 99% of the beneficiaries from Odisha have indicated that their primary reason for undertaking the RPL program was to seek new employment opportunities.

14.3.1.2 Program motivation by hilly region

Seven districts have been covered in the field investigation such as Karbi Anglong, Kottayam, Idukki, Kozhikode, Hassan, Malapuram, and Coimbatore which are considered as hilly area. A total of 638 beneficiaries have been covered from these districts.

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

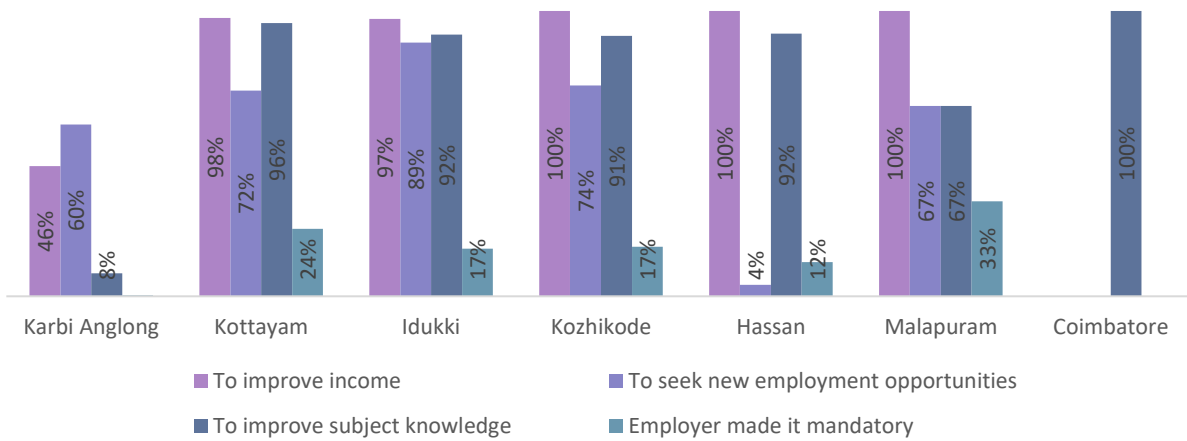


FIGURE 44: PROGRAM MOTIVATION-HILLY AREA WISE DISTRIBUTION

Q. Why did you undertake the RPL program?

Number of respondents: 638

100% of the beneficiaries in Kozhikode, Hassan, and Malapuram have indicated that their primary purpose of undertaking the RPL program was to improve their income while 100% of the beneficiaries in Coimbatore have indicated that their primary purpose for undertaking the RPL program was to improve their subject knowledge.

Impact Assessment for Rubber Sector

14.3.1.3 Program motivation by LWE region

The following chart shows the beneficiaries by LWE undertook RPL program due to various reasons

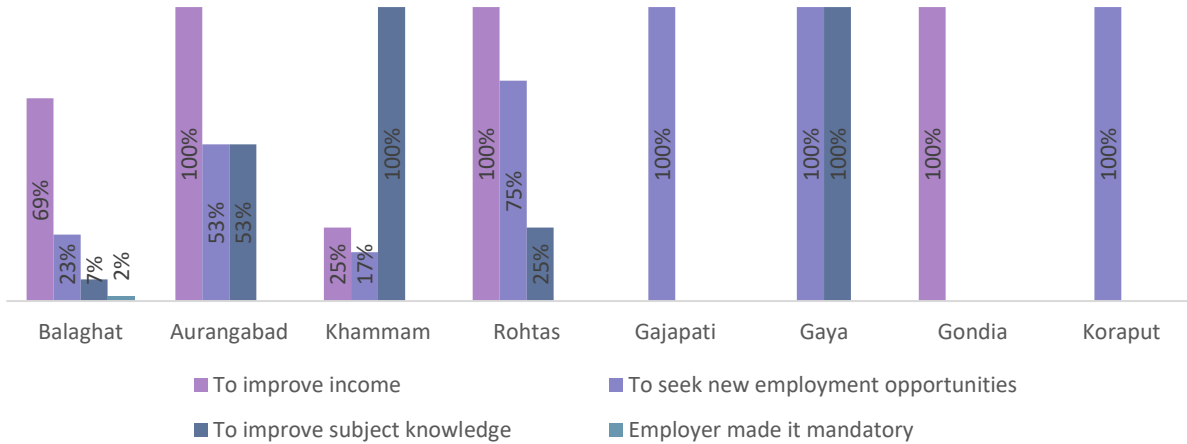


FIGURE 45: PROGRAM MOTIVATION-LWE WISE DISTRIBUTION

Q. Why did you undertake the RPL program?

Number of respondents: 229

100% of the beneficiaries from Aurangabad, Rohtas, and Gondia have indicated that their primary reason for undertaking the RPL program was to improve their income. 100% of the beneficiaries in Gajapati, Gaya, and Koraput have indicated that their primary reason for undertaking the RPL program was to seek new employment opportunities.

Impact Assessment for Rubber Sector

14.3.1.4 Program motivation by job role

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

Job role	To improve income	To seek new employment opportunities	To improve subject knowledge	Employer made it mandatory
Tire Fitter	56%	14%	28%	2%
Latex Harvest Technician (Tapper)	34%	25%	37%	4%
Processing Technician-Rubber Sheeting	44%	30%	23%	3%
Machine Operator Assistant Plastics Processing	23%	49%	19%	9%
General Worker-Rubber Plantation	39%	27%	28%	5%
Injection Moulding Operator	35%	36%	28%	0%
Junior Rubber Technician/Technical Assistant	35%	37%	28%	0%
Machine Operator Assistant Plastics Sacks	44%	28%	28%	0%
Material Handling and Storage Operator	30%	27%	36%	7%
Mill Operator	40%	30%	30%	0%
Compression Moulding Operator	27%	60%	13%	0%
Processing Assistant Technically Specified Rubber	38%	29%	29%	4%
Machine Operator Assistant Blow Moulding	35%	35%	30%	0%

Impact Assessment for Rubber Sector

Job role	To improve income	To seek new employment opportunities	To improve subject knowledge	Employer made it mandatory
General Worker (CENEX)	30%	30%	40%	0%
Grader (Ribbed smoked sheet Trading)	33%	33%	33%	0%
Machine Operator Assistant Injection Moulding	40%	60%	0%	0%
Sorting/Packing Operator (Latex)	40%	20%	40%	0%
Warehouse Supervisor	100%	0%	0%	0%
Extruder Operator	100%	0%	0%	0%
Building Operator: Hoses	50%	0%	50%	0%

TABLE 16: PROGRAM MOTIVATION-CASTE CATEGORY WISE DISTRIBUTION

Q. Why did you undertake the RPL program?

Number of respondents: 17,107

100% of the beneficiaries who undertook the RPL Program for Warehouse Supervisor and Extruder Operator have indicated that they have undergone the program to improve income. 60% of the beneficiaries who have undergone the RPL program for Compression Moulding Operator have indicated that their primary aim was to seek new employment opportunities.

Impact Assessment for Rubber Sector

14.3.1.5 Program motivation by gender

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

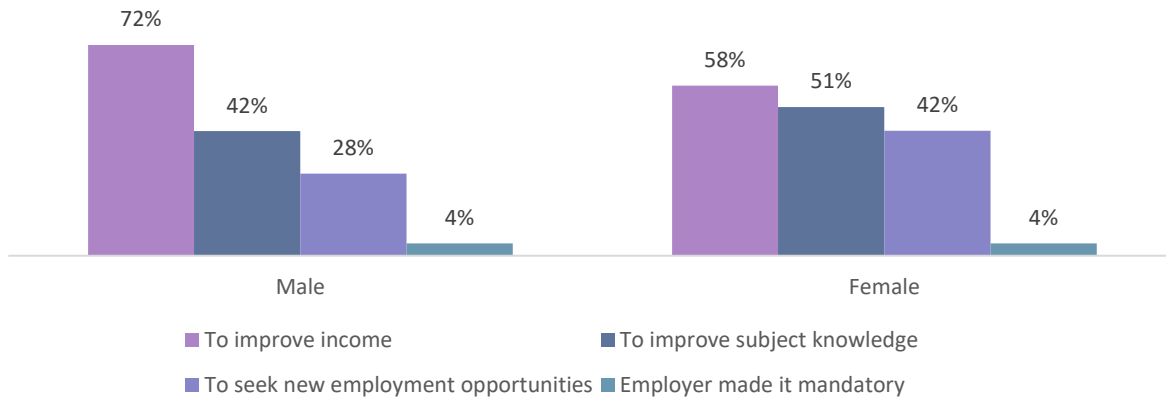


FIGURE 46: PROGRAM MOTIVATION-GENDER WISE DISTRIBUTION

Q. Why did you undertake the RPL program?

Number of respondents: 17,107

A majority of both male and female beneficiaries (72% male and 58% female) undertook the RPL program to improve their income. 42% of the male beneficiaries and 51% of the female beneficiaries wanted to enhance their subject knowledge and hence have undergone the certification. 28% of the male beneficiaries and 42% of the female beneficiaries wanted to seek new employment opportunities by taking up this RPL program. Only 4% of both the male and female beneficiaries mentioned that their employers made it mandatory.

Impact Assessment for Rubber Sector

14.3.1.6 Program motivation by caste category

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



FIGURE 47: PROGRAM MOTIVATION-CASTE CATEGORY WISE DISTRIBUTION

Q. Why did you undertake the RPL program?

Number of respondents: 17,107

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 (81%) is from the OBC category followed by the SC category (78%). The highest percentage of beneficiaries who undertook the program for seeking new employment opportunities are from the General category (35%).

14.3.2 Mobilization

14.3.2.1 Mobilization by state

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

State	Mobilising agency	Advertisement	Social Media
Arunachal Pradesh	100%	0%	0%
Gujarat	100%	0%	0%
Jharkhand	100%	0%	0%
Meghalaya	100%	0%	0%
Rajasthan	100%	0%	0%
Bihar	99%	1%	0%
Uttar Pradesh	99%	1%	0%
Kerala	98%	1%	2%
Maharashtra	98%	2%	0%
Haryana	90%	5%	5%
Tamil Nadu	88%	12%	0%
Manipur	85%	10%	5%
Total	85%	9%	6%
Delhi	80%	20%	0%
Madhya Pradesh	80%	14%	5%
Tripura	80%	15%	5%
Assam	78%	10%	12%
Mizoram	77%	19%	4%
West Bengal	77%	23%	1%
Telangana	43%	57%	0%
Andhra Pradesh	38%	63%	0%
Karnataka	28%	0%	71%
Punjab	25%	75%	0%
Odisha	2%	96%	2%
Jammu and Kashmir	0%	50%	50%
Sikkim	0%	0%	0%

TABLE 17: MOBILIZATION BY STATE

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

Number of respondents:14,327

100% of the beneficiaries from Arunachal Pradesh, Gujarat, Jharkhand, Meghalaya, and Rajasthan stated the source of information as the mobilizing agency. 96% of the beneficiaries in Odisha have indicated that they have come to know about the RPL program through advertisements. 71% of the beneficiaries in Karnataka have come to know about the RPL program through social media.

Impact Assessment for Rubber Sector

14.3.2.2 Mobilization by hilly area

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

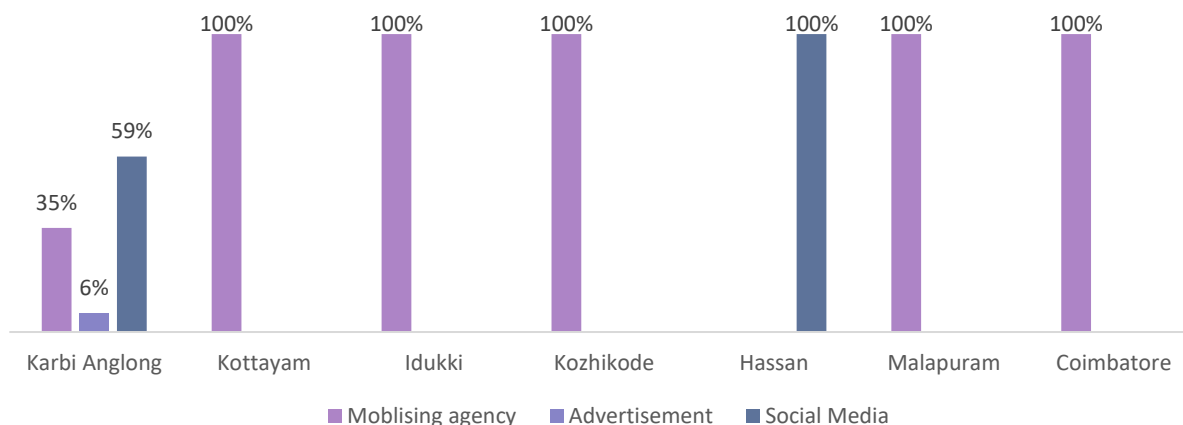


FIGURE 48: MOBILIZATION BY HILLY AREA

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

Number of respondents:607

100% of the beneficiaries from Coimbatore, Idukki, Kottayam, Kozhikode, and Malapuram came to know about the RPL program through the mobilizing agencies. 100% of the beneficiaries in Hassan have indicated that they have come to know about the RPL program through social media. 6% of the beneficiaries from Karbi Anglong in Assam have come to know about the RPL program through Advertisement.

Impact Assessment for Rubber Sector

14.3.2.3 Mobilization by LWE region

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

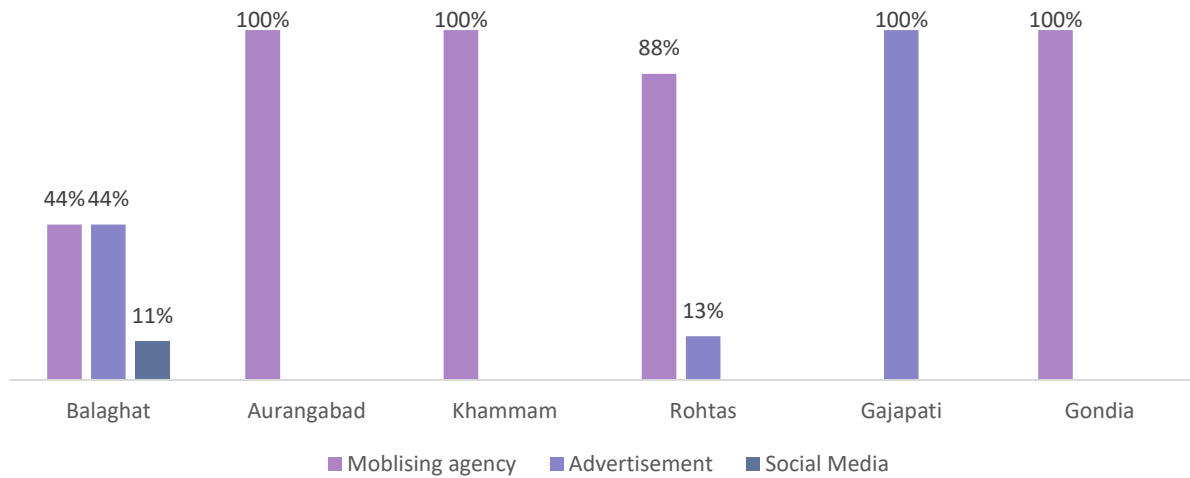


FIGURE 49: MOBILIZATION BY LWE

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

Number of respondents:37

100% of the beneficiaries from Aurangabad, Gaya, Gondia, and Khammam have come to know about the RPL program through the mobilizing agencies. However, in Gajapati, 100% of the beneficiaries have come to know about the RPL program through Advertisements.

Impact Assessment for Rubber Sector

14.3.3 Assessment

14.3.3.1 Assessment by state

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:

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

State	Yes	No
Andhra Pradesh	100%	0%
Arunachal Pradesh	100%	0%
Delhi	100%	0%
Gujarat	100%	0%
Haryana	100%	0%
Jammu and Kashmir	100%	0%
Jharkhand	100%	0%
Kerala	100%	0%
Madhya Pradesh	100%	0%
Maharashtra	100%	0%
Punjab	100%	0%
Rajasthan	100%	0%
Odisha	99%	1%
West Bengal	99%	1%
Manipur	98%	2%
Tripura	98%	2%
Uttar Pradesh	98%	2%
Assam	97%	3%
Bihar	97%	3%
Karnataka	97%	3%
Mizoram	95%	5%
Tamil Nadu	95%	5%
Telangana	95%	5%
Meghalaya	56%	44%

TABLE 18: BENEFICIARIES RECEIVED ORIENTATION FOR ASSESSMENT PROCESS IN LOCAL LANGUAGE BY STATE

Except for Meghalaya (56%), more than 95% of the beneficiaries stated that they received orientation for assessment process in their local language across all the states.

Impact Assessment for Rubber Sector

14.3.3.2 Assessment by hilly area

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

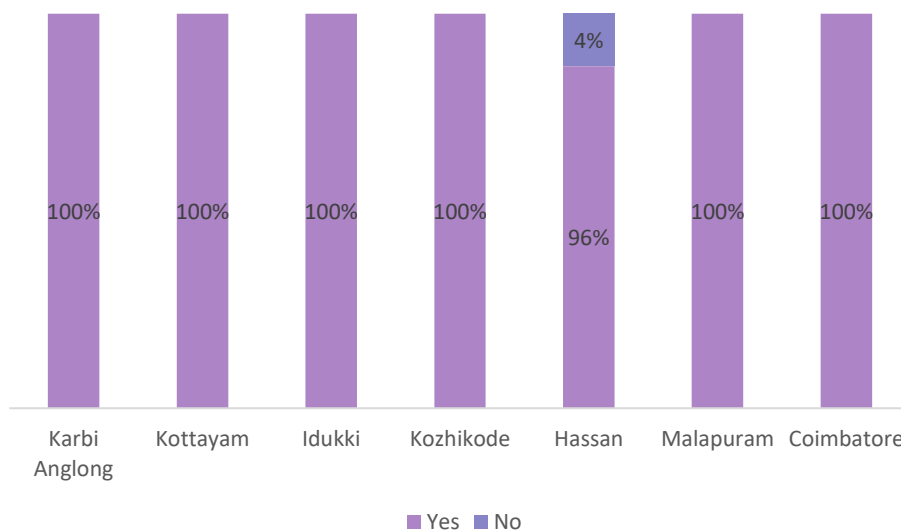


FIGURE 50: BENEFICIARIES RECEIVED ORIENTATION FOR ASSESSMENT PROCESS IN LOCAL LANGUAGE BY HILLY AREA

100% of the beneficiaries from all the districts except Hassan (96%) have indicated that they have received orientation for assessment process in their local language.

Impact Assessment for Rubber Sector

14.3.3.3 Assessment by LWE region

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

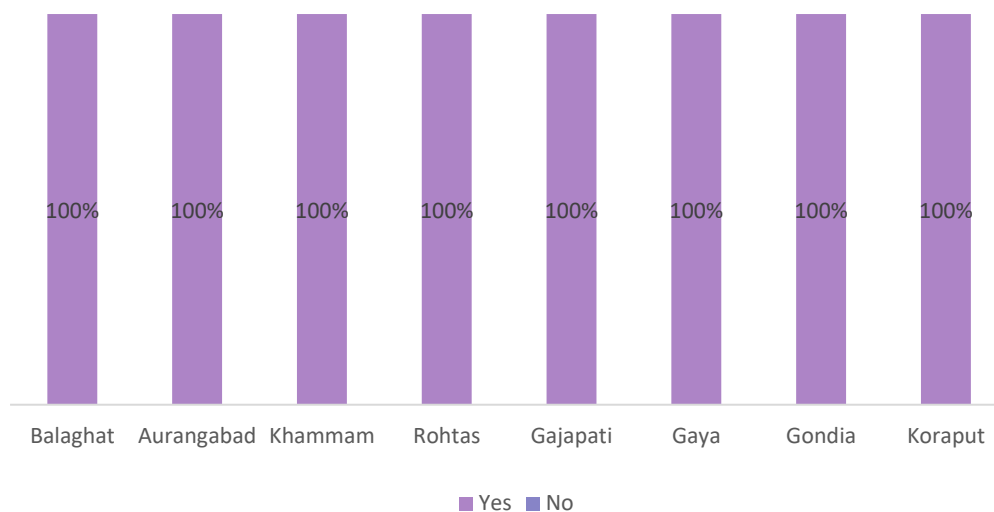


FIGURE 51: BENEFICIARIES RECEIVED ORIENTATION FOR ASSESSMENT PROCESS IN LOCAL LANGUAGE BY LWE

100% of the beneficiaries from Balaghat, Aurangabad, Khammam, Rohtas, Gajapati, Gaya, Gondia, and Koraput received orientation for assessment process in their local language

14.3.4 Certification

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

14.3.4.1 Percentage of certified beneficiaries by state

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

State	Yes	No
Rajasthan	100%	0%
Madhya Pradesh	100%	0%
Arunachal Pradesh	100%	0%
Gujarat	100%	0%
Punjab	100%	0%
Odisha	99%	1%
Kerala	99%	1%
Manipur	99%	1%
Maharashtra	97%	3%
Mizoram	97%	3%
Andhra Pradesh	96%	4%
Uttar Pradesh	95%	5%
Assam	88%	12%
Tripura	86%	14%
Haryana	86%	14%
Delhi	80%	20%
Meghalaya	78%	22%
Telangana	76%	24%
Tamil Nadu	76%	24%
West Bengal	75%	25%
Bihar	72%	28%
Karnataka	71%	29%
Jammu and Kashmir	25%	75%

TABLE 19: PERCENTAGE OF CERTIFIED BENEFICIARIES BY STATE

Q Are you a certified candidate?

Number of respondents:17,107

100% of the beneficiaries from Rajasthan, Madhya Pradesh, Arunachal Pradesh, Gujarat, and Punjab informed to be certified beneficiaries. However, the lowest percentage of certified beneficiaries is from Jammu and Kashmir (25%).

Impact Assessment for Rubber Sector

14.3.4.2 Percentage of certified beneficiaries by hilly area

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

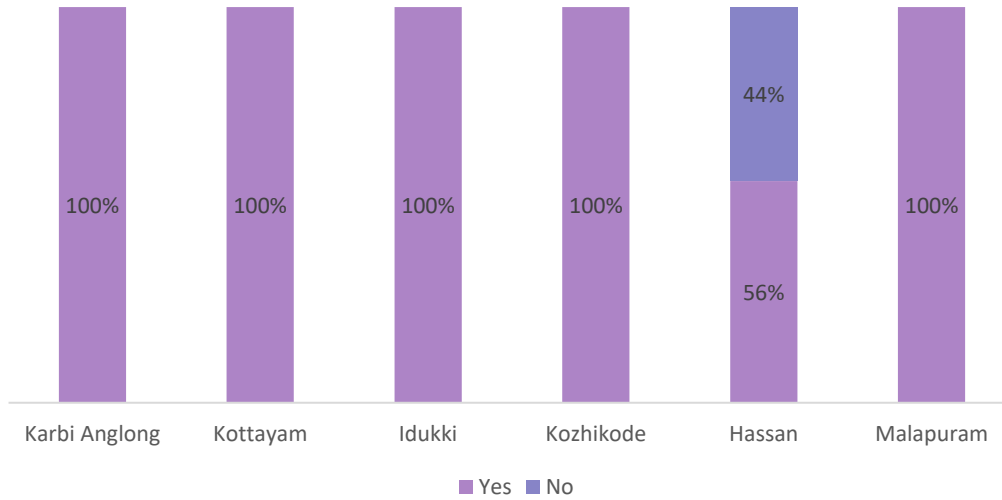


FIGURE 52: PERCENTAGE OF CERTIFIED BENEFICIARIES BY HILLY AREA

Q Are you a certified candidate?

Number of respondents:625

100% of the beneficiaries from Karbi Arglong, Kottayam, Idukki, Kozhikode, and Malapuram informed to be certified. Only from Hassan, 56% of the beneficiaries are certified.

Impact Assessment for Rubber Sector

14.3.4.3 Percentage of certified beneficiaries by LWE region

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

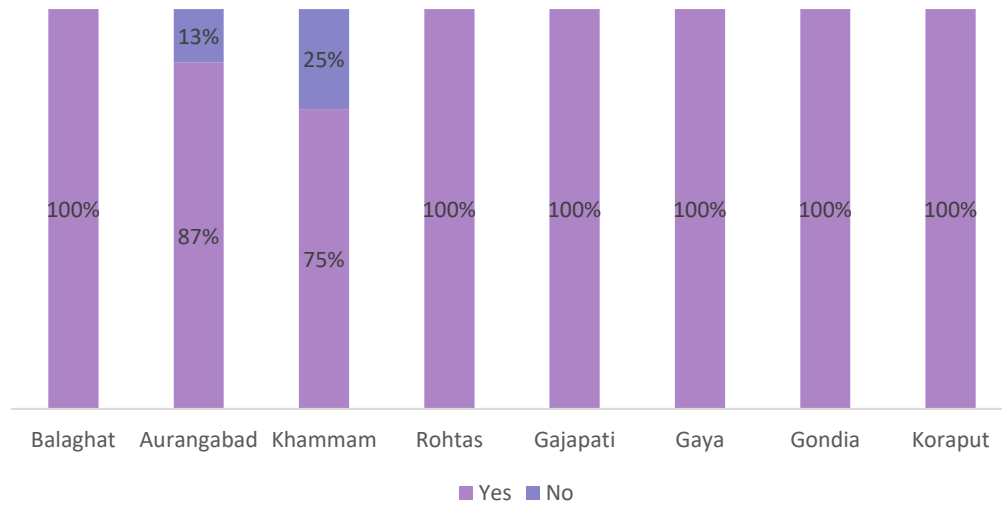


FIGURE 53: PERCENTAGE OF CERTIFIED BENEFICIARIES BY LWE

Q Are you a certified candidate?

Number of respondents:229

100% of the beneficiaries from Balaghat, Rohtas, Gajapati, Gaya, Gondia, and Koraput informed to be certified whereas only 87% and 75% from Aurangabad and Khammam have indicated that they have received certificates.

14.3.4.4 Percentage of certified beneficiaries by gender

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

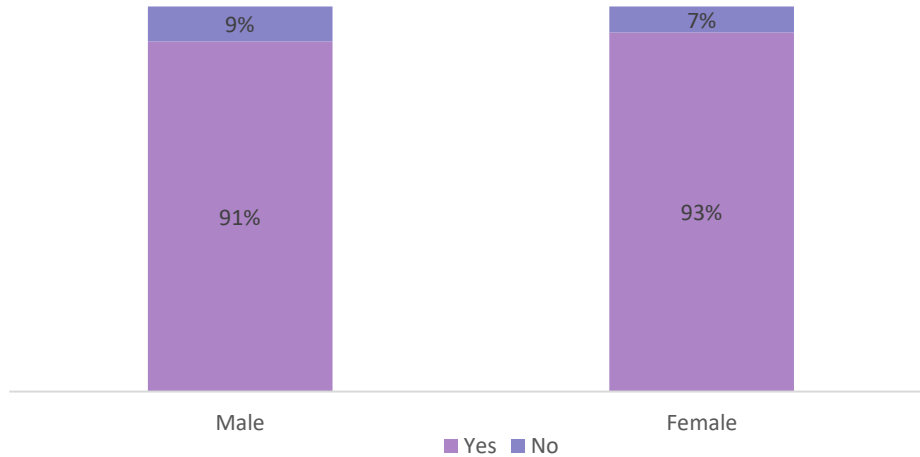


FIGURE 54: PERCENTAGE OF CERTIFIED BENEFICIARIES BY GENDER

Q Are you a certified candidate?

Number of respondents:17,107

From the above graph it can be understood that 91% of the males have indicated that they have received certificates while 93% of the females have indicated that they have received certificates.

Impact Assessment for Rubber Sector

14.3.4.5 Percentage of certified beneficiaries by caste category

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

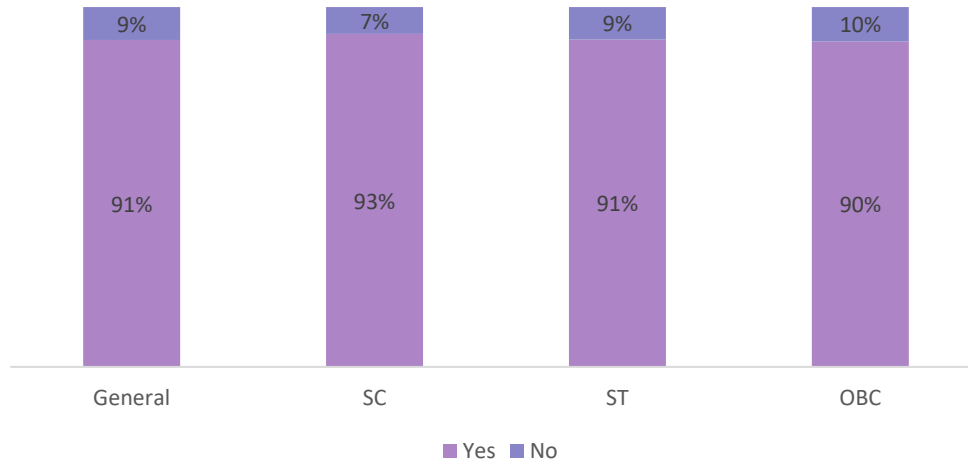


FIGURE 55: PERCENTAGE OF CERTIFIED BENEFICIARIES BY CASTE CATEGORY

Q Are you a certified candidate?

Number of respondents:16,624

Across all the caste categories, the majority (93%) of the beneficiaries who have received certificates is from the ST category.

14.3.5 Skill card and badge

14.3.5.1 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
Arunachal Pradesh	100%	0%
Gujarat	100%	0%
Haryana	100%	0%
Madhya Pradesh	100%	0%
Maharashtra	100%	0%
Odisha	100%	0%
Punjab	100%	0%
Rajasthan	100%	0%
Uttar Pradesh	98%	2%
Kerala	97%	3%
Delhi	93%	7%
Assam	92%	8%
Manipur	91%	9%
Andhra Pradesh	88%	12%
Mizoram	88%	12%
Meghalaya	83%	17%
Tripura	73%	27%
West Bengal	61%	39%
Bihar	40%	60%
Telangana	35%	65%
Karnataka	33%	67%
Tamil Nadu	19%	81%

TABLE 20: PERCENTAGE OF BENEFICIARIES BY STATE RECEIVED SKILL CARD AND BADGE

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

Number of respondents:11,032

100% of the beneficiaries from Arunachal Pradesh, Gujarat, Haryana, Madhya Pradesh, Maharashtra, Odisha, Punjab, and Rajasthan received the skill card and badge along with the certificate.

14.3.5.2 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:

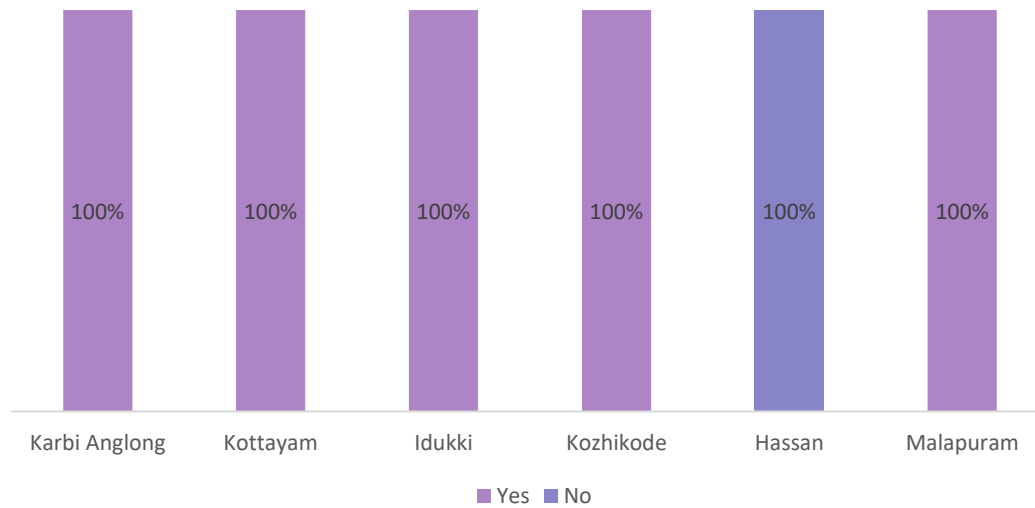


FIGURE 56: PERCENTAGE OF BENEFICIARIES BY HILLY AREA RECEIVED SKILL CARD AND BADGE

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

Number of respondents: 588

Except for Hassan district, 100% of the beneficiaries from the other hilly areas received the skill card and badge.

Impact Assessment for Rubber Sector

14.3.5.3 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:

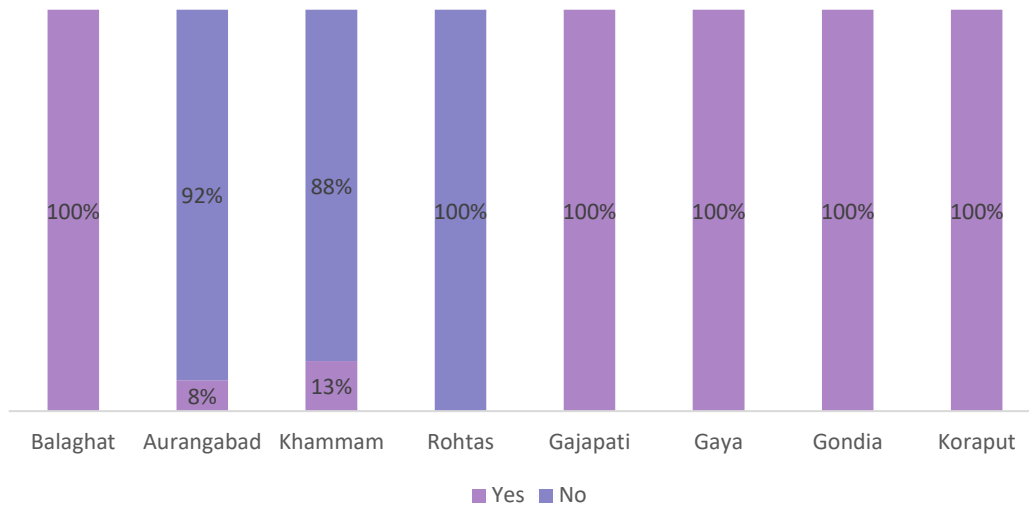


FIGURE 57: PERCENTAGE OF BENEFICIARIES BY HILLY AREA RECEIVED SKILL CARD AND BADGE

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

Number of respondents: 229

100% of the beneficiaries from Balaghat, Gajapati, Gaya, Gondia, and Koraput have indicated that they have received the skill card and badge. However, 100% of the beneficiaries in Rohtas have indicated that they did not receive the skill card and badge.

Impact Assessment for Rubber Sector

14.3.5.4 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:

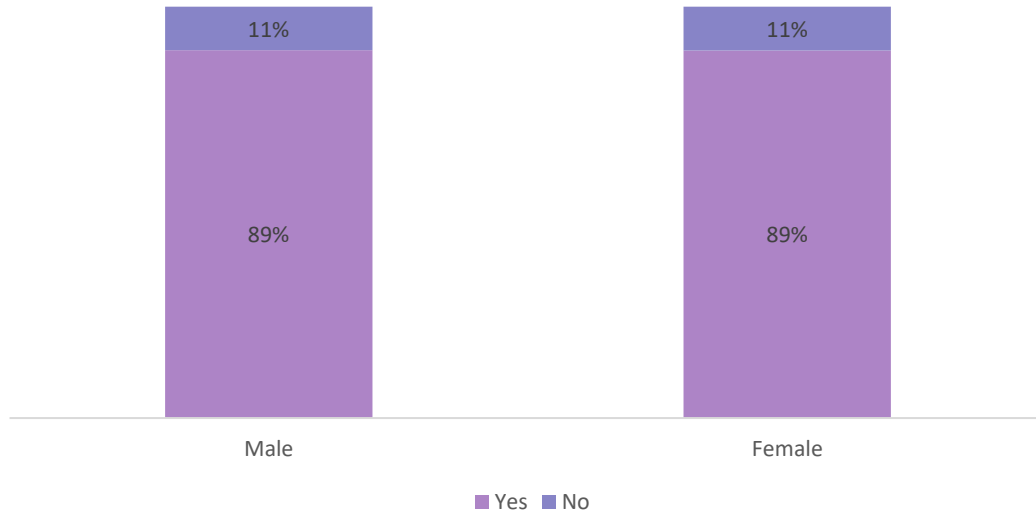


FIGURE 58: PERCENTAGE OF BENEFICIARIES BY GENDER RECEIVED SKILL CARD AND BADGE

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

Number of respondents:11,032

89% of both male and female beneficiaries have indicated that they have received the skill card and badge.

Impact Assessment for Rubber Sector

14.3.5.5 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

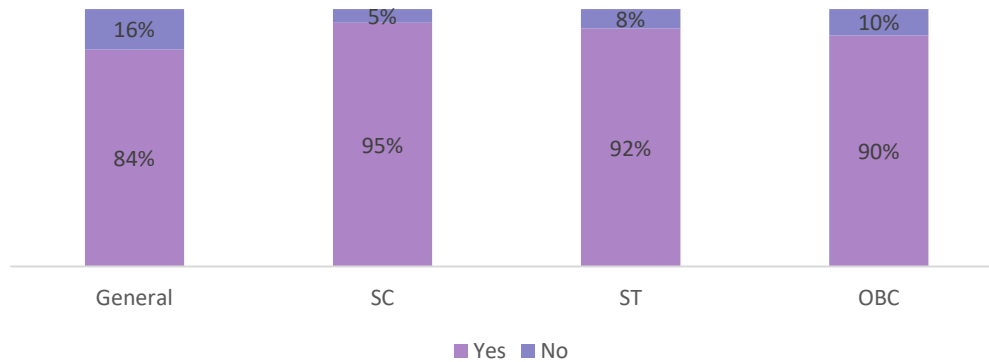


FIGURE 59: PERCENTAGE OF BENEFICIARIES WITH SKILL CARD AND BADGE BY CASTE CATEGORY

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

Number of respondents:11,032

Across all the caste categories, the majority (95%) of the beneficiaries from SC have indicated that they have received the skill card and badge.

14.3.6 INR 500 after course completion

14.3.6.1 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
Rajasthan	100%	0%
Arunachal Pradesh	100%	0%
Gujarat	100%	0%
Odisha	100%	0%
Kerala	96%	4%
Madhya Pradesh	81%	19%
Tripura	75%	25%
Manipur	73%	27%
Uttar Pradesh	67%	33%
Mizoram	67%	33%
Meghalaya	60%	40%
Assam	53%	47%
Andhra Pradesh	28%	72%
West Bengal	27%	73%
Punjab	25%	75%
Bihar	25%	75%
Telangana	15%	85%
Tamil Nadu	13%	87%
Haryana	11%	89%
Maharashtra	10%	90%
Karnataka	4%	96%
Delhi	2%	98%

TABLE 21: PERCENTAGE OF BENEFICIARIES BY STATE RECEIVED INR 500

Q Did you receive INR 500 after course completion?

Number of respondents:10,871

100% of the beneficiaries from Rajasthan, Arunachal Pradesh, Gujarat, Odisha have received INR 500 after the course completion. 98% of the beneficiaries from Delhi have indicated that they have not received INR 500 after the course completion.

Impact Assessment for Rubber Sector

14.3.6.2 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:

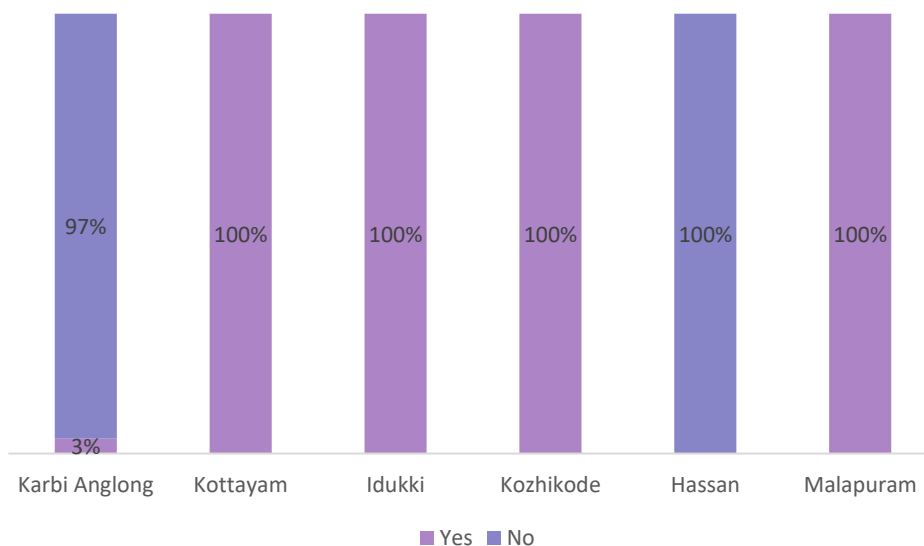


FIGURE 60: PERCENTAGE OF BENEFICIARIES BY HILLY AREA RECEIVED INR 500

Q Did you receive INR 500 after course completion?

Number of respondents:587

100% of the beneficiaries from Hassan did not receive INR 500 after course completion. Only 3% from Karbi Anglong have indicated to have received the amount after course completion. It is to be noted that 100% of the beneficiaries from Kottayam, Idukki, Kozhikode, and Malapuram have received the amount after course completion.

Impact Assessment for Rubber Sector

14.3.6.3 Percentage of beneficiaries received INR 500 by LWE region

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

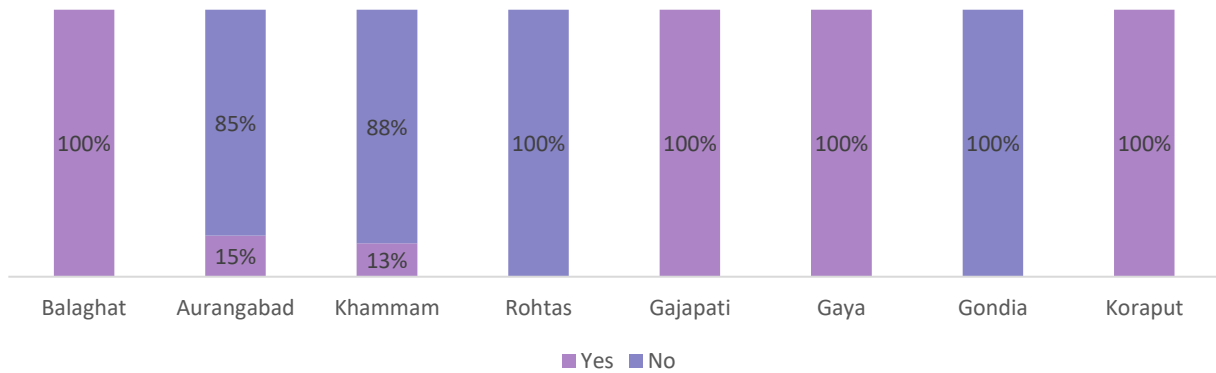


FIGURE 61: PERCENTAGE OF BENEFICIARIES BY LWE RECEIVED INR 500

Q Did you receive INR 500 after course completion?

Number of respondents:36

100% of the beneficiaries from Rohtas and Gondia did not receive INR 500 after the course completion while 100% of the beneficiaries from Balaghat, Gajapati, Gaya, and Koraput indicated to have received the amount after course completion.

Impact Assessment for Rubber Sector

14.3.6.4 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:

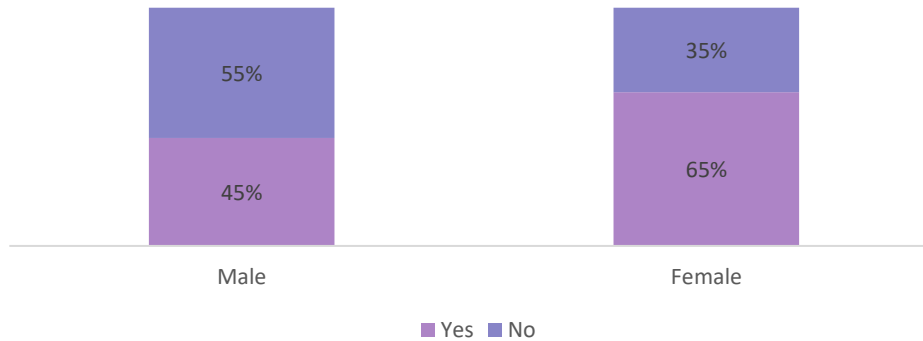


FIGURE 62: PERCENTAGE OF BENEFICIARIES BY GENDER RECEIVED INR 500

Q Did you receive INR 500 after course completion??

Number of respondents:10,871

A majority of male beneficiaries (55%) have not received INR 500 after course completion. 65% of the female beneficiaries have received the amount after course completion.

Impact Assessment for Rubber Sector

14.3.6.5 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:

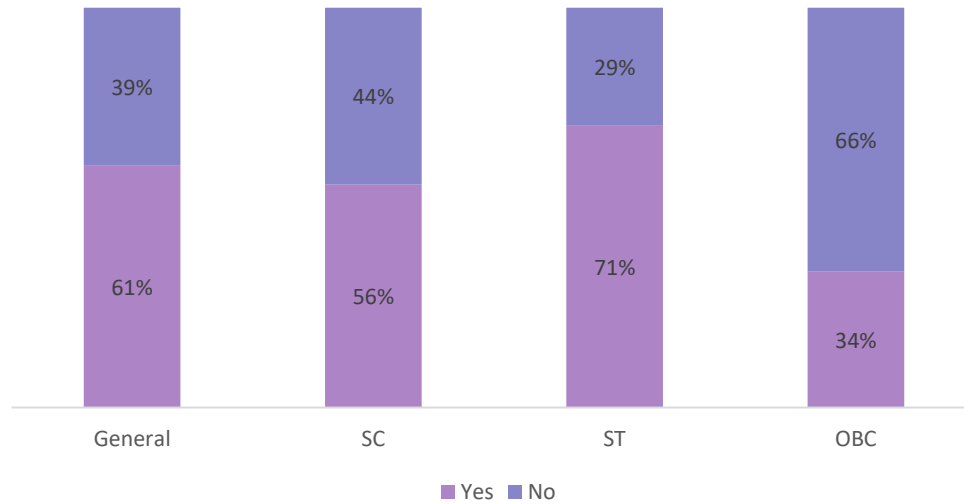


FIGURE 63: PERCENTAGE OF BENEFICIARIES RECEIVED INR 500 BY CASTE CATEGORY

Q Did you receive INR 500 after course completion??

Number of respondents:10,871

Across all the caste categories, majority of the beneficiaries received INR 500 after course completion, the highest percentage of those beneficiaries is from ST category (71%). The highest percentage of beneficiaries who did not receive INR 500 after course completion is from OBC category.

14.4 Bridge course

The following charts represents the percentages of beneficiaries enrolled in bridge course across states, LWE, genders, caste categories and job roles.

14.4.1 Enrollment in bridge course

14.4.1.1 Enrollment in bridge course by state

The following chart shows percentage of beneficiaries enrolled in bridge course by state:

State	Yes	No
Uttar Pradesh	63%	37%
Jammu and Kashmir	0%	100%
Rajasthan	100%	0%
Madhya Pradesh	99%	1%
Jharkhand	0%	100%
Bihar	14%	86%
West Bengal	10%	90%
Assam	47%	53%
Haryana	10%	90%
Tripura	61%	39%
Himachal Pradesh	0%	0%
Delhi	0%	100%
Manipur	43%	57%
Andhra Pradesh	77%	23%
Arunachal Pradesh	100%	0%
Gujarat	100%	0%
Karnataka	1%	99%
Kerala	97%	3%
Maharashtra	5%	95%
Mizoram	11%	89%
Meghalaya	34%	66%
Odisha	35%	65%
Telangana	0%	0%
Tamil Nadu	0%	0%
Punjab	38%	62%
Nagaland	99%	1%
Sikkim	0%	100%

TABLE 22: PERCENTAGE OF BENEFICIARIES ENROLLED IN BRIDGE COURSE BY STATE

Q Did you undertake bridge course

Number of respondents: 17,107

Impact Assessment for Rubber Sector

100% of the beneficiaries from Rajasthan, Arunachal Pradesh and Gujarat enrolled in the bridge course. None of the beneficiaries from Delhi, Jammu and Kashmir, Jharkhand and Sikkim enrolled for bridge course.

14.4.1.2 Enrollment in bridge course by hilly area

The following chart shows percentage of beneficiaries enrolled in bridge course by LWE:

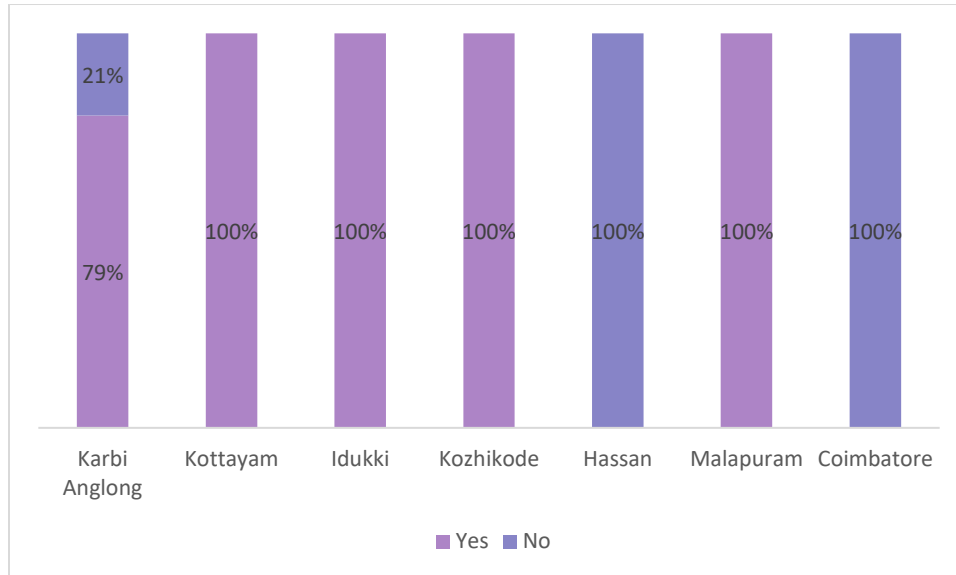


FIGURE 64:PERCENTAGE OF BENEFICIARIES ENROLLED IN BRIDGE COURSE BY HILLY AREA

Q Did you undertake bridge course

Number of respondents: 638

100% of the beneficiaries from Kottayam,Idukki,Kozhikode and Malapuram stated that they have enrolled for the bridge course whereas 100% of the Hassan and Coimbatore stated that they have not enrolled for the same.

14.4.1.3 Enrollment in bridge course by LWE region

The following chart shows percentage of beneficiaries enrolled in bridge course by LWE:

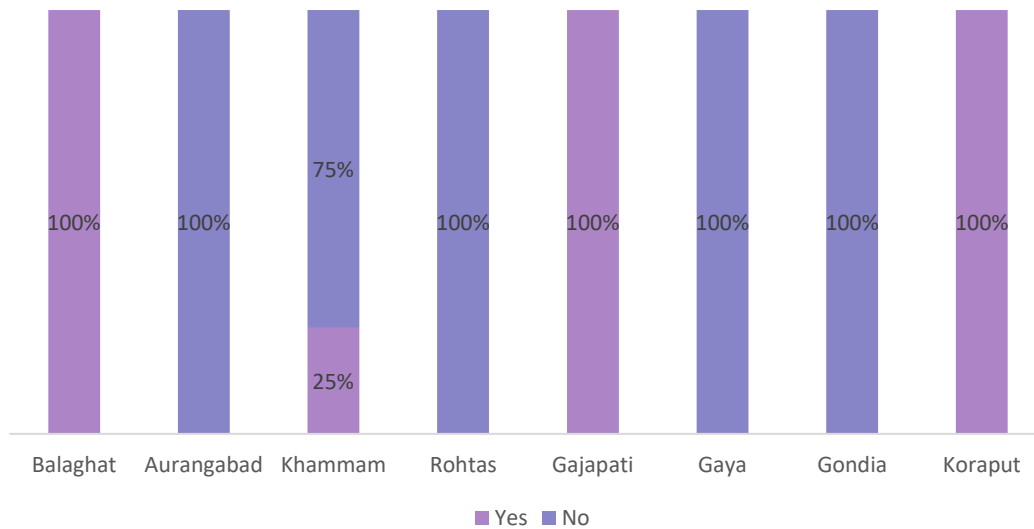


FIGURE 65: PERCENTAGE OF BENEFICIARIES ENROLLED IN BRIDGE COURSE BY LWE

Q Did you undertake bridge course

Number of respondents: 229

100% of the beneficiaries from Balaghat, Gajapati and Koraput had enrolled for the bridge course. None of the beneficiaries from Aurangabad, Rohtas, Gaya and Gondia enrolled for the bridge course.

Impact Assessment for Rubber Sector

14.4.1.4 Enrollment in bridge course by job role

The following chart shows percentage of beneficiaries enrolled in bridge course by job role:

Job role	Yes	No
Tire Fitter	32%	68%
Latex Harvest Technician (Tapper)	63%	37%
Processing Technician-Rubber Sheeting	78%	22%
Machine Operator Assistant Plastics Processing	83%	17%
General Worker-Rubber Plantation	67%	33%
Injection Moulding Operator	70%	30%
Junior Rubber Technician/Technical Assistant	74%	26%
Machine Operator Assistant Plastics Sacks	82%	18%
Material Handling and Storage Operator	88%	13%
Mill Operator	45%	55%
Compression Moulding Operator	22%	78%
Processing Assistant Technically Specified Rubber	100%	0%
Machine Operator Assistant Blow Moulding	0%	100%
General Worker (CENEX)	100%	0%
Grader (Ribbed smoked sheet Trading)	100%	0%
Machine Operator Assistant Injection Moulding	33%	67%
Sorting/Packing Operator (Latex)	100%	0%
Warehouse Supervisor	0%	100%
Extruder Operator	100%	0%
Building Operator: Hoses	0%	100%

TABLE 23: PERCENTAGE OF BENEFICIARIES ENROLLED IN BRIDGE COURSE BY JOB ROLE

Q Did you undertake bridge course

Number of respondents: 17.107

100% of the beneficiaries from processing assistant technically specified rubber, machine general worker, grader, sorting/packing operator and extruder operator stated that they have enrolled for the bridge course.

14.4.1.5 Enrollment in bridge course by gender

The following chart shows percentage of beneficiaries enrolled in bridge course by gender:

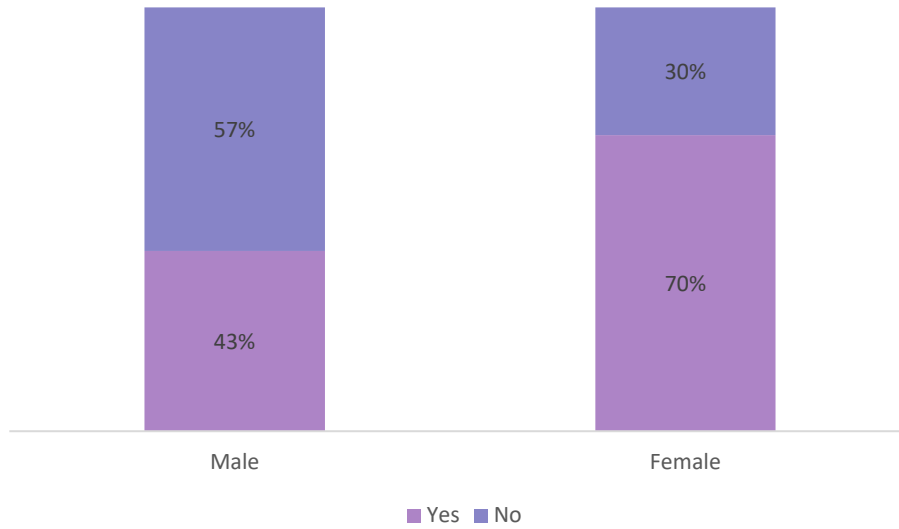


FIGURE 66: PERCENTAGE OF BENEFICIARIES ENROLLED IN BRIDGE COURSE BY GENDER

Q Did you undertake bridge course

Number of respondents: 17,107

The majority of the male (43%) and female (70%) beneficiaries enrolled in the bridge course. However, the enrollment percentage of the female beneficiaries is slightly higher than the male beneficiaries.

14.4.1.6 Enrollment in bridge course by caste

The following chart shows percentage of beneficiaries enrolled in bridge course by caste:

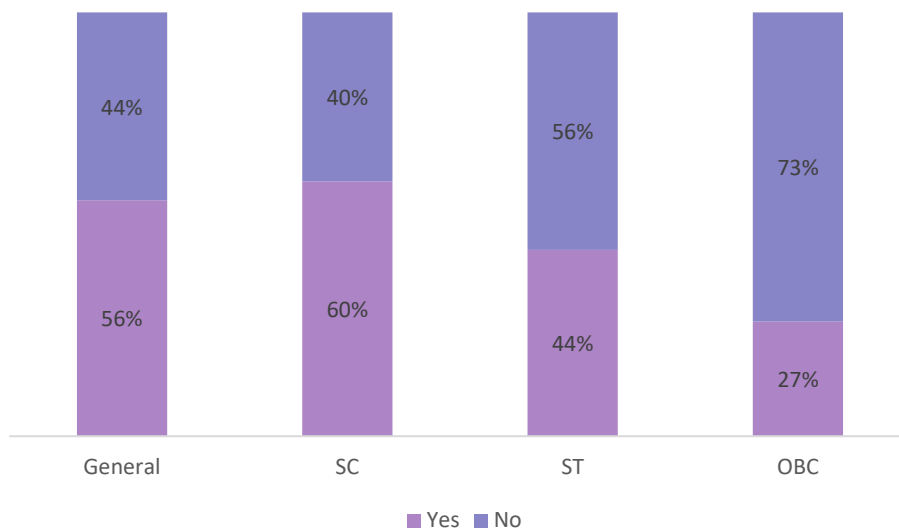


FIGURE 67: PERCENTAGE OF BENEFICIARIES ENROLLED IN BRIDGE COURSE BY CASTE

Q Did you undertake bridge course

Number of respondents: 16.624

Majority of the beneficiaries across all the categories have enrolled for the bridge course, highest is 60% in SC category. Some of the beneficiaries did not enroll for the bridge course, maximum percentage is from OBC category, 73%.

Impact Assessment for Rubber Sector

14.4.2 Adopting SOPs in plantation and processing

14.4.2.1 Adopting SOPs in plantation and processing by state

The following chart shows percentage of beneficiaries for adopting SOPs in plantation and processing by state:

State	Yes	No
Uttar Pradesh	6%	94%
Uttarakhand	74%	26%
Jammu and Kashmir	92%	8%
Rajasthan	69%	31%
Madhya Pradesh	99%	1%
Jharkhand	11%	89%
Bihar	100%	0%
West Bengal	1%	99%
Assam	99%	1%
Haryana	0%	100%
Tripura	31%	69%
Himachal Pradesh	78%	22%
Delhi	27%	73%
Manipur	91%	9%
Andhra Pradesh	10%	90%
Arunachal Pradesh	55%	45%
Chhattisgarh	16%	84%
Goa	83%	17%
Gujarat	0%	100%
Karnataka	0%	100%
Kerala	0%	100%
Maharashtra	100%	0%
Mizoram	0%	100%
Meghalaya	100%	0%

TABLE 24: PERCENTAGE OF BENEFICIARIES FOR ADOPTING SOPs IN PLANTATION AND PROCESSING BY STATE

Q Did the bridge course help you to adopt SOPs in plantation and processing?

Number of respondents: 9699

For 100% beneficiaries from Bihar, Maharashtra and Meghalaya informed that the bridge course helped in adopting SOPs in plantation and processing.

14.4.2.2 Adopting SOPs in plantation and processing by hilly area

The following chart shows percentage of beneficiaries for adopting SOPs in plantation and processing by hilly area:

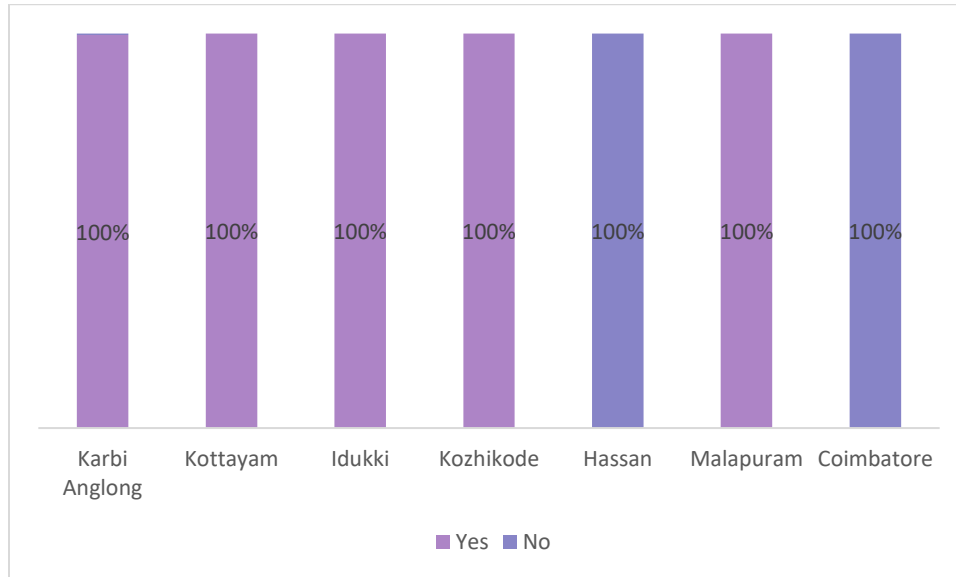


FIGURE 68: PERCENTAGE OF BENEFICIARIES FOR ADOPTING SOPs IN PLANTATION AND PROCESSING BY HILLY AREA

Q Did the bridge course help you to adopt SOPs in plantation and processing

Number of respondents: 522

100% of the beneficiaries are from Karbi Anglong, Kottayam, Idukki, Kozhikode and Malapuram stated that they the bridge course help them to adopt SOPs in plantation and processing.

14.4.2.3 Adopting SOPs in plantation and processing by LWE

The following chart shows percentage of beneficiaries for adopting SOPs in plantation and processing by LWE:

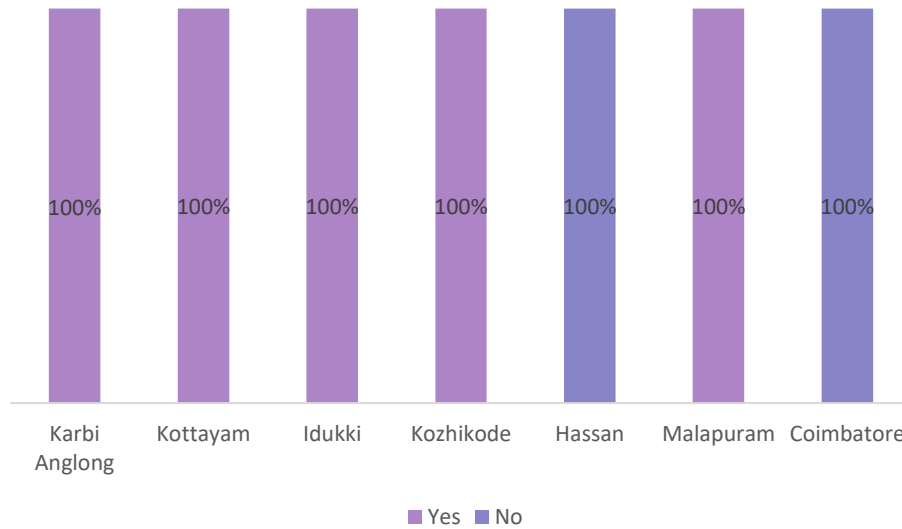


FIGURE 69: PERCENTAGE OF BENEFICIARIES FOR ADOPTING SOPs IN PLANTATION AND PROCESSING BY LWE

Q Did the bridge course help you to adopt SOPs in plantation and processing

Number of respondents: 43

100% of the beneficiaries from Karbi Anglong, Kottayam, Idukki, Kozhikode and Malapuram stated that the bridge course helped them to adopt SOPs in plantation and processing.

Impact Assessment for Rubber Sector

14.4.2.4 Adopting SOPs in plantation and processing by job role

The following chart shows percentage of beneficiaries for adopting SOPs in plantation and processing by job role:

Job role	Yes	No
Tire Fitter	25%	75%
Latex Harvest Technician (Tapper)	91%	9%
Processing Technician-Rubber Sheeting	97%	3%
Machine Operator Assistant Plastics Processing	97%	3%
General Worker-Rubber Plantation	91%	9%
Injection Moulding Operator	96%	4%
Junior Rubber Technician/Technical Assistant	88%	12%
Machine Operator Assistant Plastics Sacks	100%	0%
Material Handling and Storage Operator	88%	13%
Mill Operator	63%	38%
Compression Moulding Operator	100%	0%
Processing Assistant Technically Specified Rubber	100%	0%
Machine Operator Assistant Blow Moulding	0%	100%
General Worker (CENEX)	100%	0%
Grader (Ribbed smoked sheet Trading)	100%	0%
Machine Operator Assistant Injection Moulding	100%	0%
Sorting/Packing Operator (Latex)	100%	0%
Warehouse Supervisor	0%	0%
Extruder Operator	100%	0%
Building Operator: Hoses	0%	100%

TABLE 25:PERCENTAGE OF BENEFICIARIES FOR ADOPTING SOPS IN PLANTATION AND PROCESSING BY JOB ROLE

Q Did the bridge course help you to adopt SOPs in plantation and processing?

Number of respondents: 9699

Majority of the beneficiaries across all the job roles stated that the bridge course helped them in adopting SOPs in plantation and processing except from the job role tire fitter, machine operator assistant blow moulding and building operator:Hoses.

Impact Assessment for Rubber Sector

14.4.2.5 Adopting SOPs in plantation and processing by gender

The following chart shows percentage of beneficiaries for adopting SOPs in plantation and processing by gender:

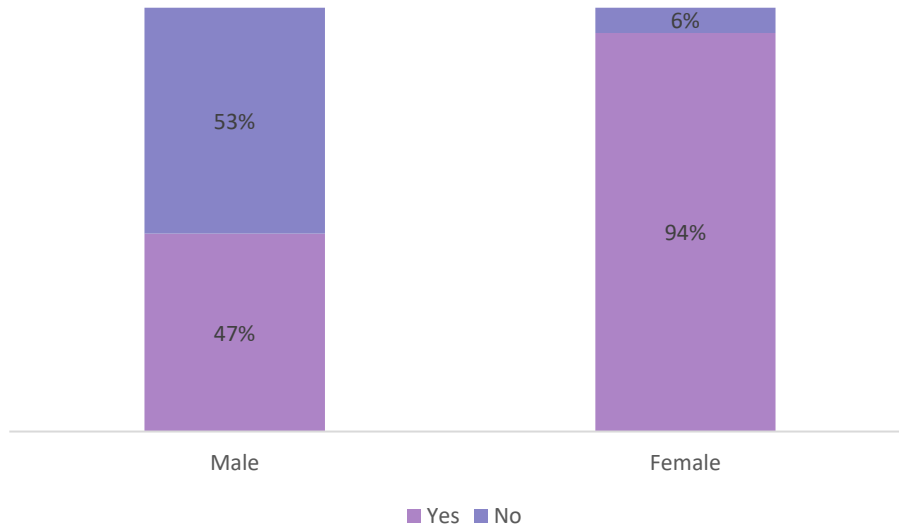


FIGURE 70: PERCENTAGE OF BENEFICIARIES FOR ADOPTING SOPs IN PLANTATION AND PROCESSING BY GENDER

Q Did the bridge course help you to adopt SOPs in plantation and processing?

Number of respondents: 9699

The majority of the female (94%) beneficiaries stated that bridge course helped in adopting SOPs in plantation and processing. More female beneficiaries were benefitted compared to men.

Impact Assessment for Rubber Sector

14.4.2.6 Adopting SOPs in plantation and processing by caste

The following chart shows percentage of beneficiaries for adopting SOPs in plantation and processing by caste:

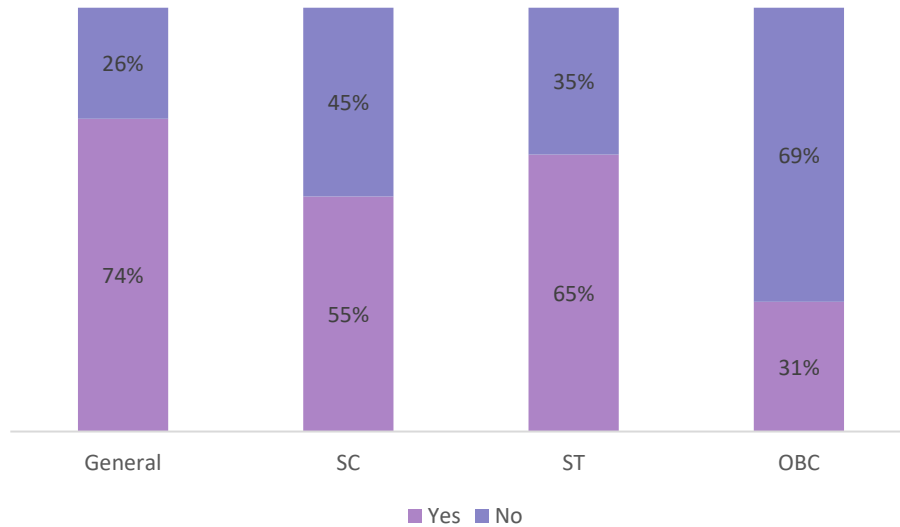


FIGURE 71: PERCENTAGE OF BENEFICIARIES FOR ADOPTING SOPs IN PLANTATION AND PROCESSING BY CASTE

Q Did the bridge course help you to adopt SOPs in plantation and processing?

Number of respondents: 9400

Majority of the beneficiaries across all the categories stated bridge course helped in adopting SOPs in plantation and processing, highest is 74% in general category. Some of the beneficiaries did not get any help in adopting SOPs in plantation and processing after taking bridge course, maximum percentage is from OBC category, 69%.

Impact Assessment for Rubber Sector

14.4.3 Knowledge on natural resource management, waste management and health care

The following charts represents the percentages of beneficiaries knowledge on natural resource management, waste management and health care across states, LWE, genders, caste categories and job roles.

14.4.3.1 Knowledge on natural resource management, waste management and health care by state

The following chart shows percentage of beneficiaries knowledge on natural resource management, waste management and health care by state:

State	Yes	No
Uttar Pradesh	6%	94%
Uttarakhand	74%	26%
Jammu and Kashmir	92%	8%
Rajasthan	69%	31%
Madhya Pradesh	99%	1%
Jharkhand	11%	89%
Bihar	100%	0%
West Bengal	1%	99%
Assam	99%	1%
Haryana	0%	100%
Tripura	31%	69%
Himachal Pradesh	78%	22%
Delhi	27%	73%
Manipur	91%	9%
Andhra Pradesh	10%	90%
Arunachal Pradesh	55%	45%
Chhattisgarh	16%	84%
Goa	83%	17%
Gujarat	0%	100%
Karnataka	0%	100%
Kerala	0%	100%
Maharashtra	100%	0%
Mizoram	0%	100%
Meghalaya	100%	0%

TABLE 26: PERCENTAGE OF BENEFICIARIES KNOWLEDGE ON NATURAL RESOURCE MANAGEMENT, WASTE MANAGEMENT AND HEALTH CARE

Q Did the bridge course help you to get knowledge on natural resource management, waste management and health care?

Number of respondents: 9699

100% of the beneficiaries from Bihar, Maharashtra and Meghalaya stated that the bridge course helped in gaining knowledge on natural resource management, waste management and healthcare.

Impact Assessment for Rubber Sector

14.4.3.2 Knowledge on natural resource management, waste management and health care by hilly area

The following chart shows percentage of beneficiary’s knowledge on natural resource management, waste management and health care by hilly area:

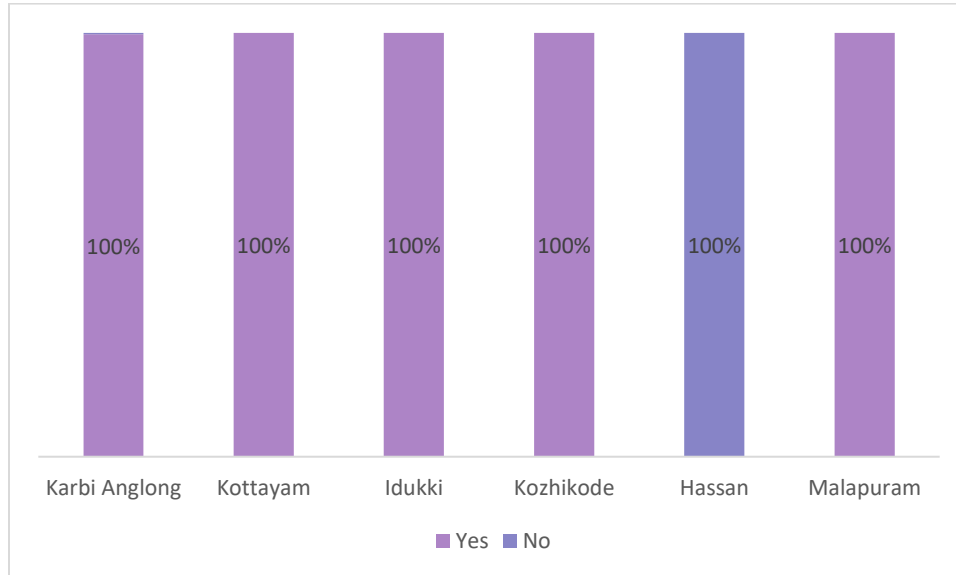


FIGURE 72: PERCENTAGE OF BENEFICIARIES KNOWLEDGE ON NATURAL RESOURCE MANAGEMENT, WASTE MANAGEMENT AND HEALTH CARE BY HILLY AREA

Q Did the bridge course help you to get knowledge on natural resource management, waste management and health care?

Number of respondents: 519

100% of the beneficiaries across all the hilly areas except Hassan have stated that the bridge course helped in better awareness on natural resource management, waste management and healthcare.

Impact Assessment for Rubber Sector

14.4.3.3 Knowledge on natural resource management, waste management and health care by LWE region

The following chart shows percentage of beneficiary's knowledge on natural resource management, waste management and health care by LWE:

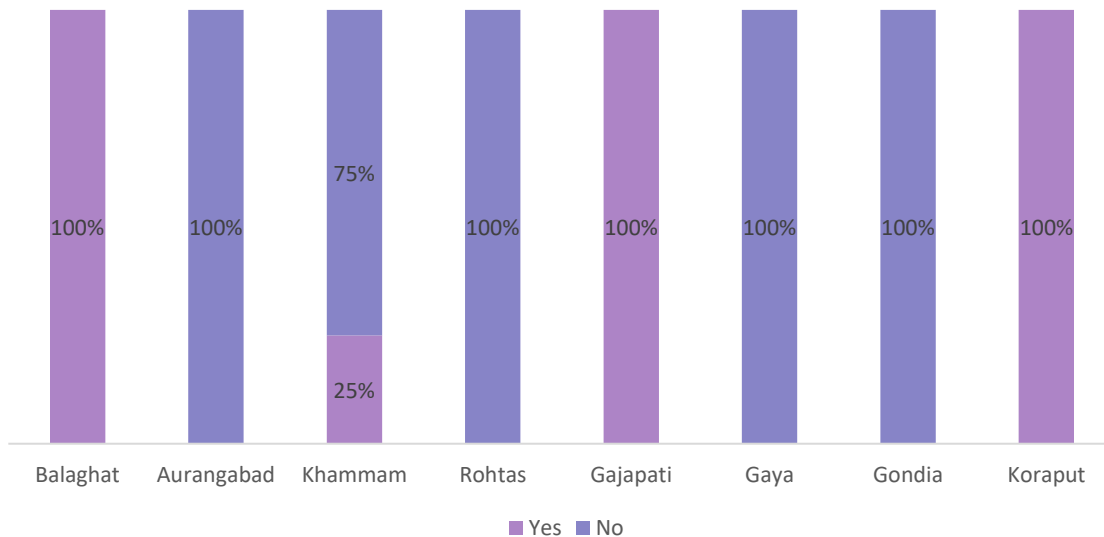


FIGURE 73: PERCENTAGE OF BENEFICIARIES KNOWLEDGE ON NATURAL RESOURCE MANAGEMENT, WASTE MANAGEMENT AND HEALTH CARE BY LWE

Q Did the bridge course help you to get knowledge on natural resource management, waste management and health care?

Number of respondents: 43

100% of the beneficiaries from Balaghat, Gajapati and Koraput stated that the bridge course helped in better awareness on natural resource management, waste management and healthcare whereas 100% of the beneficiaries from Aurangabad, Rohtas, Gaya and Gondia stated that the bridge course did not help them.

Impact Assessment for Rubber Sector

14.4.3.4 Knowledge on natural resource management, waste management and health care by job role

The following table shows percentage of beneficiaries understanding of legal requirements by job role:

Job role	Yes	No
Tire Fitter	25%	75%
Latex Harvest Technician (Tapper)	91%	9%
Processing Technician-Rubber Sheeting	97%	3%
Machine Operator Assistant Plastics Processing	97%	3%
General Worker-Rubber Plantation	91%	9%
Injection Moulding Operator	96%	4%
Junior Rubber Technician/Technical Assistant	88%	12%
Machine Operator Assistant Plastics Sacks	100%	0%
Material Handling and Storage Operator	88%	13%
Mill Operator	63%	38%
Compression Moulding Operator	100%	0%
Processing Assistant Technically Specified Rubber	100%	0%
Machine Operator Assistant Blow Moulding	0%	100%
General Worker (CENEX)	100%	0%
Grader (Ribbed smoked sheet Trading)	100%	0%
Machine Operator Assistant Injection Moulding	100%	0%
Sorting/Packing Operator (Latex)	100%	0%
Warehouse Supervisor	0%	0%
Extruder Operator	100%	0%
Building Operator: Hoses	0%	100%

TABLE 27: PERCENTAGE OF BENEFICIARIES KNOWLEDGE ON NATURAL RESOURCE MANAGEMENT, WASTE MANAGEMENT AND HEALTH CARE BY JOB ROLE

Q Did the bridge course help you to get knowledge on natural resource management, waste management and health care?

Number of respondents: 9699

Majority of the beneficiaries across the job role stated that the bridge course helped in better awareness on natural resource management, waste management and healthcare except from the job role machine operator assistant injection moulding and building operator:Hoses.

Impact Assessment for Rubber Sector

14.4.3.5 Knowledge on natural resource management, waste management and health care by gender

The following chart shows percentage of beneficiaries understanding of legal requirements by gender:

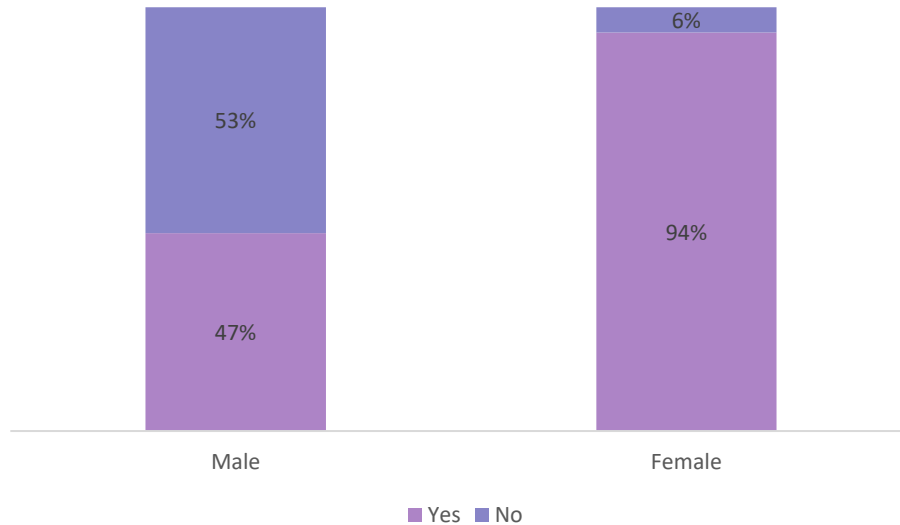


FIGURE 74: PERCENTAGE OF BENEFICIARIES KNOWLEDGE ON NATURAL RESOURCE MANAGEMENT, WASTE MANAGEMENT AND HEALTH CARE BY GENDER

Q Did the bridge course help you to get knowledge on natural resource management, waste management and health care?

Number of respondents: 9699

The majority of the female (94%) beneficiaries stated that bridge course helped in gaining knowledge on natural resource management, waste management and healthcare. More female beneficiaries were benefitted compared to men.

Impact Assessment for Rubber Sector

14.4.3.6 Knowledge on natural resource management, waste management and health care by caste

The following chart shows percentage of beneficiary's knowledge on natural resource management, waste management and health care by caste:

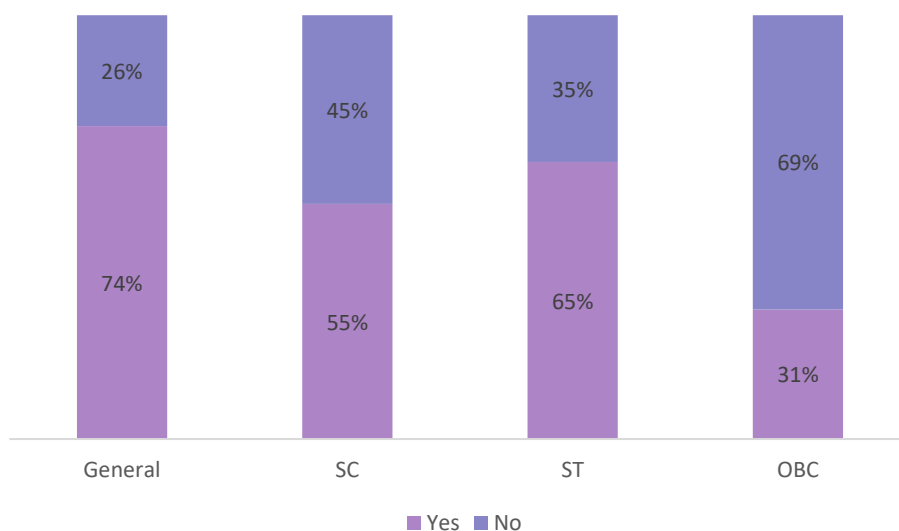


FIGURE 75: PERCENTAGE OF BENEFICIARIES KNOWLEDGE ON NATURAL RESOURCE MANAGEMENT, WASTE MANAGEMENT AND HEALTH CARE BY CASTE

Q Did the bridge course help you to get knowledge on natural resource management, waste management and health care?

Number of respondents: 9400

Majority of the beneficiaries across all the categories stated bridge course helped in gaining knowledge on natural resource management, waste management and healthcare, highest is 74% in general category. Some of the beneficiary's knowledge on natural resource management, waste management and healthcare were not improved after taking bridge course, maximum percentage is form OBC category, 69%.

Impact Assessment for Rubber Sector

14.4.4 Acquire skills on chemical handling and its optimum usage

The following charts represents the percentages of beneficiaries getting guarding service and control access across states, LWE, genders, caste categories and job roles.

14.4.4.1 Acquiring skills on chemical handling and its optimum usage by state

The following chart shows percentage of beneficiaries acquiring skills on chemical handling and its optimum usage by state:

State	Yes	No
Uttar Pradesh	69%	31%
Rajasthan	100%	0%
Madhya Pradesh	88%	13%
Jharkhand	100%	0%
Bihar	11%	89%
West Bengal	0%	100%
Assam	61%	39%
Haryana	14%	86%
Tripura	92%	8%
Himachal Pradesh	0%	0%
Delhi	0%	100%
Manipur	0%	0%
Andhra Pradesh	91%	9%
Arunachal Pradesh	100%	0%
Chhattisgarh	0%	0%
Goa	0%	0%
Gujarat	100%	0%
Karnataka	1%	99%
Kerala	99%	1%
Maharashtra	58%	42%
Mizoram	100%	0%
Meghalaya	0%	0%
Odisha	99%	1%
Telangana	40%	60%
Tamil Nadu	45%	55%
Punjab	0%	100%

TABLE 28: PERCENTAGE OF BENEFICIARIES ACQUIRING SKILLS ON CHEMICAL HANDLING AND ITS OPTIMUM USAGE BY STATE

Q Did the bridge course help you to acquire skills on chemical handling and its optimum usage?

Number of respondents: 9480

100% of the beneficiaries from Rajasthan, Jharkhand, Arunachal Pradesh, Gujarat and Mizoram stated bridge course helped them in acquiring skills on chemical handling and its optimum usage.

Impact Assessment for Rubber Sector

14.4.4.2 Acquiring skills on chemical handling and its optimum usage by hilly area

The following chart shows percentage of beneficiaries acquiring skills on chemical handling and its optimum usage by hilly area:

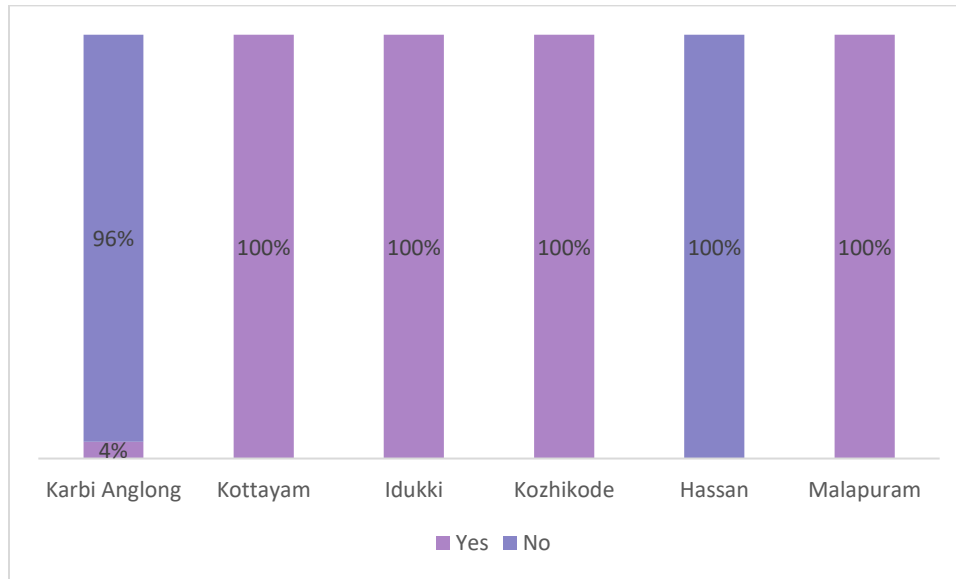


FIGURE 76 PERCENTAGE OF BENEFICIARIES GETTING ACQUIRING SKILLS ON CHEMICAL HANDLING AND ITS OPTIMUM USAGE BY HILLY AREA

Q Did the bridge course help you to acquire skills on chemical handling and its optimum usage

Number of respondents: 519

100% of the beneficiaries from Kottayam, Idukki, Kozhikode and Malapuram have stated that the bridge course helped them to acquire skills chemical handling and its optimum usage.

Impact Assessment for Rubber Sector

14.4.4.3 Acquiring skills on chemical handling and its optimum usage by LWE

The following chart shows percentage of beneficiaries acquiring skills on chemical handling and its optimum usage by LWE:

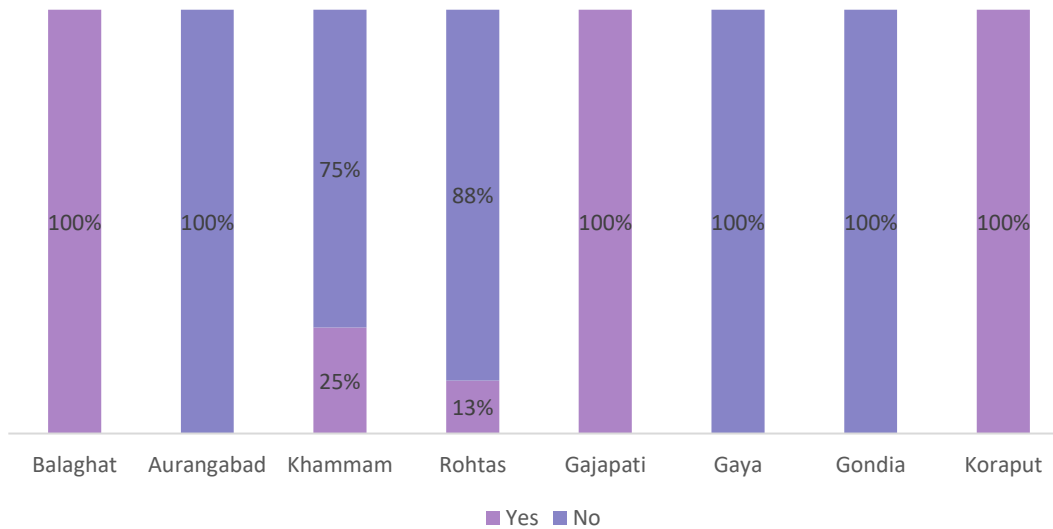


FIGURE 77: PERCENTAGE OF BENEFICIARIES GETTING ACQUIRING SKILLS ON CHEMICAL HANDLING AND ITS OPTIMUM USAGE BY LWE

Q Did the bridge course help you to acquire skills on chemical handling and its optimum usage

Number of respondents: 9480

100% of the beneficiaries from Balaghat, Gajapati, Koraput stated that the bridge course helped them to acquire skills chemical handling and its optimum usage.

Impact Assessment for Rubber Sector

14.4.4.4 Acquiring skills on chemical handling and its optimum usage by job role

The following table shows percentage of beneficiaries acquiring skills on chemical handling and its optimum usage by job role:

Job role	Yes	No
Tire Fitter	53%	46%
Latex Harvest Technician (Tapper)	78%	21%
Processing Technician-Rubber Sheeting	97%	3%
Machine Operator Assistant Plastics Processing	97%	3%
General Worker-Rubber Plantation	92%	8%
Injection Moulding Operator	96%	4%
Junior Rubber Technician/Technical Assistant	92%	8%
Machine Operator Assistant Plastics Sacks	100%	0%
Material Handling and Storage Operator	81%	19%
Mill Operator	63%	38%
Compression Moulding Operator	100%	0%
Processing Assistant Technically Specified Rubber	100%	0%
Machine Operator Assistant Blow Moulding	0%	100%
General Worker (CENEX)	100%	0%
Grader (Ribbed smoked sheet Trading)	100%	0%
Machine Operator Assistant Injection Moulding	100%	0%
Sorting/Packing Operator (Latex)	100%	0%
Warehouse Supervisor	0%	0%
Extruder Operator	100%	0%
Building Operator: Hoses	0%	100%

TABLE 29: PERCENTAGE OF BENEFICIARIES ACQUIRING SKILLS ON CHEMICAL HANDLING AND ITS OPTIMUM USAGE BY JOB ROLE

Q Did the bridge course help you to acquire skills on chemical handling and its optimum usage?

Number of respondents: 9480

Impact Assessment for Rubber Sector

Majority of the beneficiaries across all the job stated that the bridge course helped them in acquiring skills on chemical handling and its optimum usage except from the job role machine operator assistant blow moulding and building operator:Hoses.

14.4.4.5 Acquiring skills on chemical handling and its optimum usage by gender

The following chart shows percentage of beneficiaries acquiring skills on chemical handling and its optimum usage by gender:

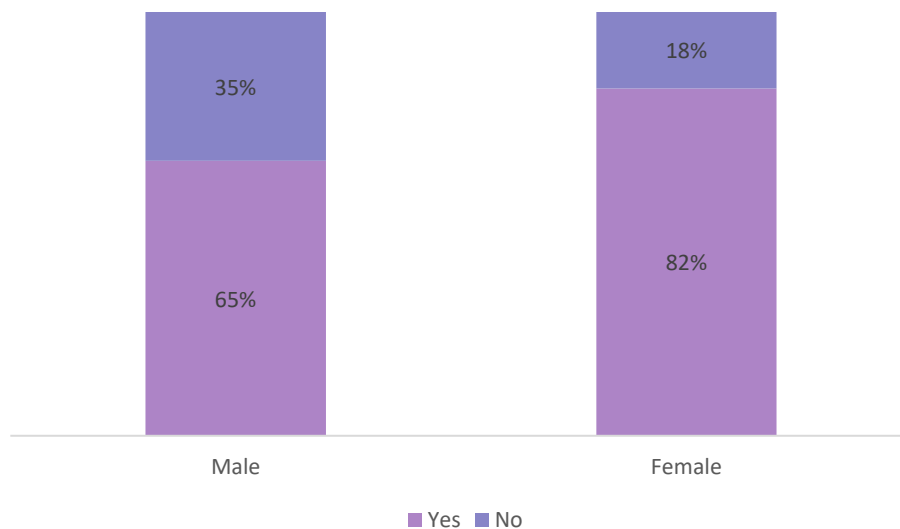


FIGURE 78: PERCENTAGE OF BENEFICIARIES ACQUIRING SKILLS ON CHEMICAL HANDLING AND ITS OPTIMUM USAGE BY GENDER

Q Did the bridge course help you to provide guarding service and control access? Number of respondents: 9,480

The majority of the male (65%) and female (82%) beneficiaries stated bridge course helped them in acquiring skills on chemical handling and its optimum usage.

Impact Assessment for Rubber Sector

14.4.4.6 *Acquiring skills on chemical handling and its optimum usage by caste*

The following chart shows percentage of beneficiaries acquiring skills on chemical handling and its optimum usage by caste:

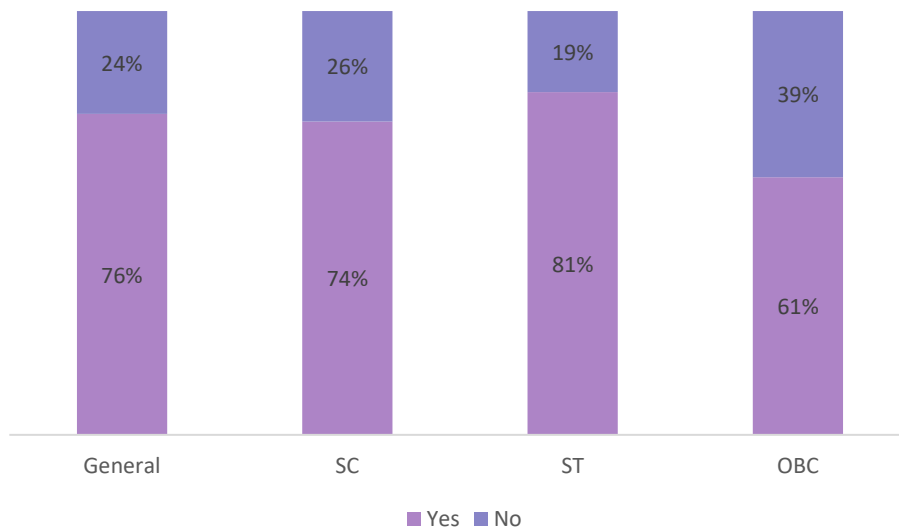


FIGURE 79: PERCENTAGE OF BENEFICIARIES ACQUIRING SKILLS ON CHEMICAL HANDLING AND ITS OPTIMUM USAGE BY CASTE

Q Did the bridge course help you to acquire skills on chemical handling and its optimum usage?

Number of respondents: 9182

Majority of the beneficiaries across all the categories stated that the bridge course helped them to acquire skills on chemical handling and its optimum usage.

Impact Assessment for Rubber Sector

14.4.5 Acquire skills and knowledge about usage of agriculture tools and machines

14.4.5.1 *Acquiring skills and knowledge about usage of agriculture tools and machines by state*

The following chart shows percentage of beneficiaries acquiring skills and knowledge about usage of agriculture tools and machines by state:

State	Yes	No
Uttar Pradesh	58%	42%
Uttarakhand	75%	25%
Jammu and Kashmir	93%	7%
Rajasthan	69%	31%
Madhya Pradesh	99%	1%
Jharkhand	100%	0%
Bihar	11%	89%
West Bengal	1%	99%
Assam	99%	1%
Haryana	0%	100%
Tripura	38%	62%
Himachal Pradesh	95%	5%
Delhi	14%	86%
Manipur	35%	65%
Andhra Pradesh	75%	25%
Arunachal Pradesh	0%	100%
Chhattisgarh	100%	0%
Goa	100%	0%
Gujarat	0%	100%
Karnataka	100%	0%
Kerala	100%	0%
Maharashtra	100%	0%

TABLE 30: PERCENTAGE OF BENEFICIARIES PERFORMING ACQUIRING SKILLS AND KNOWLEDGE ABOUT USAGE OF AGRICULTURE TOOLS AND MACHINES BY STATE

Q Did the bridge course help you to acquire skills and knowledge about usage of agriculture tools and machines?

Number of respondents: 9,472

100% of the beneficiaries from Jharkhand, Chhattisgarh, Goa, Karnataka, Kerala and Maharashtra stated that the bridge course helped them in acquiring skills and knowledge about usage of agriculture tools and machines.

Impact Assessment for Rubber Sector

14.4.5.2 Acquiring skills and knowledge about usage of agriculture tools and machines by hilly area

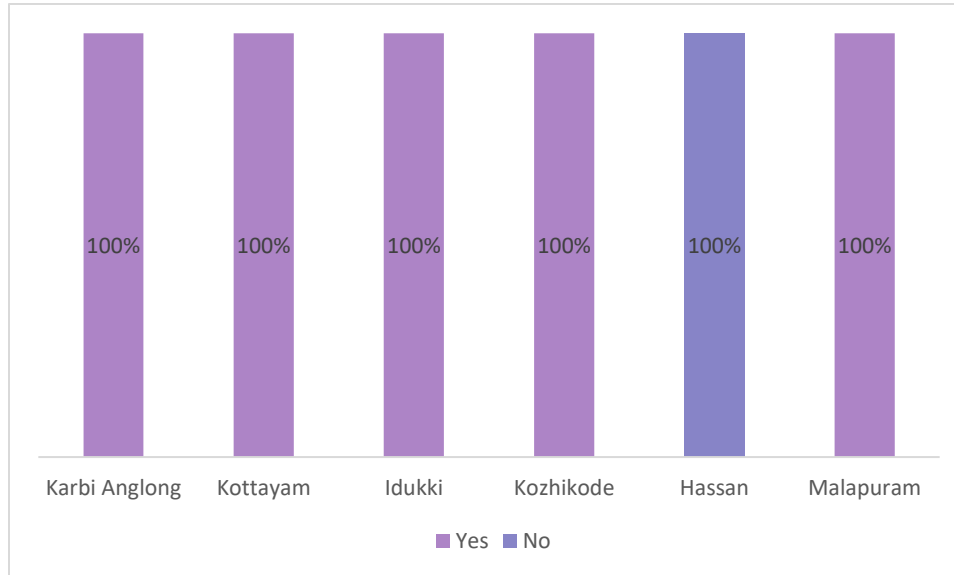


FIGURE 80 PERCENTAGE OF BENEFICIARIES ACQUIRING SKILLS AND KNOWLEDGE ABOUT USAGE OF AGRICULTURE TOOLS AND MACHINES BY HILLY AREA

Q Did the bridge course help you to acquire skills and knowledge about usage of agriculture tools and machines?

Number of respondents: 522

100% of the beneficiaries across all the hilly areas except Hassan stated that the bridge course helped in acquiring skills and knowledge about usage of agriculture tools and machines.

Impact Assessment for Rubber Sector

14.4.5.3 Acquiring skills and knowledge about usage of agriculture tools and machines by LWE region

The following chart shows percentage of beneficiaries acquiring skills and knowledge about usage of agriculture tools and machines by LWE:

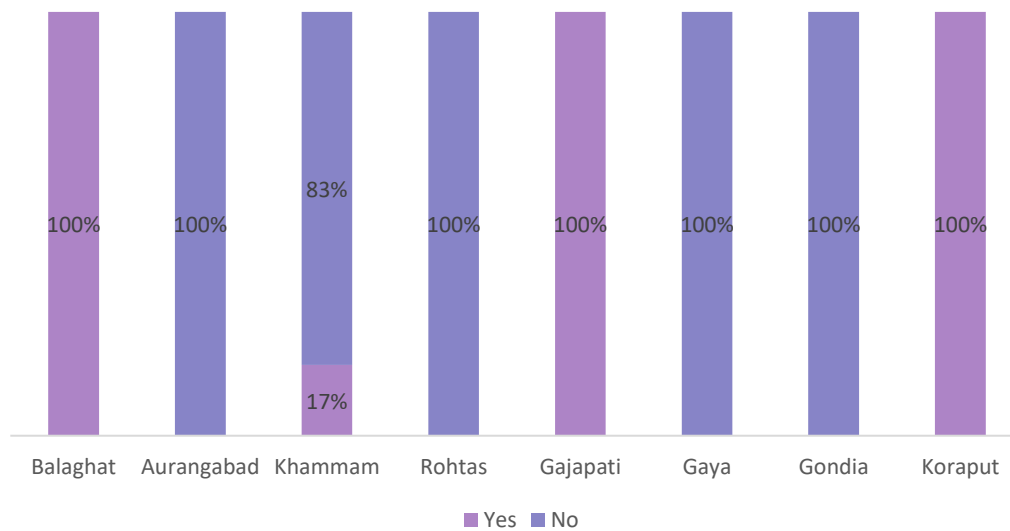


FIGURE 81: PERCENTAGE OF BENEFICIARIES ACQUIRING SKILLS AND KNOWLEDGE ABOUT USAGE OF AGRICULTURE TOOLS AND MACHINES BY LWE

Q Did the bridge course help you to acquire skills and knowledge about usage of agriculture tools and machines?

Number of respondents: 40

100% of the beneficiaries from Balaghat, Gajapati and Koraput stated that the bridge course helped them in acquiring skills and knowledge about usage of agriculture tools and machines. However 100% of the beneficiaries from Aurangabad, Rohtas, Gaya and Gondia stated that the bridge course did not help them.

Impact Assessment for Rubber Sector

14.4.5.4 Acquiring skills and knowledge about usage of agriculture tools and machines by job role

The following table shows percentage of beneficiaries performing screening and search by job role:

Job role	Yes	No
Tire Fitter	53%	46%
Latex Harvest Technician (Tapper)	94%	6%
Processing Technician-Rubber Sheeting	97%	3%
Machine Operator Assistant Plastics Processing	98%	2%
General Worker-Rubber Plantation	97%	3%
Injection Moulding Operator	91%	9%
Junior Rubber Technician/Technical Assistant	88%	12%
Machine Operator Assistant Plastics Sacks	100%	0%
Material Handling and Storage Operator	81%	19%
Mill Operator	63%	38%
Compression Moulding Operator	100%	0%
Processing Assistant Technically Specified Rubber	100%	0%
Machine Operator Assistant Blow Moulding	0%	0%
General Worker (CENEX)	100%	0%
Grader (Ribbed smoked sheet Trading)	100%	0%
Machine Operator Assistant Injection Moulding	100%	0%
Sorting/Packing Operator (Latex)	100%	0%
Warehouse Supervisor	0%	0%
Extruder Operator	100%	0%
Building Operator: Hoses	0%	100%

TABLE 31: PERCENTAGE OF BENEFICIARIES ACQUIRING SKILLS AND KNOWLEDGE ABOUT USAGE OF AGRICULTURE TOOLS AND MACHINES BY JOB ROLE

Q Did the bridge course help you to acquire skills and knowledge about usage of agriculture tools and machines?

Number of respondents: 9472

Majority of the beneficiaries across all the job roles stated that the bridge course helped them in acquiring skills and knowledge about usage of agriculture tools and machines except from the job role building operator:Hoses.

Impact Assessment for Rubber Sector

14.4.5.5 Acquiring skills and knowledge about usage of agriculture tools and machines by gender

The following chart shows percentage of beneficiaries acquiring skills and knowledge about usage of agriculture tools and machines by gender:

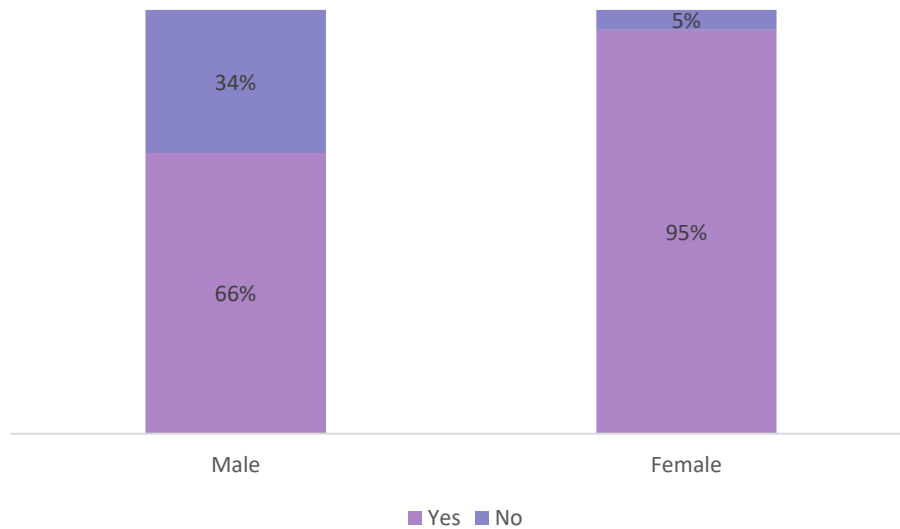


FIGURE 82: PERCENTAGE OF BENEFICIARIES ACQUIRING SKILLS AND KNOWLEDGE ABOUT USAGE OF AGRICULTURE TOOLS AND MACHINES BY GENDER

Q Did the bridge course help you to acquire skills and knowledge about usage of agriculture tools and machines?

Number of respondents: 9,472

The majority of the male (66%) and female (95%) beneficiaries stated that the bridge course helped them in acquiring skills and knowledge about usage of agriculture tools and machines.

Impact Assessment for Rubber Sector

14.4.5.6 Acquiring skills and knowledge about usage of agriculture tools and machines by caste

The following chart shows percentage of beneficiaries acquiring skills and knowledge about usage of agriculture tools and machines by caste:

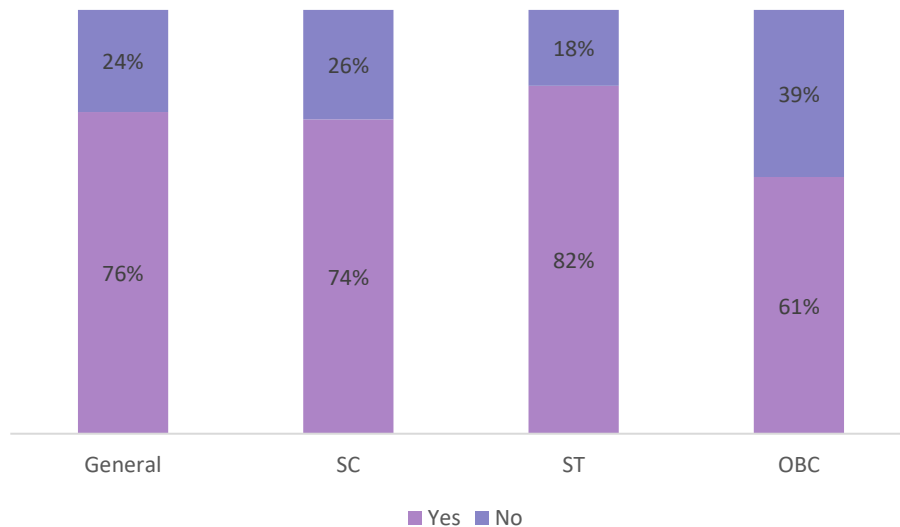


FIGURE 83: PERCENTAGE OF BENEFICIARIES ACQUIRING SKILLS AND KNOWLEDGE ABOUT USAGE OF AGRICULTURE TOOLS AND MACHINES BY CASTE

Q Did the bridge course help you to acquire skills and knowledge about usage of agriculture tools and machines?

Number of respondents: 9,174

Majority of the beneficiaries across all the categories stated that the bridge course helped them in acquiring skills and knowledge about usage of agriculture tools and machines, highest is 82% in ST category. Some of the beneficiaries did not get any help stated that the bridge course helped them in acquiring skills and knowledge about usage of agriculture tools and machines, maximum percentage is from OBC category, 39%.

Impact Assessment for Rubber Sector

14.4.6 Apply basic farm management practices

The following charts represents the percentages of beneficiaries who applied basic farm management practices by states, LWE, genders, caste categories and job roles.

14.4.6.1 Applying basic farm management practices by state

The following chart shows percentage of beneficiaries applying basic farm management practices after the bridge course by state:

State	Yes	No
Uttar Pradesh	8%	92%
Uttarakhand	75%	25%
Jammu and Kashmir	92%	8%
Rajasthan	69%	31%
Madhya Pradesh	99%	1%
Jharkhand	100%	0%
Bihar	9%	91%
West Bengal	1%	99%
Assam	100%	0%
Haryana	0%	100%
Tripura	27%	73%
Himachal Pradesh	91%	9%
Delhi	14%	86%
Manipur	30%	70%
Andhra Pradesh	14%	86%
Arunachal Pradesh	0%	100%
Chhattisgarh	0%	100%
Goa	100%	0%
Gujarat	0%	100%
Karnataka	0%	100%
Kerala	100%	0%
Maharashtra	100%	0%

TABLE 32: PERCENTAGE OF BENEFICIARIES BASIC FARM MANAGEMENT PRACTICES AFTER THE BRIDGE COURSE BY STATE

Q Did the bridge course help you to apply basic farm management practices?

Number of respondents: 9449

100% of the beneficiaries from Jharkhand, Assam, Goa, Kerala and Maharashtra stated that the bridge course helped them in applying farm basic farm management practices.

Impact Assessment for Rubber Sector

14.4.6.2 Applying basic farm management practices by hilly area

The following chart shows percentage of beneficiaries applying basic farm management practices after the bridge course by hilly area:

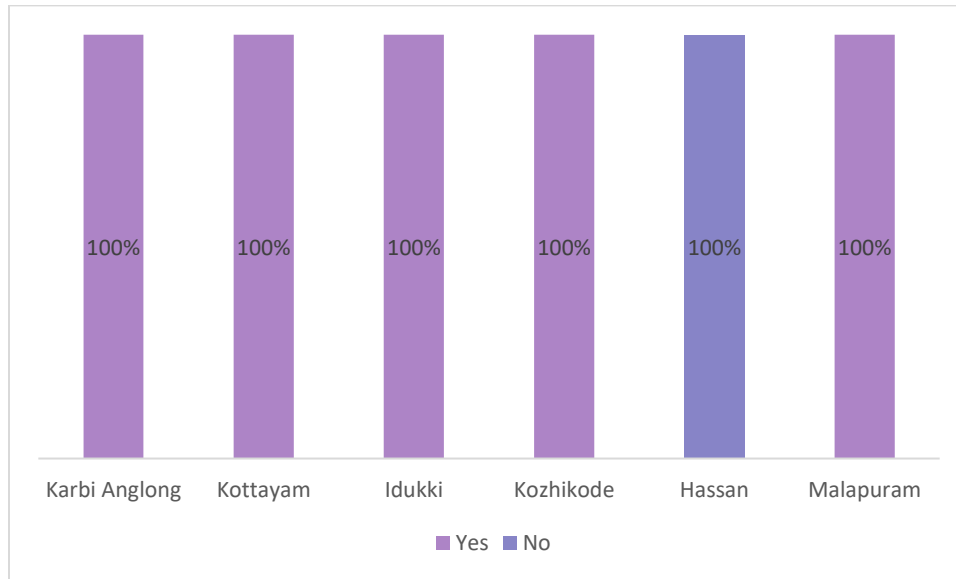


FIGURE 84 PERCENTAGE OF BENEFICIARIES BASIC FARM MANAGEMENT PRACTICES AFTER THE BRIDGE COURSE BY HILLY AREA

Q Did the bridge course help you to apply basic farm management practices?

Number of respondents: 522

100% of the beneficiaries across all the hilly areas except Hassan stated that the bridge course helped them to in applying farm basic farm management practices.

Impact Assessment for Rubber Sector

14.4.6.3 Applying basic farm management practices by LWE region

The following chart shows percentage of beneficiaries applying basic farm management practices after the bridge course by LWE:

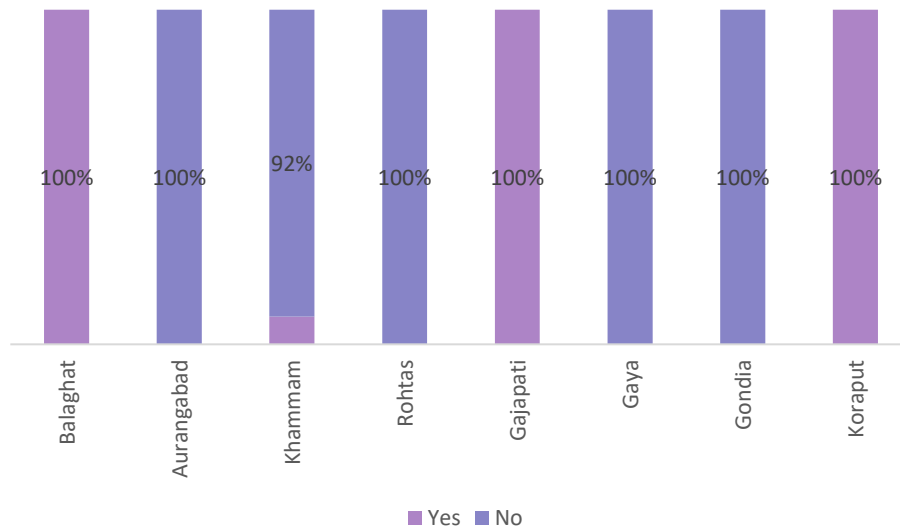


FIGURE 85: PERCENTAGE OF BENEFICIARIES BASIC FARM MANAGEMENT PRACTICES AFTER THE BRIDGE COURSE BY LWE

Q Did the bridge course help you to apply basic farm management practices?

Number of respondents: 40

100% of the beneficiaries from Balaghat, Gajapati and Koraput stated that the bridge course helped them in applying farm basic farm management practices. None of the beneficiaries from Aurangabad, Rohtas, Gaya and Gondia stated getting any help through the bridge course in applying farm management practices.

Impact Assessment for Rubber Sector

14.4.6.4 Applying in basic farm management practices by job role

The following table shows percentage of beneficiaries applying basic farm management practices after the bridge course by job role:

Job role	Yes	No
Tire Fitter	26%	73%
Latex Harvest Technician (Tapper)	93%	6%
Processing Technician-Rubber Sheeting	97%	3%
Machine Operator Assistant Plastics Processing	98%	2%
General Worker-Rubber Plantation	93%	7%
Injection Moulding Operator	96%	4%
Junior Rubber Technician/Technical Assistant	84%	16%
Machine Operator Assistant Plastics Sacks	100%	0%
Material Handling and Storage Operator	88%	13%
Mill Operator	63%	38%
Compression Moulding Operator	100%	0%
Processing Assistant Technically Specified Rubber	100%	0%
Machine Operator Assistant Blow Moulding	0%	0%
General Worker (CENEX)	100%	0%
Grader (Ribbed smoked sheet Trading)	100%	0%
Machine Operator Assistant Injection Moulding	100%	0%
Sorting/Packing Operator (Latex)	100%	0%
Warehouse Supervisor	0%	0%
Extruder Operator	100%	0%
Building Operator: Hoses	0%	100%

TABLE 33: PERCENTAGE OF BENEFICIARIES WHO MANAGE TRAFFIC AND RESPOND TO EMERGENCIES BY JOB ROLE

Q Did the bridge course help you to apply basic farm management practices?

Number of respondents: 9449

Majority of the beneficiaries across all the job roles stated that the bridge course helped them in applying basic farm management practices except from the job role building operator:Hoses.

Impact Assessment for Rubber Sector

14.4.6.5 Applying in basic farm management practices by gender

The following chart shows percentage of beneficiaries applying basic farm management practices after the bridge course by gender:

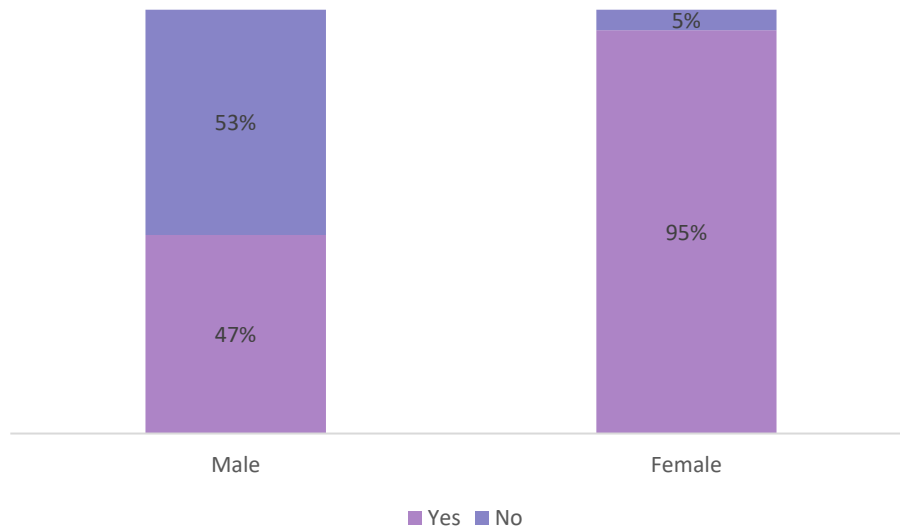


FIGURE 86: PERCENTAGE OF BENEFICIARIES BASIC FARM MANAGEMENT PRACTICES AFTER THE BRIDGE COURSE BY GENDER

Q Did the bridge course help you to apply basic farm management practices?

Number of respondents: 9,449

Majority of the female (95%) beneficiaries stated that the bridge course helped them in applying basic farm management practices whereas 47% of the male beneficiaries stated the same.

14.4.6.6 Applying in basic farm management practices by caste

The following chart shows percentage of beneficiary's basic farm management practices after the bridge course by caste:

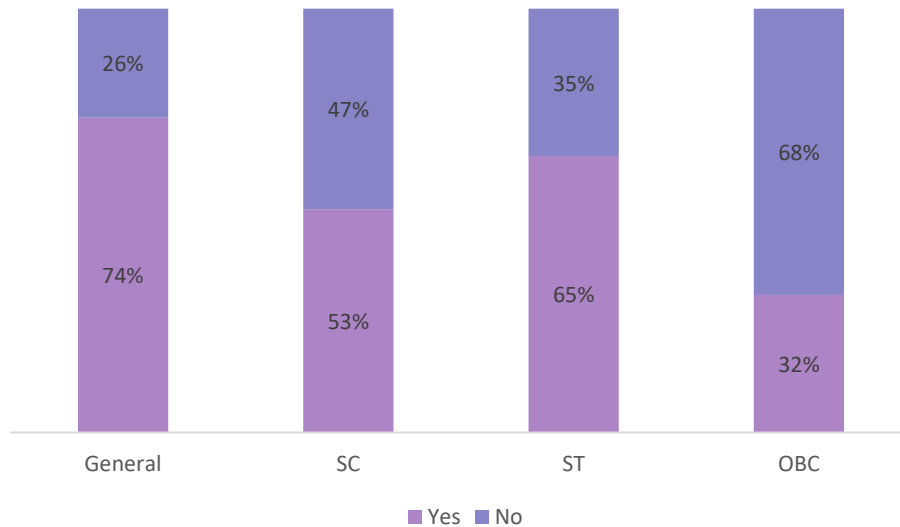


FIGURE 87: PERCENTAGE OF BENEFICIARIES BASIC FARM MANAGEMENT PRACTICES AFTER THE BRIDGE COURSE BY CASTE

Q Did the bridge course help you to apply basic farm management practices?

Number of respondents: 9,150

Majority of the beneficiaries across all the categories except OBC category stated bridge course helped them in applying basic farm management practices, highest is 74% in general category. Some of the beneficiaries did not state the same, maximum percentage is from OBC category, 68%.

Impact Assessment for Rubber Sector

14.5 Impact on RPL project on beneficiaries and society

14.5.1 Impact on beneficiaries

14.5.1.1 Overall benefits of RPL

14.5.1.1.1 Kausal Bima

14.5.1.1.1.1 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
Rajasthan	100%	0%
Madhya Pradesh	100%	0%
Jharkhand	100%	0%
Arunachal Pradesh	100%	0%
Gujarat	100%	0%
Punjab	100%	0%
Manipur	99%	1%
Odisha	98%	2%
Mizoram	97%	3%
Kerala	97%	3%
Assam	89%	11%
Maharashtra	89%	11%
Uttar Pradesh	87%	13%
Bihar	83%	17%
Haryana	81%	19%
Delhi	80%	20%
Telangana	78%	22%
Andhra Pradesh	73%	27%
West Bengal	50%	50%
Tripura	50%	50%
Meghalaya	44%	56%
Karnataka	33%	67%
Tamil Nadu	5%	95%

TABLE 34: BENEFICIARIES WITH KAUSAL BIMA-STATE WISE DISTRIBUTION

Q Have you been provided with 3 years of insurance under Kaushal Bima? Number of respondents:17,107

100% beneficiaries across the states of Rajasthan, Madhya Pradesh, Jharkhand, Arunachal Pradesh, and Gujarat have been provided with 3 years of insurance under Kausal Bima. The highest percentage of the beneficiaries 95% of Tamil Nadu have indicated that they have not been provided with insurance under Kausal Bima.

Impact Assessment for Rubber Sector

14.5.1.1.2 Beneficiaries with Kausal Bima by hilly area

Seven districts have been covered in the field investigation such as Karbi Anglong, Kottayam, Idukki, Kozhikode, Hassan, Malapuram, and Coimbatore which are considered as hilly area. A total of 638 beneficiaries have been covered from these districts

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

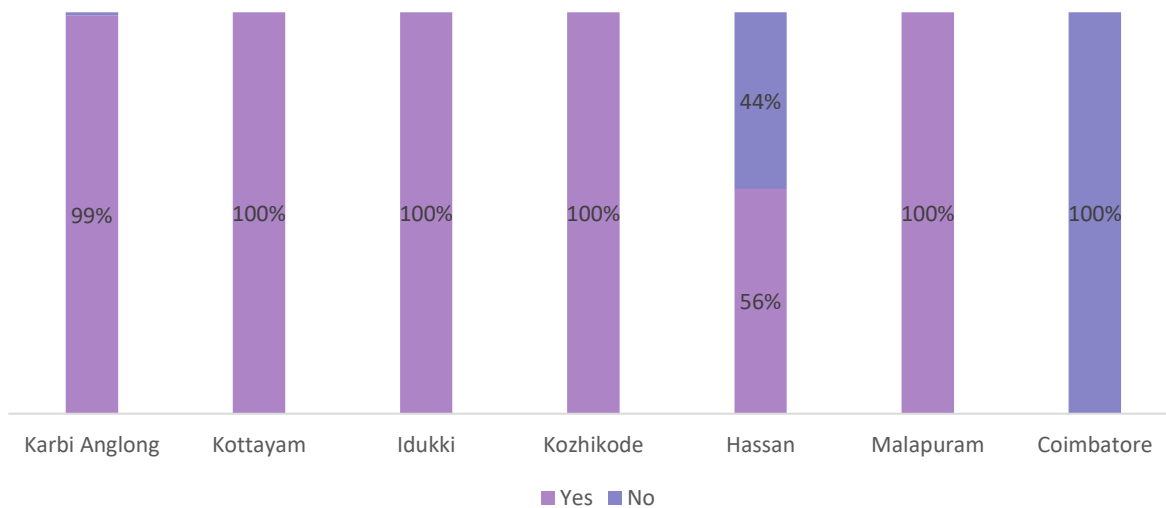


FIGURE 88: BENEFICIARIES WITH KAUSAL BIMA-HILLY AREA WISE DISTRIBUTION

Q Have you been provided with 3 years of insurance under Kaushal Bima? Number of respondents:638

100% of the beneficiaries in Kottayam, Idukki, Kozhikode, and Malapuram have been provided with 3 years of insurance under Kausal Bima while 99% of the beneficiaries in Karbi Anglong have been provided with Kausal Bima. It is to be noted that 100% of the beneficiaries in Coimbatore have indicated that they have not been provided with Kausal Bima.

Impact Assessment for Rubber Sector

14.5.1.1.1.3 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:

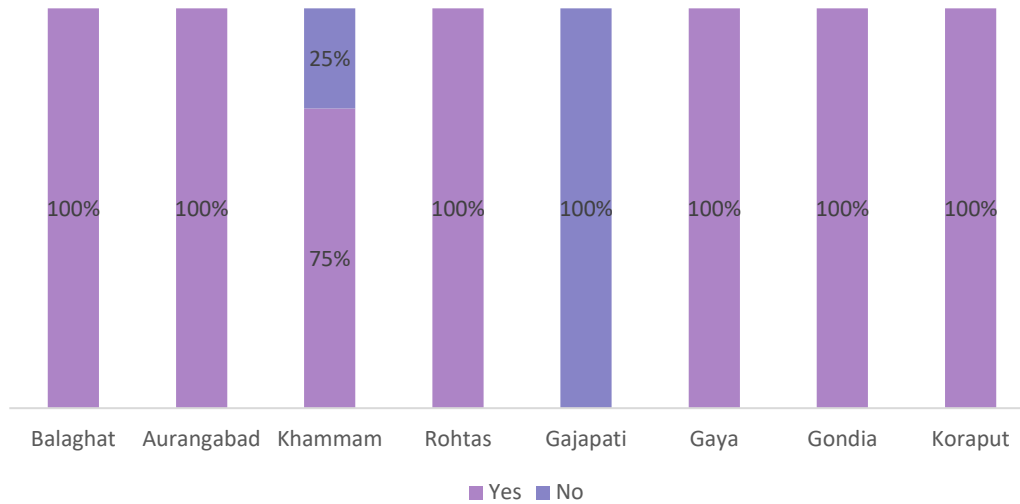


FIGURE 89: BENEFICIARIES WITH KAUSAL BIMA-LWE WISE DISTRIBUTION

Q Have you been provided with 3 years of insurance under Kaushal Bima? Number of respondents:229

Excepting for Gajapati (0%) and Khammam (75%) districts 100% of the beneficiaries from all the other districts have indicated that they have been provided with 3 years of insurance under Kausal Bima. No beneficiaries from Gajapati have indicated that they have been provided with insurance under Kausal Bima

Impact Assessment for Rubber Sector

14.5.1.1.1.4 Beneficiaries with Kausal Bima by job role

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

Job role	Yes	No
Processing Assistant Technically Specified Rubber	100%	0%
General Worker (CENEX)	100%	0%
Grader (Ribbed smoked sheet Trading)	100%	0%
Sorting/Packing Operator (Latex)	100%	0%
Extruder Operator	100%	0%
Building Operator: Hoses	100%	0%
Tire Fitter	85%	15%
Machine Operator Assistant Plastics Processing	81%	19%
Latex Harvest Technician (Tapper)	79%	21%
Processing Technician-Rubber Sheeting	78%	22%
Machine Operator Assistant Plastics Sacks	76%	24%
Material Handling and Storage Operator	75%	25%
General Worker-Rubber Plantation	65%	35%
Injection Moulding Operator	64%	36%
Junior Rubber Technician/Technical Assistant	61%	39%
Mill Operator	45%	55%
Machine Operator Assistant Injection Moulding	33%	67%
Compression Moulding Operator	11%	89%
Machine Operator Assistant Blow Moulding	0%	100%

TABLE 35: BENEFICIARIES WITH KAUSAL BIMA-JOB ROLE WISE DISTRIBUTION

Q Have you been provided with 3 years of insurance under Kaushal Bima? Number of respondents:17,107

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

Impact Assessment for Rubber Sector

14.5.1.1.1.5 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:

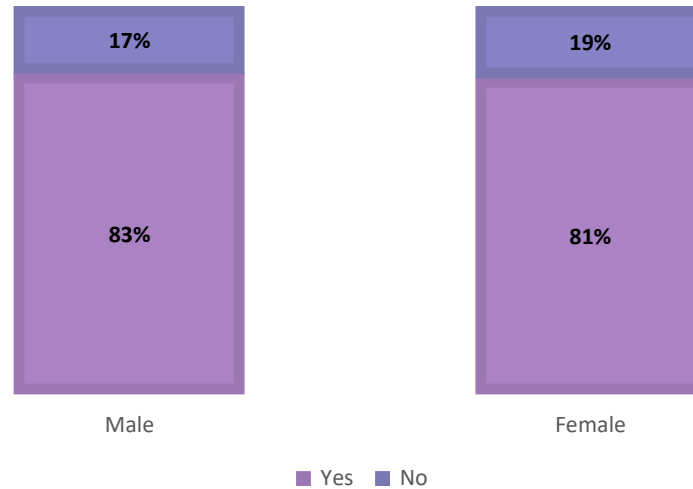


FIGURE 90: BENEFICIARIES WITH KAUSAL BIMA-GENDER WISE DISTRIBUTION

Q Have you been provided with 3 years of insurance under Kaushal Bima? Number of respondents:17,107

In both male and female categories of the beneficiaries, majority of the beneficiaries (83% male and 81% female) have been provided with 3 years of insurance under Kausal Bima.

Impact Assessment for Rubber Sector

14.5.1.1.1.6 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:

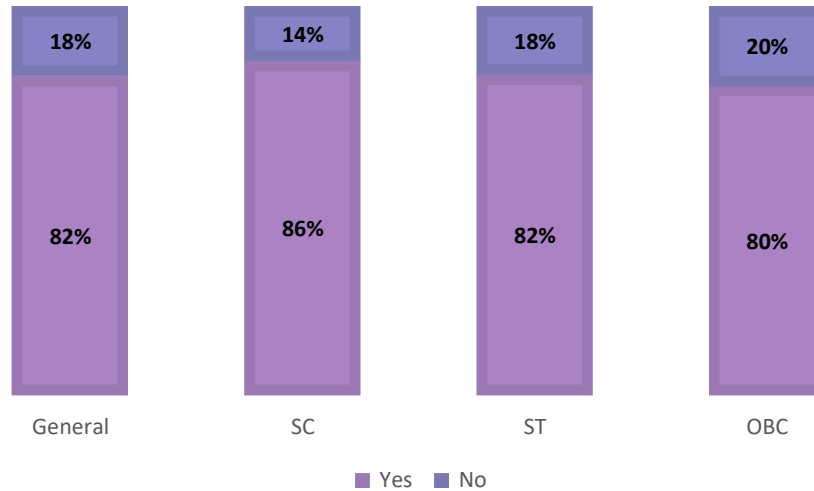


FIGURE 91: BENEFICIARIES WITH KAUSAL BIMA CASTE CATEGORY WISE DISTRIBUTION

Q Have you been provided with 3 years of insurance under Kaushal Bima? Number of respondents: 16,624

Across all the caste categories, majority of the beneficiaries have been provided with 3 years of insurance under Kausal Bima (82%, 86%, 82%, and 80% for General, SC, ST, and OBC respectively)

Impact Assessment for Rubber Sector

14.5.1.1.2 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:

14.5.1.1.2.1 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
Rajasthan	100%	0%
Madhya Pradesh	100%	0%
Jharkhand	100%	0%
Gujarat	100%	0%
Punjab	100%	0%
Manipur	87%	13%
Kerala	85%	2%
Mizoram	80%	20%
Maharashtra	79%	21%
Haryana	67%	10%
Uttar Pradesh	57%	6%
Andhra Pradesh	54%	46%
Telangana	44%	38%
Tripura	42%	36%
Assam	41%	20%
Bihar	34%	17%
Meghalaya	11%	44%
Tamil Nadu	10%	90%
West Bengal	9%	91%
Delhi	2%	2%
Odisha	1%	0%
Karnataka	1%	91%

TABLE 36: REGISTERED UNDER UDYAMI MITRA-STATE WISE DISTRIBUTION

Q Did PIA helped you get registered under Udyami Mitra?

Number of respondents:17,107

100% of the beneficiaries from the status of Rajasthan, Madhya Pradesh, Jharkhand, Gujarat, and Punjab informed to have received help from the PIA to get registered under Udyami Mitra. 91% of the beneficiaries from Karnataka informed that they have not received help from the PIA to get registered under Udyami Mitra.

Impact Assessment for Rubber Sector

14.5.1.1.2.2 Beneficiaries registered with Udyami Mitra by hilly area

Only in Malapuram, 100% of the beneficiaries have indicated they have been registered under Udyami Mitra. 100% of the beneficiaries from Coimbatore have indicated that they have not been assisted in Udyami Mitra.

14.5.1.1.2.3 Beneficiaries registered with Udyami Mitra by LWE

Eight districts have been covered in the field investigation such as Balaghat, Aurangabad, Khammam, Rohtas, Gajapati, Gaya, Gondia, and Koraput which are considered as LWE. A total of 229 beneficiaries have been covered from these districts.

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

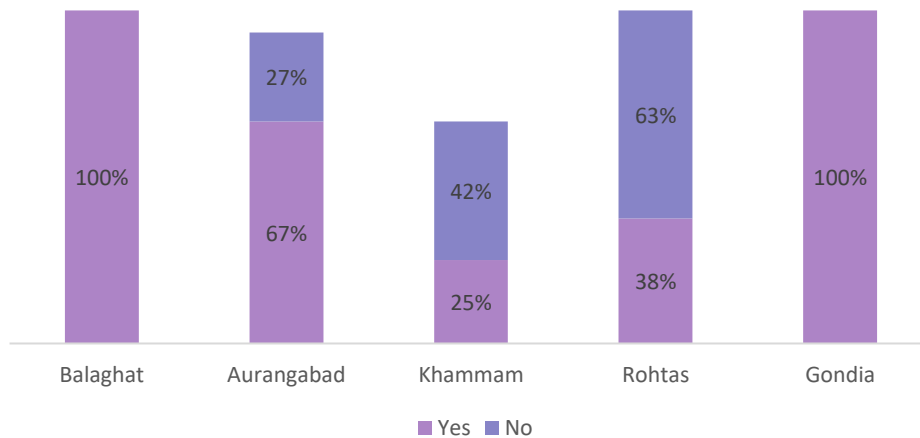


FIGURE 92: REGISTERED UNDER UDYAMI MITRA-LWE WISE DISTRIBUTION

Q Did PIA helped you get registered under Udyami Mitra?

Number of respondents:229

In Balaghat and Gondia 100% of the beneficiaries have been helped to get registered under Udyami Mitra. However, 67%, 25%, and 38% respectively from Aurangabad, Khammam, and Rohtas have received assistance for the registration process under Udyami Mitra.

Impact Assessment for Rubber Sector

14.5.1.1.2.4 Beneficiaries registered with Udyami Mitra by job role

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

Job role	Yes	No
Processing Assistant Technically Specified Rubber	100%	0%
General Worker (CENEX)	100%	0%
Grader (Ribbed smoked sheet Trading)	100%	0%
Sorting/Packing Operator (Latex)	100%	0%
Extruder Operator	100%	0%
Building Operator: Hoses	100%	0%
Material Handling and Storage Operator	81%	19%
Tire Fitter	62%	21%
General Worker-Rubber Plantation	60%	31%
Injection Moulding Operator	58%	33%
Processing Technician-Rubber Sheeting	56%	21%
Junior Rubber Technician/Technical Assistant	55%	42%
Mill Operator	55%	45%
Latex Harvest Technician (Tapper)	49%	21%
Machine Operator Assistant Plastics Processing	24%	17%
Machine Operator Assistant Plastics Sacks	24%	29%
Compression Moulding Operator	0%	100%

TABLE 37: REGISTERED UNDER UDYAMI MITRA-JOB ROLE WISE DISTRIBUTION

Q Did PIA helped you get registered under Udyami Mitra?

Number of respondents:17,107

Across almost all the job roles, a significant percentage of beneficiaries received help from the PIA to get registered under the Udyami Mitra. 100% of Compression Moulding Operator have indicated that they have not received any help for registration under Udyami Mitra..

Impact Assessment for Rubber Sector

14.5.1.1.2.5 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:

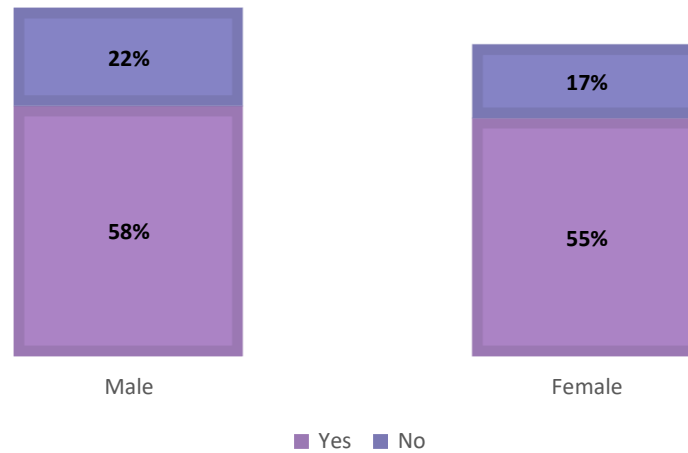


FIGURE 93: REGISTERED UNDER UDYAMI MITRA-GENDER WISE DISTRIBUTION

Q Did PIA helped you get registered under Udyami Mitra?

Number of respondents:17,107

A majority of both the male and female beneficiaries received help from the PIA to get registered under Udyami Mitra. However, the percentage is higher for male beneficiaries (58%) as compared to the female beneficiaries (55%). The rest of the beneficiaries were not interested in Udyami Mitra.

Impact Assessment for Rubber Sector

14.5.1.1.2.6 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:

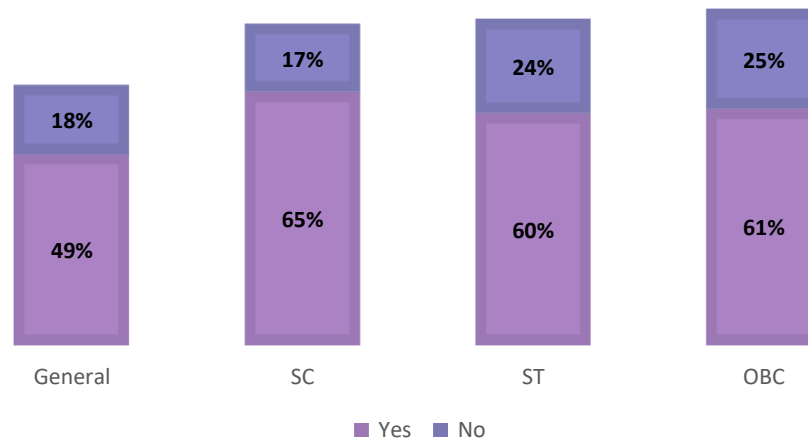


FIGURE 94: REGISTERED UNDER UDYAMI MITRA-CASTE CATEGORY WISE DISTRIBUTION

Q Did PIA helped you get registered under Udyami Mitra?

Number of respondents: 16,624

The highest percentage of the beneficiaries who have been helped to get registered under Udyami Mitra is from the SC category (65%). 61%, 60%, and 49% of the beneficiaries from the OBC, ST, and General category respectively received help with the registration under Udyami Mitra.

14.5.1.1.3 Impact on Competencies

14.5.1.1.3.1 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	Others (specify)	No impact
Rajasthan	100%	0%	0%	0%	0%	0%	0%
Gujarat	100%	0%	0%	0%	0%	0%	0%
Kerala	93%	0%	0%	0%	0%	0%	1%
Madhya Pradesh	62%	0%	0%	0%	0%	0%	0%
Tripura	54%	0%	0%	0%	0%	0%	9%
Uttar Pradesh	53%	0%	0%	0%	0%	0%	2%
Mizoram	51%	0%	0%	0%	0%	0%	0%
Manipur	49%	0%	0%	0%	0%	0%	0%
Meghalaya	44%	0%	0%	0%	0%	0%	0%
West Bengal	43%	0%	0%	0%	0%	0%	0%
Karnataka	40%	0%	0%	0%	0%	0%	7%
Telangana	31%	0%	0%	0%	0%	0%	49%
Maharashtra	30%	0%	0%	0%	0%	0%	0%
Assam	29%	0%	0%	0%	0%	0%	1%
Andhra Pradesh	23%	0%	0%	0%	0%	0%	4%
Jammu and Kashmir	13%	0%	0%	0%	0%	0%	0%
Haryana	10%	0%	0%	0%	0%	0%	0%
Bihar	6%	0%	0%	0%	0%	0%	43%
Tamil Nadu	5%	0%	0%	0%	0%	0%	62%
Odisha	2%	0%	0%	0%	0%	0%	0%
Uttarakhand	0%	0%	0%	0%	0%	0%	0%

TABLE 38: 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:17,107

100% of the beneficiaries from both Rajasthan and Gujarat mentioned an improvement in terms of usage of digital platform. A significant percentage from Kerala (93%), Madhya Pradesh (62%), Tripura (54%), Uttar Pradesh (53%), Mizoram (51%), and Manipur (49%) and other states mentioned the same. 62% of the beneficiaries from Tamil Nadu indicated that there is no impact from the RPL program.

Impact Assessment for Rubber Sector

14.5.1.1.3.2 Impact on competencies by hilly area

Six districts have been covered in the field investigation such as Karbi Anglong, Kottayam, Idukki, Kozhikode, Hassan, and Malapuram which are considered as hilly area. A total of 638 beneficiaries have been covered from these districts.

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

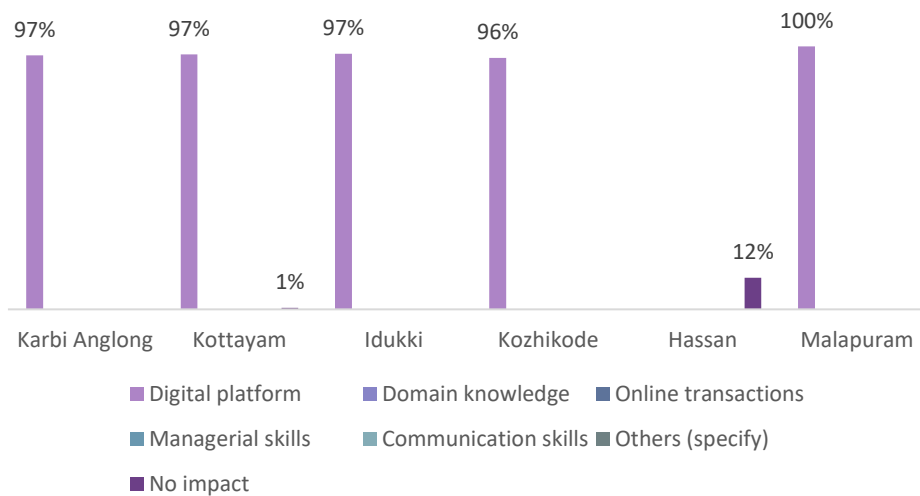


FIGURE 95: IMPACT OF RPL PROGRAMS ON COMPETENCIES -HILLY AREA WISE DISTRIBUTION

Q In which area did the RPL program help to improve your competencies? Number of respondents:638

100% of the beneficiaries from Malapuram experienced an impact of RPL program on digital platform and more than 90% of the beneficiaries from other districts except Hassan felt that the ease of using digital platform has increased. 12% of the beneficiaries from Hassan stated that there is no impact from the RPL program.

Impact Assessment for Rubber Sector

14.5.1.1.3.3 Impact on competencies by LWE

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

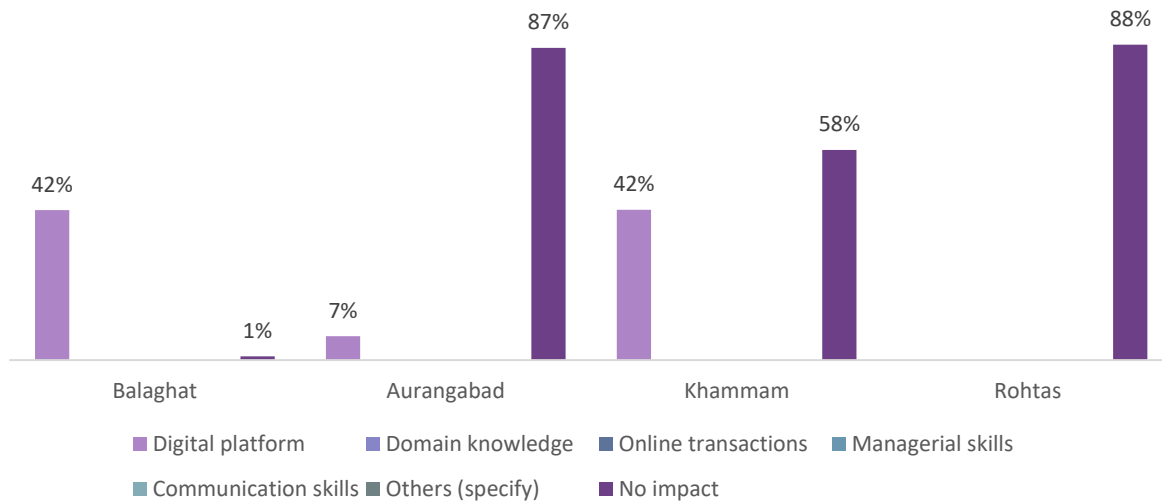


FIGURE 96: IMPACT OF RPL PROGRAMS ON COMPETENCIES -LWE WISE DISTRIBUTION

Q In which area did the RPL program help to improve your competencies? Number of respondents:229

88% and 87% of the beneficiaries from Rohtas and Aurangabad respectively have indicated that there is no impact of the RPL program. 42% from Balaghat and Khammam have indicated that they felt the ease of using digital platform after the RPL program.

Impact Assessment for Rubber Sector

14.5.1.1.3.4 Impact on competencies by job role

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

Job role	Digital platform	No impact
Processing Assistant Technically Specified Rubber	100%	0%
Grader (Ribbed smoked sheet Trading)	100%	0%
Sorting/Packing Operator (Latex)	100%	0%
Warehouse Supervisor	100%	0%
Extruder Operator	100%	0%
Material Handling and Storage Operator	88%	19%
Machine Operator Assistant Blow Moulding	75%	0%
General Worker (CENEX)	75%	0%
General Worker-Rubber Plantation	71%	3%
Injection Moulding Operator	55%	21%
Junior Rubber Technician/Technical Assistant	52%	6%
Latex Harvest Technician (Tapper)	50%	4%
Tire Fitter	40%	3%
Processing Technician-Rubber Sheeting	37%	5%
Machine Operator Assistant Plastics Sacks	35%	12%
Machine Operator Assistant Injection Moulding	33%	0%
Machine Operator Assistant Plastics Processing	25%	5%
Compression Moulding Operator	22%	67%
Mill Operator	18%	9%
Building Operator: Hoses	0%	100%

TABLE 39 : 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:17,107

Majority of the beneficiaries across job roles stated that they felt an impact on use of digital platform. 100% of the beneficiaries in the job role of Building Operator:Hoses indicated that they did not have any impact from the RPL program.

14.5.1.1.3.5 Impact on competencies by gender

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

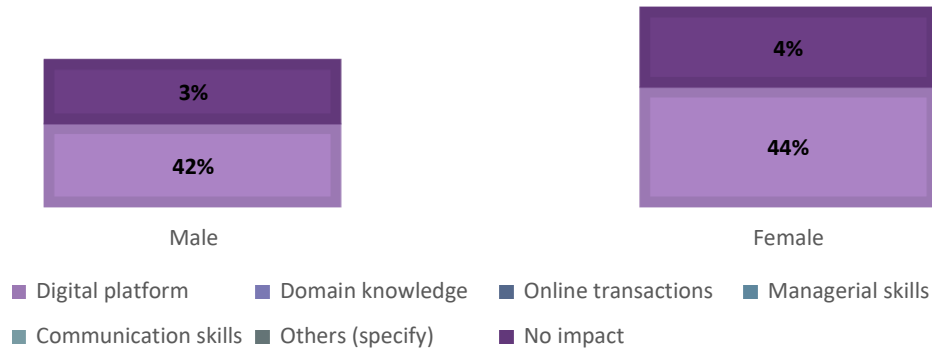


FIGURE 97: IMPACT OF RPL PROGRAMS ON COMPETENCIES -GENDER WISE DISTRIBUTION

Q In which area did the RPL program help to improve your competencies? Number of respondents:17,107

A majority of both male (42%) and female (44%) beneficiaries stated increased use of digital platform post RPL program. Only 3% and 4% of males and females respectively have indicated that there is no impact of the RPL program.

Impact Assessment for Rubber Sector

14.5.1.1.3.6 Impact on competencies by caste category

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

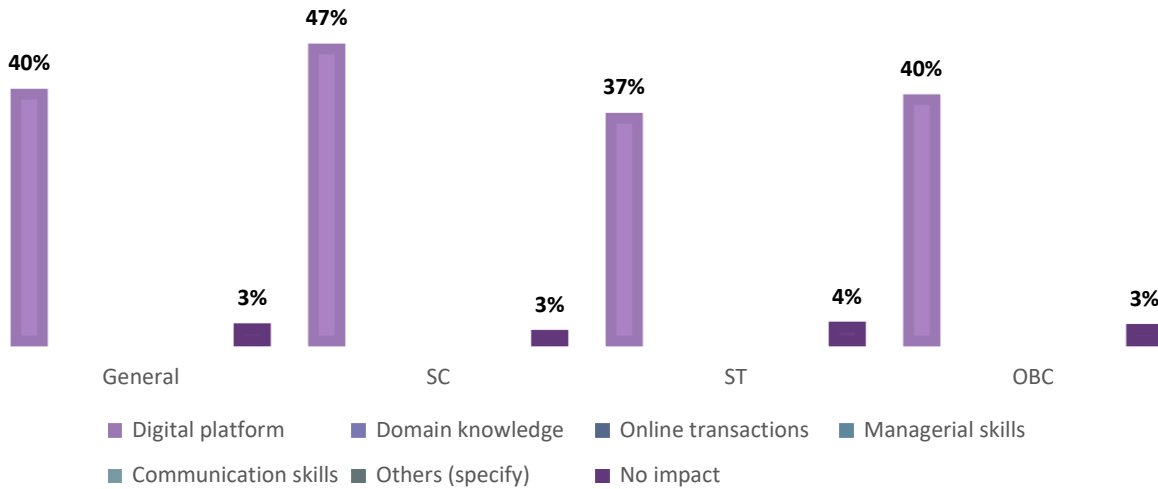


FIGURE 98: IMPACT OF RPL PROGRAMS ON COMPETENCIES -CASTE CATEGORY WISE DISTRIBUTION

Q In which area did the RPL program help to improve your competencies? Number of respondents: 17,107

The highest percentage of beneficiaries (47%) started using digital platform more than before are from SC category followed by General and OBC at 40% each. 3%, 3%, 4%, and 3% respectively from General, SC, ST, and OBC categories indicated that they did not see any impact of the RPL program.

Impact Assessment for Rubber Sector

14.5.1.1.4 Ability to expand market/change job location

14.5.1.1.4.1 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	Outside the state
Delhi	100%	0%	0%	0%	0%
Telangana	96%	4%	0%	0%	0%
Kerala	96%	3%	0%	0%	0%
Tamil Nadu	90%	5%	5%	0%	0%
Karnataka	88%	9%	2%	0%	0%
Andhra Pradesh	85%	15%	0%	0%	0%
Meghalaya	78%	11%	0%	11%	0%
Bihar	57%	13%	30%	0%	0%
Tripura	56%	32%	8%	3%	2%
Uttar Pradesh	37%	2%	60%	1%	0%
West Bengal	35%	54%	12%	0%	0%
Manipur	30%	59%	9%	2%	0%
Haryana	29%	5%	67%	0%	0%
Mizoram	28%	65%	6%	0%	0%
Jammu and Kashmir	25%	75%	0%	0%	0%
Assam	9%	53%	36%	2%	0%
Maharashtra	0%	89%	11%	0%	0%
Madhya Pradesh	0%	99%	0%	0%	0%

TABLE 40: ABILITY TO EXPAND MARKET/CHANGE JOB LOCATION-STATE WISE DISTRIBUTION

Q Have you been able to expand your market/change job location after RPL? Number of respondents:17,107

100% of the beneficiaries from Delhi mentioned no expansion in their market/change job location after RPL program. The highest percentage of the beneficiaries are from Madhya Pradesh (99%) reported to expand their market/change job location within the city after undertaking the RPL program.

Impact Assessment for Rubber Sector

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

Seven districts have been covered in the field investigation such as Karbi Anglong, Kottayam, Idukki, Kozhikode, Hassan, Malapuram, and Coimbatore which are considered as hilly area. A total of 638 beneficiaries have been covered from these districts.

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:

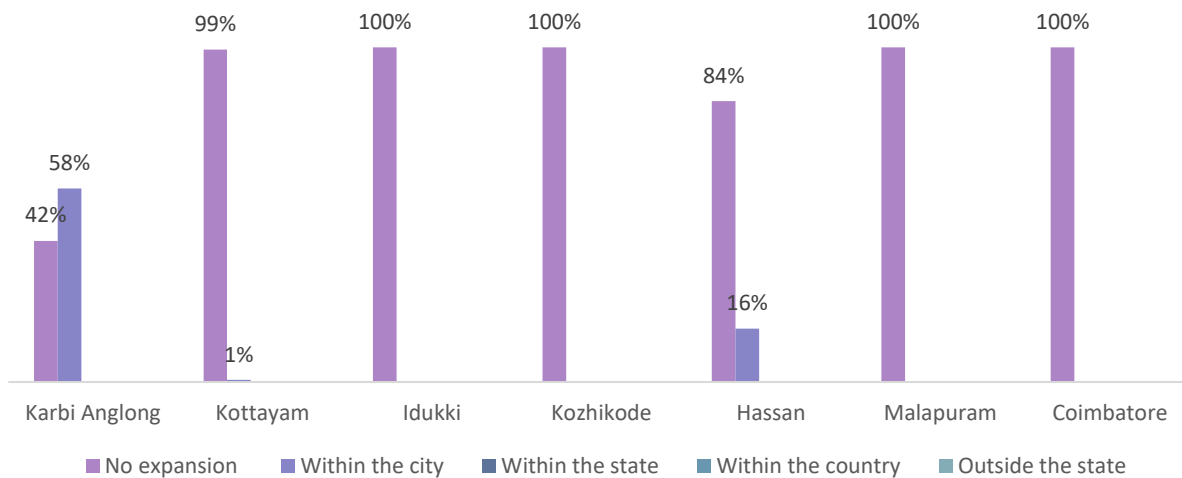


FIGURE 99: ABILITY TO EXPAND MARKET/CHANGE JOB LOCATION-HILLY AREA WISE DISTRIBUTION

Q Have you been able to expand your market/change job location after RPL? Number of respondents:638

100% of the beneficiaries from Idukki, Kozhikode, Malapuram, and Coimbatore reported no expansion after the RPL program. 58% of the beneficiaries from Karbi Anglong and 16% of the beneficiaries from Hassan have indicated that there was an expansion within the city.

Impact Assessment for Rubber Sector

14.5.1.1.4.3 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:

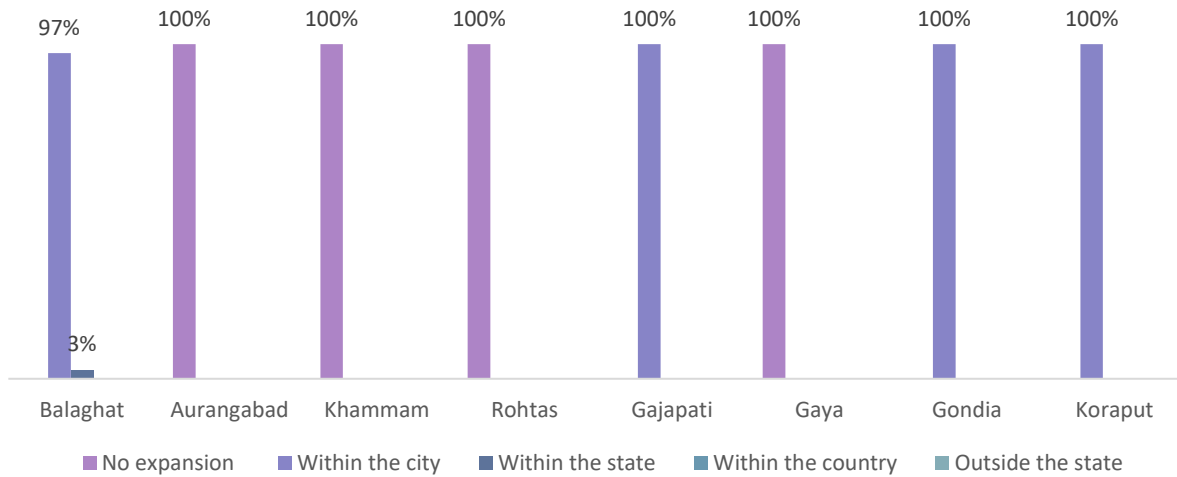


FIGURE 100: ABILITY TO EXPAND MARKET/CHANGE JOB LOCATION-LWE WISE DISTRIBUTION

Q Have you been able to expand your market/change job location after RPL? Number of respondents:229

100% of the beneficiaries from Aurangabad, Khammam, Rohtas, and Gaya have indicated that they could not expand market/change job location after the RPL program. 100% of the beneficiaries from Gajapati, Gondia, and Koraput have indicated that they were able to expand within the city while 97% of the beneficiaries from Balaghat have indicated that they were able to expand within the city.

Impact Assessment for Rubber Sector

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

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

Job role	No expansion	Within the city	Within the state	Within the country	Outside the state
Material Handling and Storage Operator	100%	0%	0%	0%	0%
Compression Moulding Operator	100%	0%	0%	0%	0%
Processing Assistant Technically Specified Rubber	100%	0%	0%	0%	0%
Grader (Ribbed smoked sheet Trading)	100%	0%	0%	0%	0%
Sorting/Packing Operator (Latex)	100%	0%	0%	0%	0%
Building Operator: Hoses	100%	0%	0%	0%	0%
Injection Moulding Operator	94%	6%	0%	0%	0%
Junior Rubber Technician/Technical Assistant	90%	6%	3%	0%	0%
Machine Operator Assistant Plastics Sacks	88%	6%	6%	0%	0%
Machine Operator Assistant Blow Moulding	88%	0%	0%	13%	0%
General Worker-Rubber Plantation	82%	14%	2%	1%	1%
General Worker (CENEX)	75%	0%	0%	0%	25%
Mill Operator	73%	18%	9%	0%	0%
Processing Technician-Rubber Sheeting	39%	55%	5%	1%	1%
Latex Harvest Technician (Tapper)	38%	41%	17%	3%	1%
Machine Operator Assistant Plastics Processing	34%	41%	24%	2%	0%
Machine Operator Assistant Injection Moulding	33%	33%	0%	33%	0%
Tire Fitter	16%	55%	28%	0%	0%
Warehouse Supervisor	0%	0%	100%	0%	0%
Extruder Operator	0%	100%	0%	0%	0%

TABLE 41: 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? Number of respondents:17,107

100% of the beneficiaries who belong to the job role Extruder Operator have indicated that they have seen a benefit of expansion within the city. However, majority of the beneficiaries across other job roles have indicated that did not benefit from the RPL program in terms of any expansion.

Impact Assessment for Rubber Sector

14.5.1.1.4.5 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:

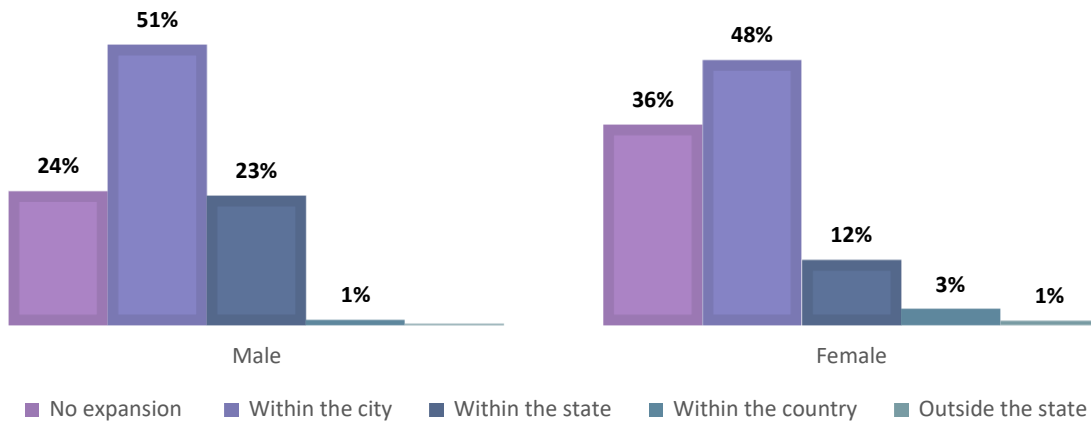


FIGURE 101: ABILITY TO EXPAND MARKET/CHANGE JOB LOCATION-GENDER WISE DISTRIBUTION

Q Have you been able to expand your market/change job location after RPL? Number of respondents:17,107

A majority of both male (51%) and female (48%) beneficiaries mentioned an expansion of market/change in the job location within the city. 23% of the male beneficiaries and 12% of the female beneficiaries stated that they were able to expand/change within the state, 1% of the male and 3% of the female beneficiaries reported the same within the country while 24% male and 36% female beneficiaries mentioned no expansion of the market/change in job location.

Impact Assessment for Rubber Sector

14.5.1.1.4.6 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:

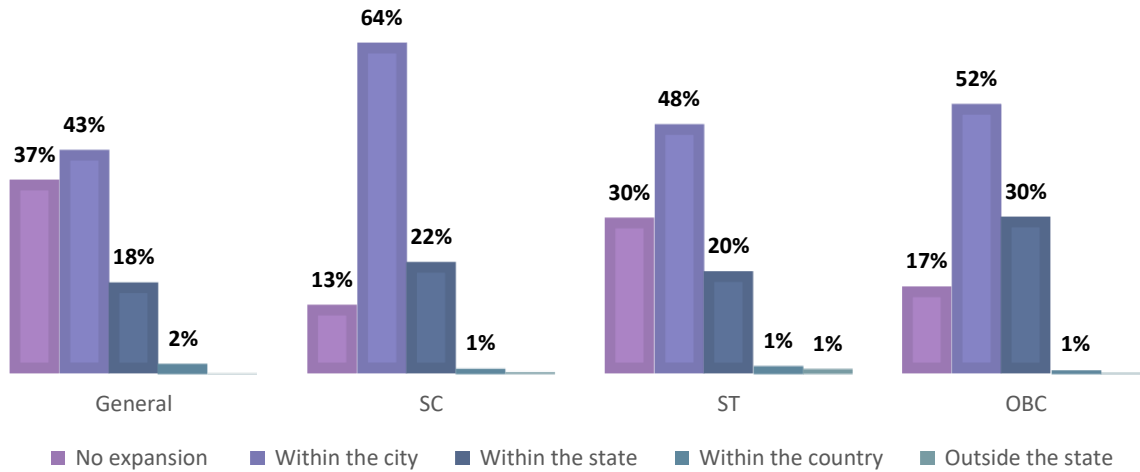


FIGURE 102: ABILITY TO EXPAND MARKET/CHANGE JOB LOCATION-CASTE CATEGORY WISE DISTRIBUTION

Q Have you been able to expand your market/change job location after RPL? Number of respondents: 16,624

A majority of the beneficiaries from general, SC, ST and OBC category stated to expand market/change job location within the city, the highest percentage (64%) is from SC category. 37% from general, 13% from SC, 30% from ST, and 17% from OBC category have indicated no expansion after the RPL program.

14.5.1.1.5 .Mudra Loans

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

14.5.1.1.5.1 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
Madhya Pradesh	99%	1%
Manipur	70%	30%
Mizoram	64%	36%
Assam	26%	74%
Bihar	24%	76%
Uttar Pradesh	11%	89%
Telangana	11%	89%
Maharashtra	11%	89%
Tripura	8%	92%
Odisha	5%	95%
Andhra Pradesh	4%	96%
West Bengal	3%	97%
Kerala	3%	97%
Gujarat	0%	100%

TABLE 42: BENEFICIARIES APPLIED FOR MUDRA LOAN BY STATE

Q Did you apply for Mudra Loans?

Number of respondents:17,107

The majority of the beneficiaries did not apply for Mudra Loans. Among the beneficiaries who applied for it, the highest percentage is from Madhya Pradesh (99%). 100% of the beneficiaries from Gujarat followed by West Bengal and Kerala (97%) did not apply for Mudra Loans.

Impact Assessment for Rubber 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:

State	For starting new business	For expanding current business	Others (Specify)
Haryana	100%	0%	0%
Uttar Pradesh	95%	5%	0%
Madhya Pradesh	95%	5%	0%
Kerala	93%	7%	0%
Maharashtra	84%	16%	0%
Telangana	67%	33%	0%
Assam	66%	34%	0%
Manipur	53%	47%	0%
Tripura	49%	51%	0%
Bihar	35%	65%	0%

TABLE 43: REASON OF APPLYING FOR MUDRA LOAN BY STATE

Q For what purpose did you avail the loan?

Number of respondents:1260

The majority of the beneficiaries who applied for Mudra Loan stated the reason to be starting a new business, 100% of the beneficiaries from Haryana stated the same. The remaining beneficiaries in some states applied for it for expanding their current business, the highest percentage is from Bihar(65%).

Impact Assessment for Rubber Sector

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

State	Yes	No
Telangana	100%	0%
Kerala	93%	7%
Madhya Pradesh	89%	11%
Mizoram	83%	17%
Manipur	80%	20%
Andhra Pradesh	67%	33%
Tripura	44%	56%
West Bengal	33%	67%
Maharashtra	32%	68%
Bihar	23%	78%
Odisha	10%	90%
Assam	10%	90%
Uttar Pradesh	9%	91%

TABLE 44: DIFFICULTIES FACED WHILE APPLYING FOR THE LOAN BY STATES

Q Did you face any difficulty in availing loan?

Number of respondents:3496

The highest percentage of beneficiaries who reported to face some difficulties is from Telangana (100%), followed by Kerala (93%) whereas,91% of the beneficiaries from Uttar Pradesh faced not difficulty while applying for the loan.

Impact Assessment for Rubber Sector

14.5.1.1.5.2 Beneficiaries applied for Mudra Loans by hilly area

None of the beneficiaries from the districts except 1% from Karbi Anglong and 2% from Kottayam applied for Mudra Loans.

14.5.1.1.5.3 Beneficiaries applied for Mudra Loans by LWE

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

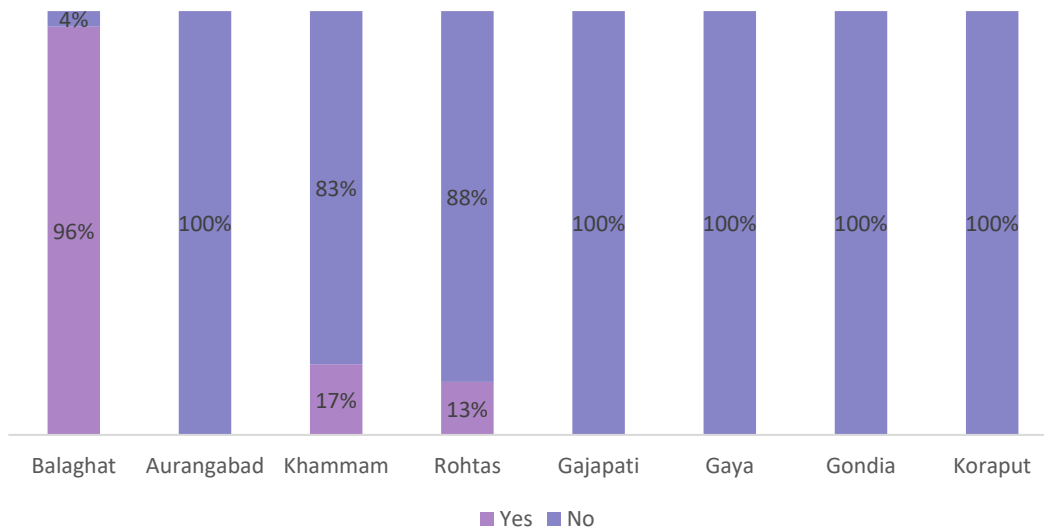


FIGURE 103: BENEFICIARIES APPLIED FOR MUDRA LOAN BY LWE

Q Did you apply for Mudra Loans?

Number of respondents: 17,107

96% of the beneficiaries from Balaghat applied for Mudra Loans followed by 13% from Rohtas and 17% from Khammam.

Impact Assessment for Rubber Sector

14.5.1.1.5.4 Beneficiaries applied for Mudra Loans by job role

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

Job role	Yes	No
Extruder Operator	100%	0%
Tire Fitter	31%	69%
Latex Harvest Technician (Tapper)	26%	74%
General Worker (CENEX)	25%	75%
Material Handling and Storage Operator	13%	88%
Machine Operator Assistant Plastics Processing	5%	95%
General Worker-Rubber Plantation	5%	95%
Processing Technician-Rubber Sheeting	3%	97%
Injection Moulding Operator	0%	100%
Junior Rubber Technician/Technical Assistant	0%	100%
Machine Operator Assistant Plastics Sacks	0%	100%
Mill Operator	0%	100%
Compression Moulding Operator	0%	100%
Processing Assistant Technically Specified Rubber	0%	100%
Machine Operator Assistant Blow Moulding	0%	100%
Grader (Ribbed smoked sheet Trading)	0%	100%
Machine Operator Assistant Injection Moulding	0%	100%
Sorting/Packing Operator (Latex)	0%	100%
Warehouse Supervisor	0%	100%
Building Operator: Hoses	0%	100%

TABLE 45: BENEFICIARIES APPLIED FOR MUDRA LOAN BY JOB ROLE

Q Did you apply for Mudra Loans?

Number of respondents: 17,107

The majority of beneficiaries across all the job roles 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:

Impact Assessment for Rubber Sector

Job role	For starting new business	For expanding current business
Mill Operator	100%	0%
Processing Assistant Technically Specified Rubber	100%	0%
General Worker (CENEX)	100%	0%
Sorting/Packing Operator (Latex)	100%	0%
Extruder Operator	100%	0%
Tire Fitter	89%	11%
Material Handling and Storage Operator	83%	17%
General Worker-Rubber Plantation	78%	22%
Processing Technician-Rubber Sheeting	68%	32%
Latex Harvest Technician (Tapper)	29%	71%
Machine Operator Assistant Plastics Processing	0%	100%

TABLE 46: REASON OF APPLYING FOR MUDRA LOAN BY JOB ROLE

Q For what purpose did you avail the loan?

Number of respondents:1260

100% of the mill operator, processing assistant, general worker, sorting/packing operator and extruder operator applied for the Mudra Loan to start new business. 100% of beneficiaries from the job role machine operator reported the purpose is to expand current business.

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

Majority of the beneficiaries across most of the job roles faced difficulties.

Impact Assessment for Rubber Sector

14.5.1.1.5.5 Beneficiaries applied for Mudra Loans by gender

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

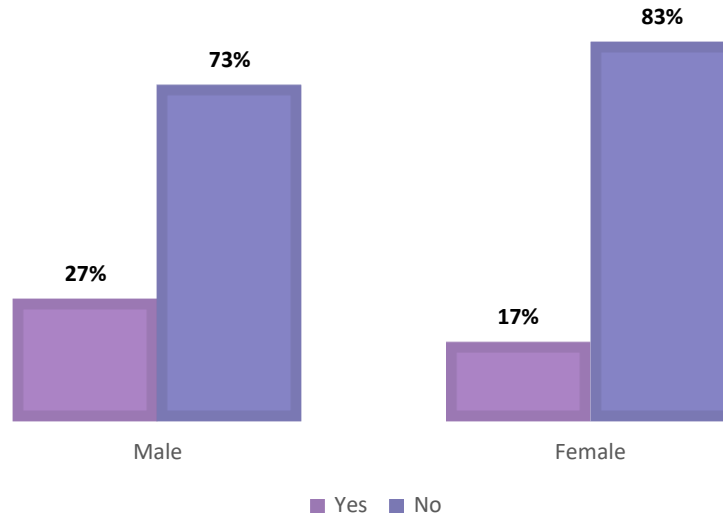


FIGURE 104: BENEFICIARIES APPLIED FOR MUDRA LOAN BY GENDER

Q Did you apply for Mudra Loans?

Number of respondents:17,107

The majority of both male (73%) and female beneficiaries (83%) stated that they did not apply for Mudra Loans.

Impact Assessment for Rubber 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:

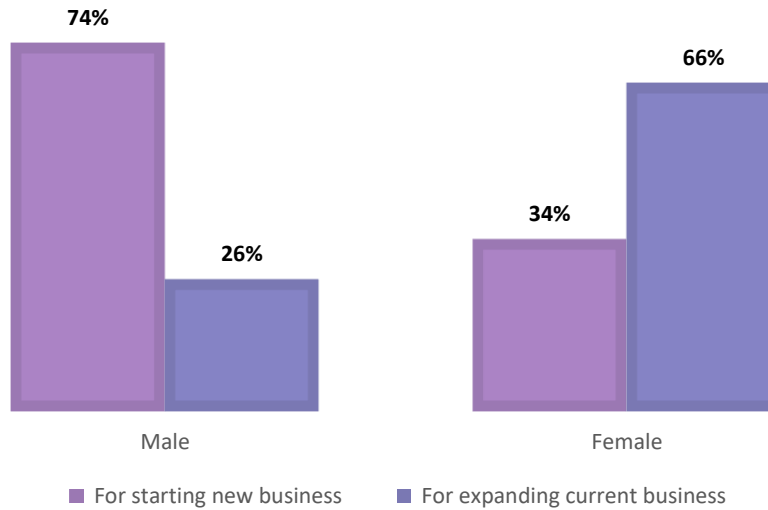


FIGURE 105: REASON OF APPLYING FOR MUDRA LOAN BY GENDER

Q For what purpose did you avail the loan?

Number of respondents:1260

The majority of both male (74%) and female (66%) beneficiaries who applied for Mudra Loan stated the reason to be starting a new business. The remaining 26% male and 34% female beneficiaries applied for it for expanding their current business.

Impact Assessment for Rubber Sector

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

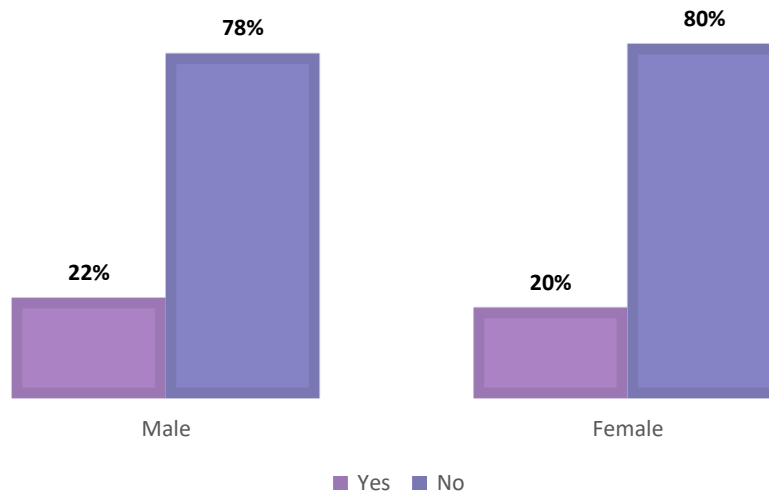


FIGURE 106: DIFFICULTIES FACED WHILE APPLYING FOR THE LOAN BY GENDER

Q Did you face any difficulty in availing loan?

Number of respondents:3496

A majority of both male (22%) and female (20%) beneficiaries reported to face some difficulties while availing the loan.

Impact Assessment for Rubber Sector

14.5.1.1.5.6 Beneficiaries applied for Mudra Loans by caste category

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

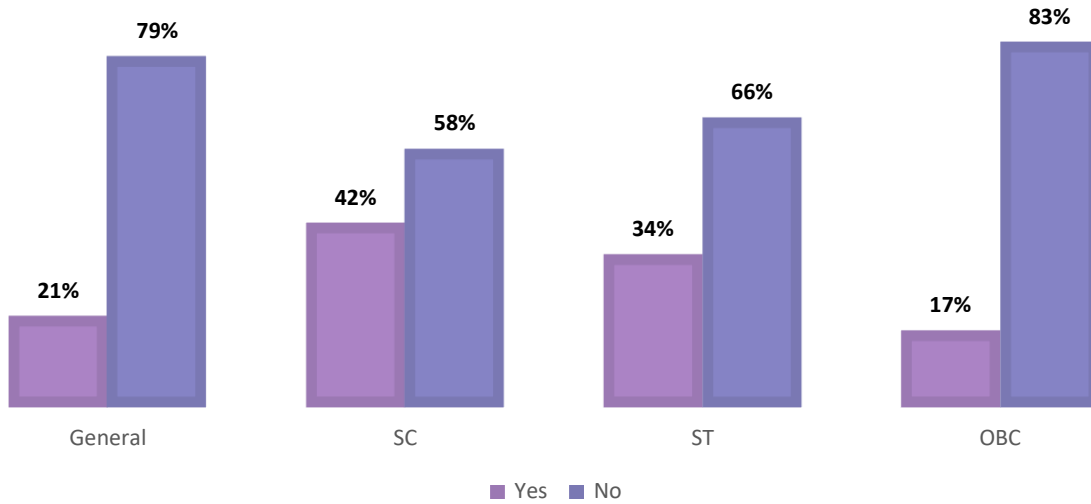


FIGURE 107: BENEFICIARIES APPLIED FOR MUDRA LOAN BY CASTE CATEGORY

Q Did you apply for Mudra Loans?

Number of respondents: 17,107

The majority of beneficiaries (58% to 83%) across all the categories stated that they did not apply for Mudra Loans.

Impact Assessment for Rubber 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:

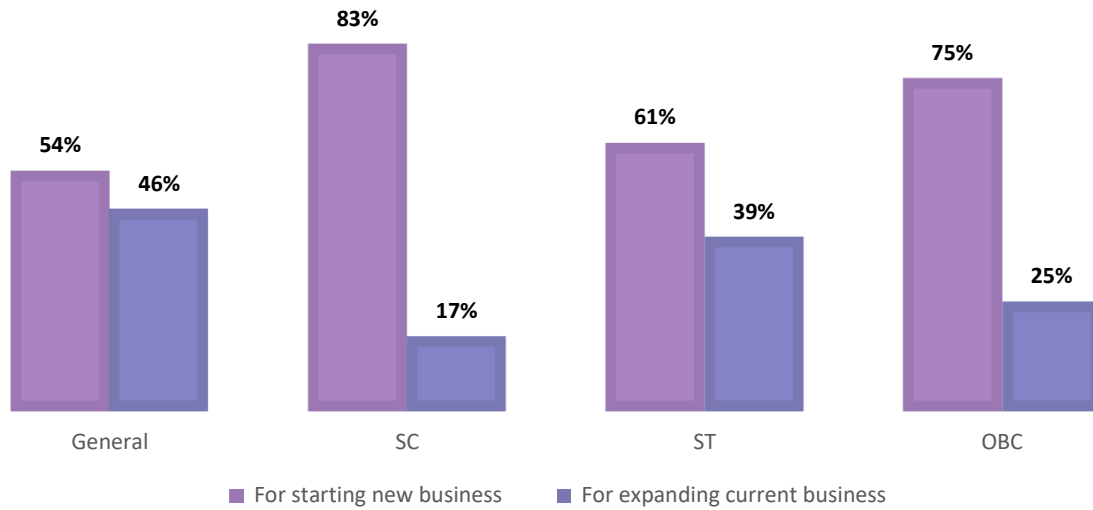


FIGURE 108: REASON OF APPLYING FOR MUDRA LOAN BY CASTE CATEGORY

Q For what purpose did you avail the loan?

Number of respondents:1260

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 (83%) followed by OBC (75%).

Impact Assessment for Rubber Sector

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

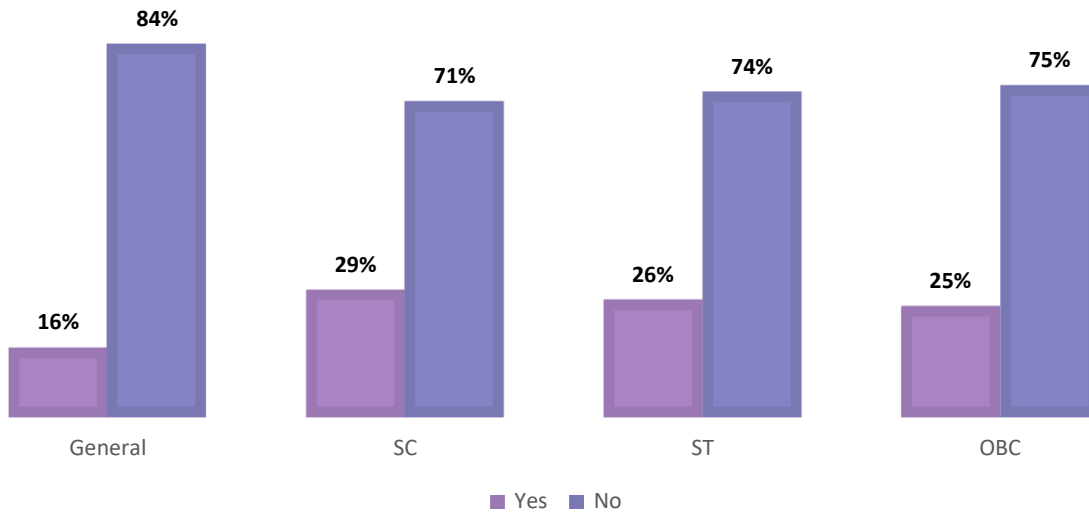


FIGURE 109: DIFFICULTIES FACED WHILE APPLYING FOR THE LOAN BY CASTE CATEGORY

Q Did you face any difficulty in availing loan?

Number of respondents:3496

A majority of the beneficiaries from the general category (62%) reported to face no difficulties in applying for the jobs. Some percentage of beneficiaries, the highest from SC category (29%), faced difficulty.

Impact Assessment for Rubber Sector

14.5.1.1.6 Impact on employment

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

14.5.1.1.6.1 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
Rajasthan	100%	0%	0%
Kerala	97%	2%	1%
Andhra Pradesh	88%	12%	0%
Madhya Pradesh	85%	15%	0%
Tamil Nadu	67%	19%	14%
Maharashtra	64%	36%	0%
Tripura	61%	26%	13%
Delhi	49%	51%	0%
West Bengal	48%	42%	10%
Telangana	44%	53%	4%
Assam	38%	45%	17%
Uttar Pradesh	37%	59%	4%
Karnataka	36%	56%	7%
Jammu and Kashmir	25%	25%	50%
Mizoram	18%	58%	24%
Haryana	14%	86%	0%
Bihar	14%	69%	17%
Manipur	11%	32%	57%

TABLE 47: 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:17,107

A majority of the beneficiaries across all the states were employed before the RPL certification. 100% of the beneficiaries from Rajasthan were employed before the certification. The percentage of self-employed beneficiaries is the highest from Haryana (86%). A very small percentage of the beneficiaries were unemployed, highest percentage is from Manipur (57%).

Impact Assessment for Rubber Sector

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
Rajasthan	100%	0%	0%	0%
Kerala	97%	0%	2%	0%
Gujarat	75%	25%	0%	0%
Tamil Nadu	67%	5%	14%	14%
Andhra Pradesh	65%	35%	0%	0%
Madhya Pradesh	65%	27%	8%	0%
Maharashtra	63%	1%	37%	0%
West Bengal	48%	16%	30%	7%
Tripura	48%	12%	30%	11%
Uttar Pradesh	41%	23%	36%	0%
Delhi	37%	14%	49%	0%
Karnataka	34%	1%	57%	8%
Telangana	27%	9%	60%	4%
Jammu and Kashmir	25%	0%	25%	50%
Odisha	21%	78%	1%	0%
Assam	18%	26%	40%	15%
Haryana	14%	5%	81%	0%
Bihar	13%	7%	64%	16%
Mizoram	12%	12%	52%	24%
Meghalaya	11%	0%	67%	22%
Manipur	9%	4%	30%	56%

TABLE 48: EMPLOYMENT STATUS OF THE BENEFICIARIES BY STATE AFTER THE CERTIFICATION

Q. What is your employment status now?

Number of respondents:17,107

A majority of the beneficiaries across all the states were employed in the same organization after the RPL certification. 100% of the beneficiaries from Rajasthan is currently employed in the same organization. The percentage of beneficiaries who employed in different organization is the highest from Odisha (78%). The percentage of self-employed beneficiaries is the highest from Haryana (81%). A very small percentage of the beneficiaries were unemployed, highest percentage is from Manipur (56%).

Impact Assessment for Rubber Sector

14.5.1.1.6.2 Impact on employment by hilly area

Seven districts have been covered in the field investigation such as Karbi Anglong, Kottayam, Idukki, Kozhikode, Hassan, Malapuram, and Coimbatore which are considered as hilly area. A total of 638 beneficiaries have been covered from these districts.

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:

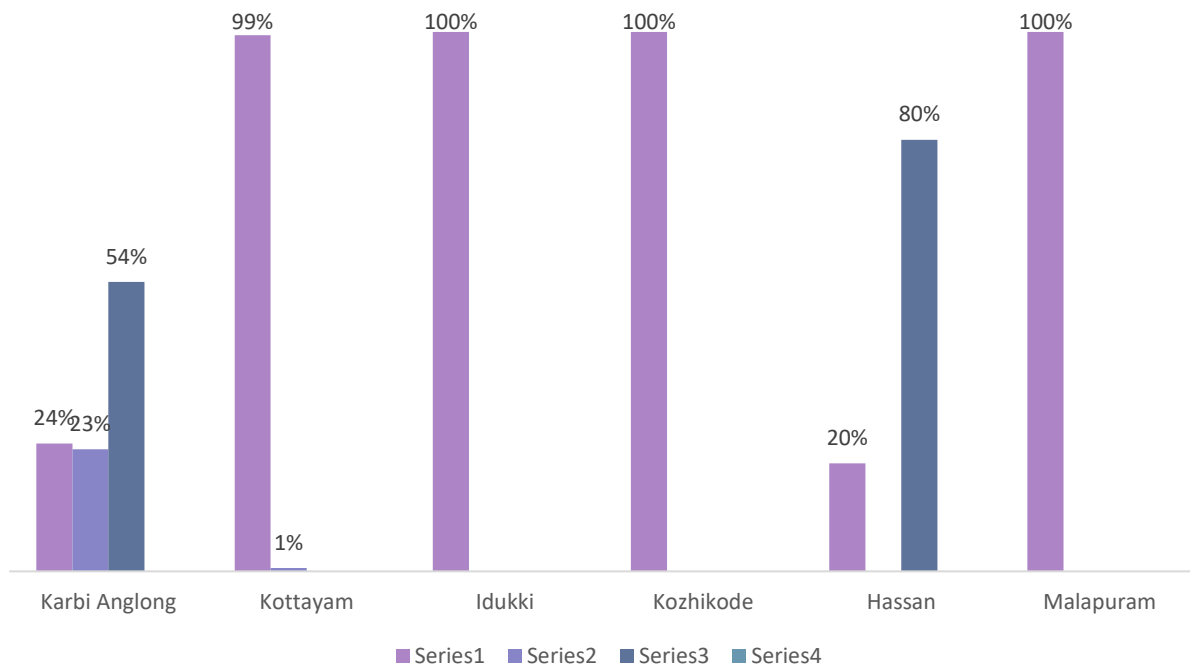


FIGURE 110: EMPLOYMENT STATUS OF THE BENEFICIARIES BY HILLY AREA AFTER THE CERTIFICATION

Q. What is your employment status now?

Number of respondents:638

100% of the beneficiaries from Idukki , Kozhikode , Malapuram reported to be employed in the same organization after the RPL certification. From Hassan, 80% reported to self-employed after the RPL program whereas 54% from Karbi Anglong reported to be the same. Only 23% beneficiaries from Karbi Anglong reported to be employed in different organization.

Impact Assessment for Rubber Sector

Comparison between before and after RPL certification:

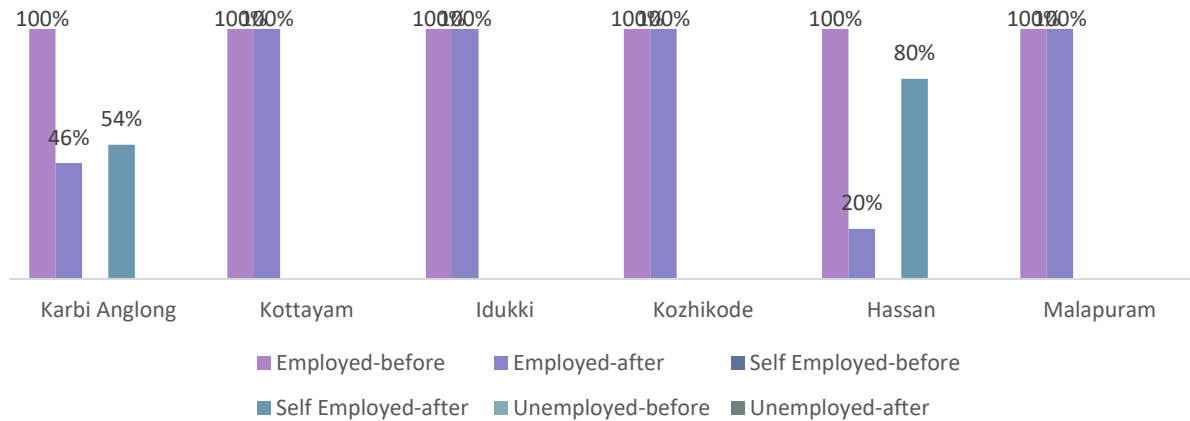


FIGURE 111: COMPARISON OF EMPLOYMENT STATUS BY HILLY AREA

The percentage of employment reduced for the hilly area Karbi Anglong and Hassan and for rest all hilly area the percentage of employed before and after the program remains the same.

14.5.1.1.6.3 Impact on employment by LWE

Eight districts have been covered in the field investigation such as Balaghat, Aurangabad, Khammam, Rohtas, Gajapati, Gaya, Gondia, and Koraput which are considered as LWE. A total of 229 beneficiaries have been covered from these districts.

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

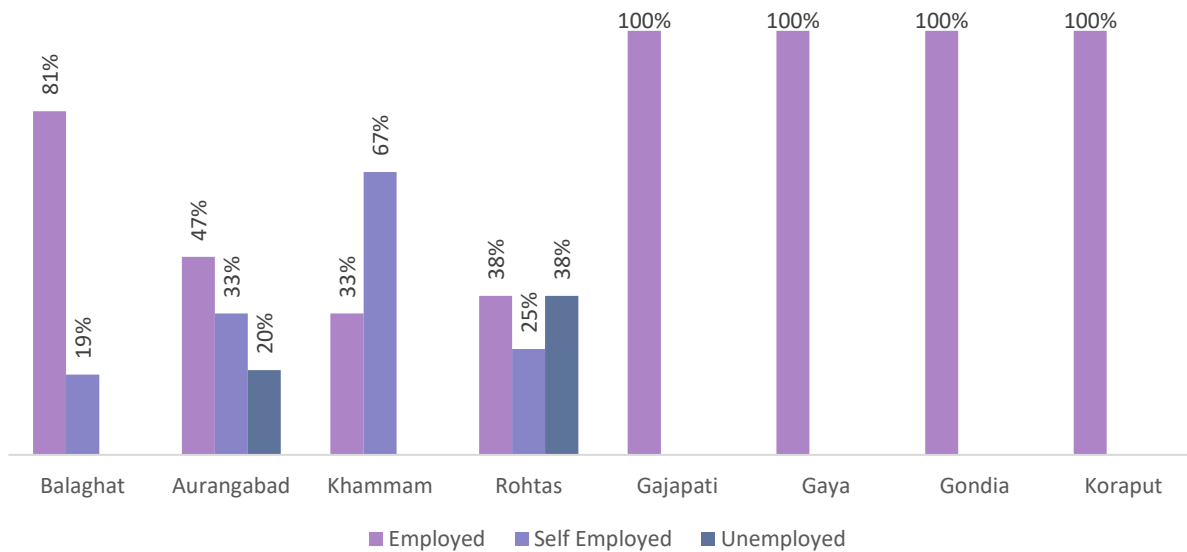


FIGURE 112: EMPLOYMENT STATUS OF THE BENEFICIARIES BY LWE BEFORE THE CERTIFICATION

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

Number of respondents:229

100% of the beneficiaries from Gajapati, Gaya, Gondia and Koraput reported employed before the certification. 67% from Khammam mentioned to be self-employed However, 38% from Rohtas was unemployed before the certification.

Impact Assessment for Rubber Sector

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

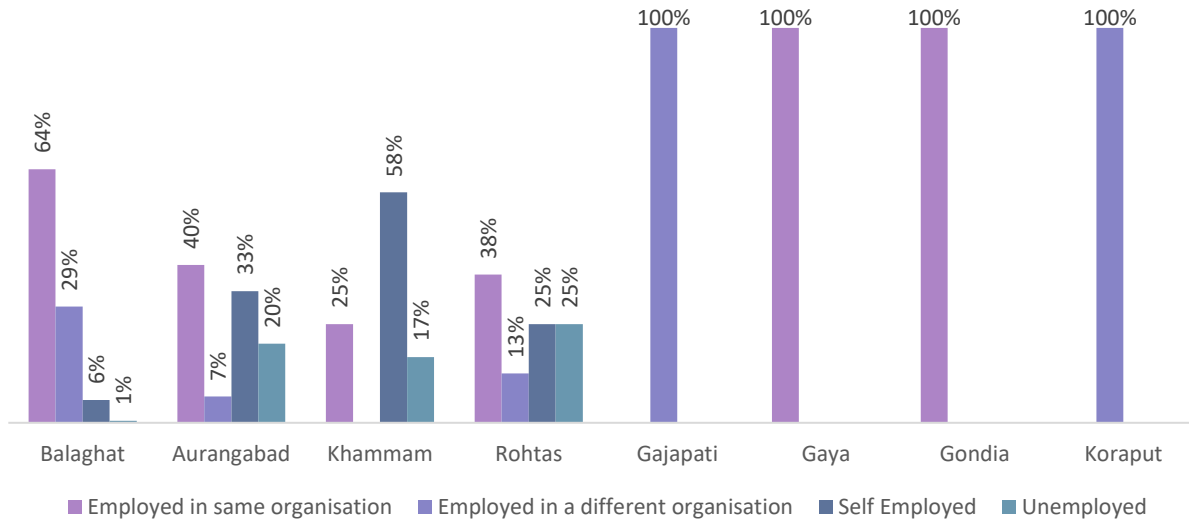


FIGURE 113: EMPLOYMENT STATUS OF THE BENEFICIARIES BY LWE AFTER THE CERTIFICATION

Q. What is your employment status now?

Number of respondents:229

100% of the beneficiaries from Gaya and Gondia are employed in the same organization after the certification. 100% of the beneficiaries from Gajapati and Koraput reported employed in the different organization. 58% of the beneficiaries from Khammam reported to be self-employed in a same organization as before the certification. However, 17% from Khammam reported to be unemployed after the certification.

Impact Assessment for Rubber Sector

Comparison between before and after RPL certification:

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

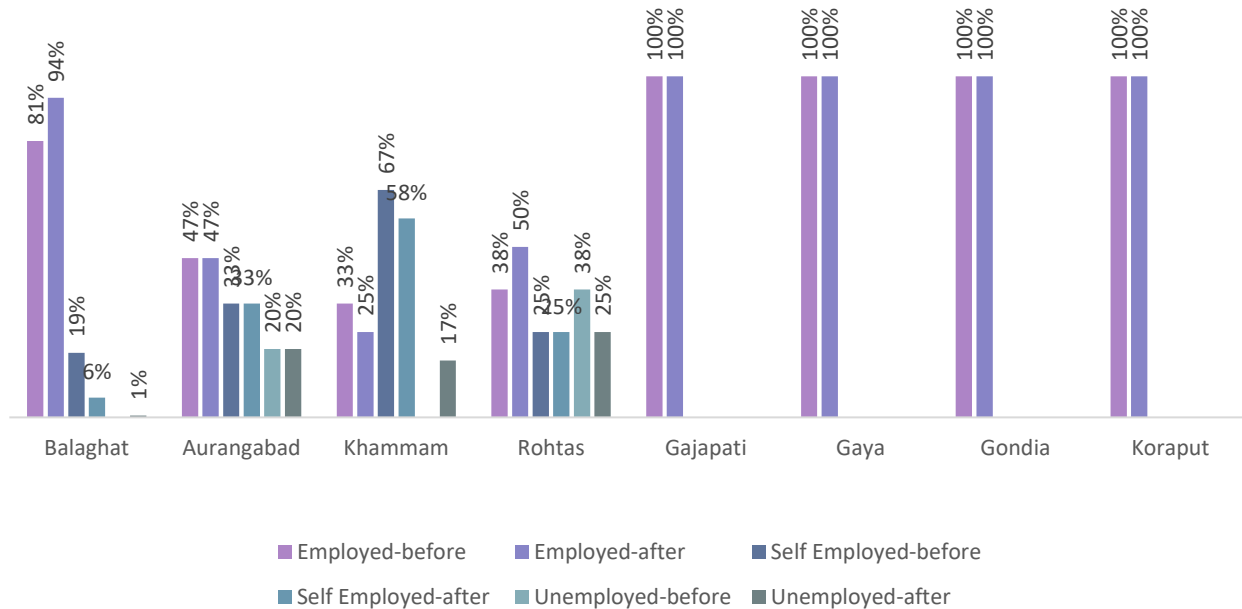


FIGURE 114: COMPARISON OF EMPLOYMENT STATUS BY LWE

Both in Balaghat and Rohtas, the percentage of employed beneficiaries increased after the RPL program. For self-employed, in Balaghat and Khammam reduced by 13% and 9% respectively. The percentage for unemployment reduced after the RPI program in Rohtas by 13%.

Impact Assessment for Rubber Sector

14.5.1.1.6.4 Impact on employment by job role

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

Job role	Employed	Self Employed	Unemployed
Processing Assistant Technically Specified Rubber	100%	0%	0%
Machine Operator Assistant Plastics Processing	86%	5%	9%
General Worker-Rubber Plantation	83%	6%	10%
Processing Technician-Rubber Sheeting	83%	9%	9%
Machine Operator Assistant Plastics Sacks	82%	0%	18%
Material Handling and Storage Operator	81%	6%	13%
Junior Rubber Technician/Technical Assistant	74%	3%	23%
Injection Moulding Operator	67%	6%	27%
Mill Operator	55%	18%	27%
Tire Fitter	45%	44%	11%
Latex Harvest Technician (Tapper)	43%	43%	14%
Machine Operator Assistant Injection Moulding	33%	0%	67%
Machine Operator Assistant Blow Moulding	13%	0%	88%
Compression Moulding Operator	11%	0%	89%
Warehouse Supervisor	0%	100%	0%

TABLE 49: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:17,107

100% of the beneficiaries from the job role processing assistant technically specified rubber stated employed before the RPL program. The highest percentage of the beneficiaries from the job role warehouse supervisor stated to be self-employed before the RPL program. However, 89% of the beneficiaries from the job role compression moulding operator found to be unemployed before the program.

Impact Assessment for Rubber Sector

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

State	Employed in same organization	Employed in a different organization	Self Employed	Unemployed
Processing Assistant Technically Specified Rubber	100%	0%	0%	0%
Machine Operator Assistant Plastics Sacks	88%	0%	6%	6%
Material Handling and Storage Operator	88%	0%	6%	6%
General Worker-Rubber Plantation	76%	6%	9%	10%
General Worker (CENEX)	75%	0%	25%	0%
Injection Moulding Operator	64%	9%	6%	21%
Junior Rubber Technician/Technical Assistant	58%	19%	0%	23%
Processing Technician-Rubber Sheeting	52%	30%	12%	6%
Mill Operator	45%	45%	9%	0%
Tire Fitter	39%	14%	36%	10%
Machine Operator Assistant Plastics Processing	39%	46%	7%	8%
Latex Harvest Technician (Tapper)	34%	11%	43%	12%
Compression Moulding Operator	11%	0%	0%	89%
Machine Operator Assistant Blow Moulding	0%	63%	13%	25%

TABLE 50: EMPLOYMENT STATUS OF THE BENEFICIARIES BY JOB ROLE AFTER THE CERTIFICATION

Q. What is your employment status now?

Number of respondents:17,107

100% of the beneficiaries from the job role processing assistant technically specified rubber stated employed in the same organization. The highest percentage of beneficiaries reported to be employed in different organization is machine operator assistant blow moulding (63%). 43% beneficiaries from the job role latex harvest technician (tapper) reported to be self-employed and 89% of the beneficiaries from the job role compression moulding operator mentioned to be unemployed.

Impact Assessment for Rubber Sector

Comparison between before and after RPL certification

Job role	Employed- before	Emp loye d- after	Self Employed- before	Self Employed -after	Unemploy ed-before	Unemplo yed-after
Tire Fitter	45%	53%	44%	36%	11%	10%
Latex Harvest Technician (Tapper)	43%	45%	43%	43%	14%	12%
Processing Technician-Rubber Sheeting	83%	82%	9%	12%	9%	6%
Machine Operator Assistant Plastics Processing	86%	84%	5%	7%	9%	8%
General Worker-Rubber Plantation	83%	81%	6%	9%	10%	10%
Injection Moulding Operator	67%	73%	6%	6%	27%	21%
Junior Rubber Technician/Technical Assistant	74%	77%	3%	0%	23%	23%
Machine Operator Assistant Plastics Sacks	82%	88%	0%	6%	18%	6%
Material Handling and Storage Operator	81%	88%	6%	6%	13%	6%
Mill Operator	55%	91%	18%	9%	27%	0%
Compression Moulding Operator	11%	11%	0%	0%	89%	89%
Processing Assistant Technically Specified Rubber	100%	100%	0%	0%	0%	0%
Machine Operator Assistant Blow Moulding	13%	63%	0%	13%	88%	25%
General Worker (CENEX)	100%	75%	0%	25%	0%	0%
Grader (Ribbed smoked sheet Trading)	100%	100%	0%	0%	0%	0%
Machine Operator Assistant Injection Moulding	33%	67%	0%	33%	67%	0%
Sorting/Packing Operator (Latex)	100%	100%	0%	0%	0%	0%
Warehouse Supervisor	0%	100%	100%	0%	0%	0%
Extruder Operator	0%	100%	100%	0%	0%	0%
Building Operator: Hoses	0%	0%	100%	100%	0%	0%

TABLE 51: COMPARISON OF EMPLOYMENT STATUS BY JOB ROLE

Impact Assessment for Rubber Sector

100% of the beneficiaries from the job role processing assistant technically specified rubber, grader, sorting/packing operator (latex) is employed before and after the RPL program. Similarly, 100% of the beneficiaries from the job role building operator: hoses are self-employed before and after the RPL program.

Impact Assessment for Rubber Sector

14.5.1.1.6.5 Impact on employment by gender

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

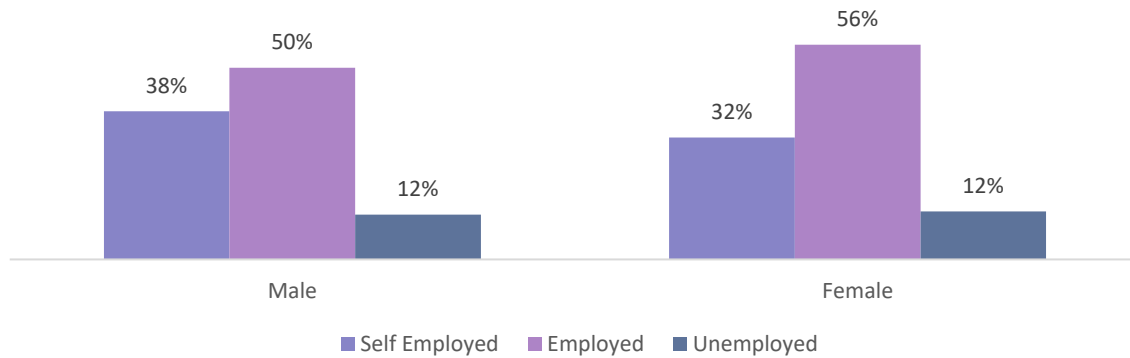


FIGURE 115: EMPLOYMENT STATUS OF THE BENEFICIARIES BY GENDER BEFORE THE CERTIFICATION

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

Number of respondents:17,107

A majority of both male (50%) and female beneficiaries (56%) were employed before the RPL program. 38% of the male beneficiaries were self-employed and the remaining 12% were unemployed. On the other hand, 32% of the female beneficiaries were self-employed and the remaining 12% were unemployed.

Impact Assessment for Rubber Sector

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

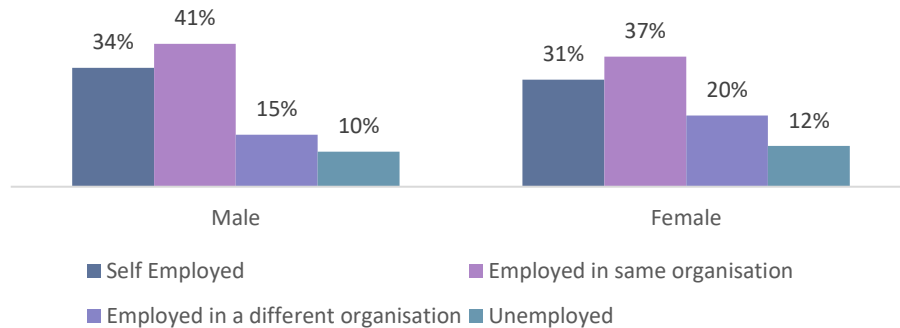


FIGURE 116: EMPLOYMENT STATUS OF THE BENEFICIARIES BY GENDER AFTER THE CERTIFICATION

Q. What is your employment status now?

Number of responses: 17,107

A majority of both male (41%) and female beneficiaries (37%) are employed the same organization before the RPL program. 15% of the male beneficiaries were employed in different organization, 34% of them are self-employed and the remaining 10% were unemployed. On the other hand, 20% of the female beneficiaries are employed in a different organization, 31% of the female beneficiaries were self-employed and the remaining 12% were unemployed.

Comparison between before and after RPL certification

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

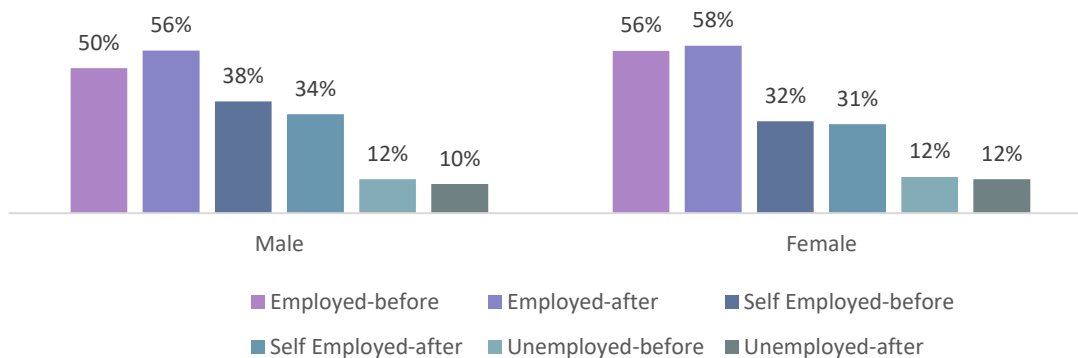


FIGURE 117: COMPARISON OF EMPLOYMENT STATUS BY GENDER

The percentage of both employed male and female beneficiaries increased by 4% and 2% respectively after the RPL certification. The percentage of unemployed beneficiaries also reduced by 2% for male beneficiaries and remains same for female beneficiaries. The percentage of self-employed male beneficiaries reduced by 4% for male beneficiaries and 1% for female beneficiaries.

Impact Assessment for Rubber Sector

14.5.1.1.6.6 Impact on employment by caste category

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

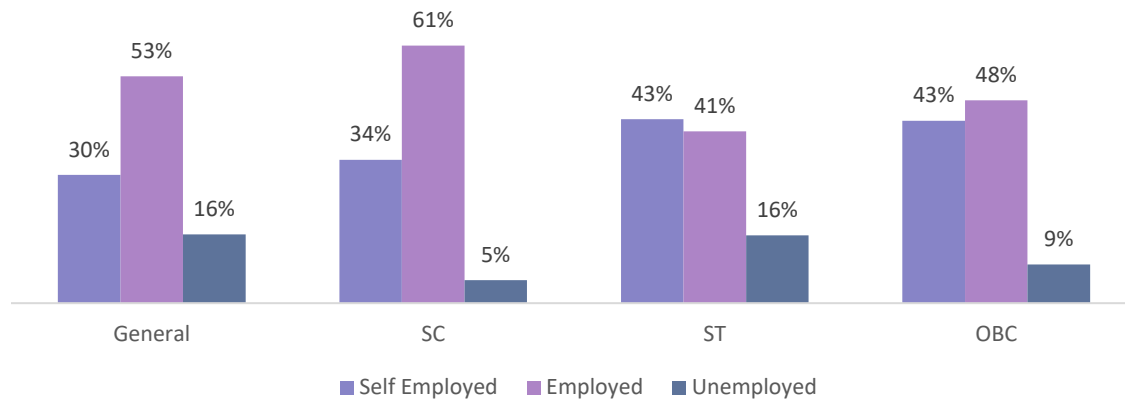


FIGURE 118: EMPLOYMENT STATUS OF THE BENEFICIARIES BY CASTE CATEGORY BEFORE THE CERTIFICATION

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

Number of respondents:17,107

A majority of beneficiaries across all the categories were employed before the RPL program, the highest percentage is from the SC category (61%). The highest percentage of beneficiaries who were self-employed is from ST and OBC category (43%). The percentage of unemployed beneficiaries was highest from the general and ST category (16%).

Impact Assessment for Rubber Sector

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



FIGURE 119: EMPLOYMENT STATUS OF THE BENEFICIARIES BY CASTE CATEGORY AFTER THE CERTIFICATION

Q. What is your employment status now?

Number of responses: 17,107

A majority of beneficiaries across all the categories are employed the same organization before the RPL program, the highest percentage is from the SC category. The highest percentage of beneficiaries who are employed in different organization is from SC category (19%), the highest percentage who are self-employed right now is from OBC category (34%). A very small percentage of beneficiaries is unemployed now, the highest percentage is from the SC category (3%).

Impact Assessment for Rubber Sector

Comparison between before and after RPL certification

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

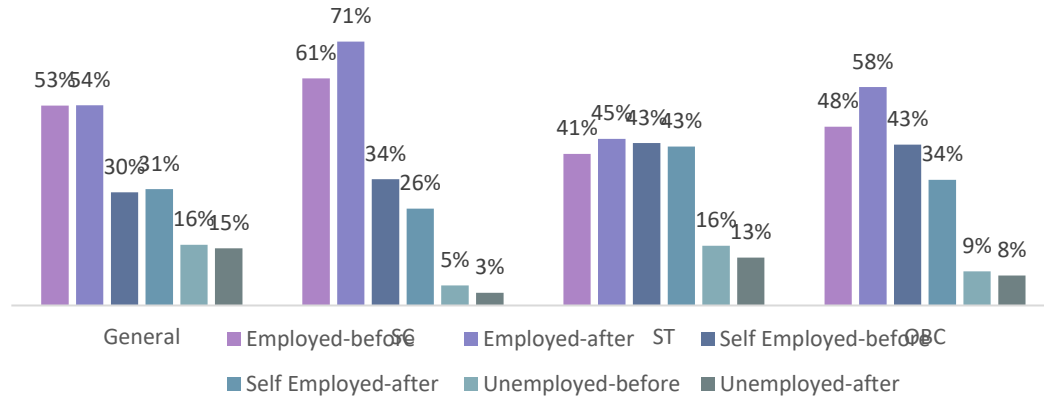


FIGURE 120: COMPARISON OF EMPLOYMENT STATUS BY CASTE CATEGORY

The percentage of employed beneficiaries increased in all the categories. For self-employed, the percentage increased for general and remains the same for ST category and for unemployed, it was observed to be reduced for all categories after the RPL certification

Impact Assessment for Rubber Sector

14.5.1.2 Impact on income

14.5.1.2.1 Impact on income by state

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

14.5.1.2.1.1 Certification impact by states

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

State	My salary or Income increased	It has made no difference to me
Rajasthan	100%	0%
Andhra Pradesh	54%	8%
Assam	30%	0%
West Bengal	29%	0%
Karnataka	29%	8%
Meghalaya	22%	11%
Haryana	19%	52%
Telangana	18%	18%
Tripura	13%	4%
Kerala	8%	1%
Tamil Nadu	5%	67%
Bihar	3%	34%
Maharashtra	2%	0%
Delhi	2%	3%
Madhya Pradesh	1%	0%
Mizoram	1%	0%
Manipur	1%	0%

TABLE 52: IMPACT OF RPL CERTIFICATE BY STATE

Q In what ways has the RPL certificate benefited you?

Number of respondents: 17,107

The highest percentage of beneficiaries mentioned an increase in their salary/income is from Rajasthan (100%), followed by Andhra Pradesh (54%). None of the states reported for increase in roles and responsibilities, appreciation and promotion at workplace. 67% of the beneficiaries from Tamil Nadu reported that the RPL certificate has made no impact.

Impact Assessment for Rubber Sector

14.5.1.2.1.2 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	Upto 5%	5% to 15%	15% to 25%	more than 25%
Andhra Pradesh	100%	0%	0%	0%
Delhi	83%	17%	0%	0%
Karnataka	77%	12%	10%	1%
Haryana	71%	24%	5%	0%
Meghalaya	67%	33%	0%	0%
Assam	62%	29%	8%	1%
West Bengal	61%	39%	0%	0%
Kerala	53%	18%	26%	3%
Bihar	50%	50%	0%	0%
Madhya Pradesh	40%	27%	33%	0%
Tripura	34%	39%	17%	10%
Uttar Pradesh	34%	41%	25%	0%
Maharashtra	5%	56%	38%	1%
Gujarat	0%	96%	3%	0%

TABLE 53: CHANGE IN INCOME/SALARY BY STATE

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

Number of respondents:5,046

A majority of the beneficiaries experienced a rise up to 5% across all the states, 100% of the beneficiaries from Andhra Pradesh had a rise up to 5%. 96% of the beneficiaries from Gujarat, had an increase of 5% to 15% after undergoing the certification. The highest percentage of beneficiaries with 15% to 25% rise is from Maharashtra (38%). A very small percentage of beneficiaries had an increase of more than 25%, the highest percentage is from Tripura (10%).

14.5.1.2.2 Impact on income by hilly area

Seven districts have been covered in the field investigation such as Karbi Anglong, Kottayam, Idukki, Kozhikode, Hassan, Malapuram, and Coimbatore which are considered as hilly area. A total of 638 beneficiaries have been covered from these districts.

14.5.1.2.2.1 Certification impact by hilly area

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

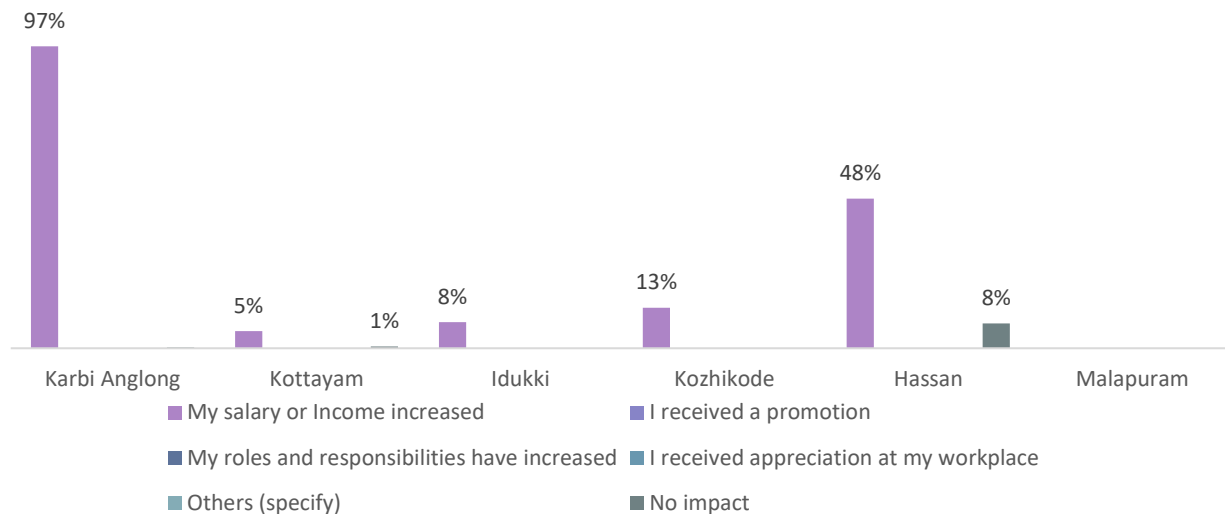


FIGURE 121: IMPACT OF RPL CERTIFICATE BY HILLY AREA

Q In what ways has the RPL certificate benefited you?

Number of respondents: 638

97% of the beneficiaries from Karbi Anglong informed that their salary increased as an impact of RPL program. Only 1% from Kottayam and 8% from Hassan reported no impact with the RPL certificate.

Impact Assessment for Rubber Sector

14.5.1.2.2.2 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.

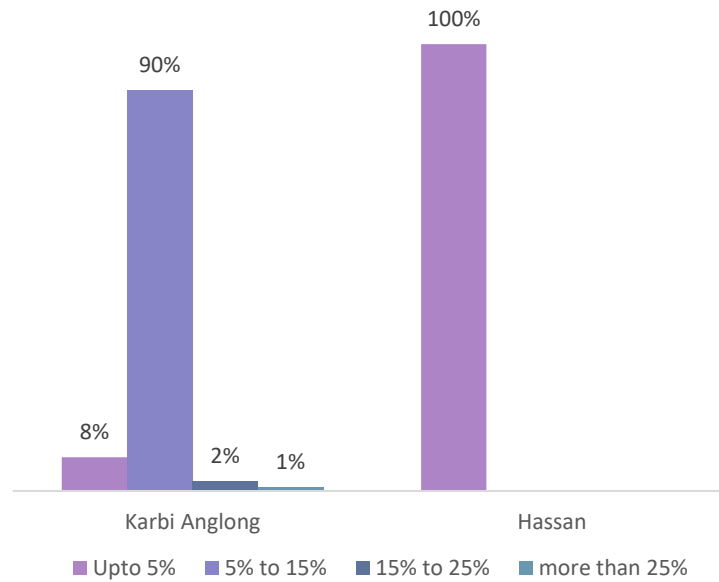


FIGURE 122: CHANGE IN INCOME/SALARY AFTER RPL BY HILLY AREA

Q What percentage of income/salary has increased after RPL program? *Number of respondents:11*

100% of all the beneficiaries from Hassan stated whose salary increased after the RPL program, informed that the rise was by 5% to 15%. The highest percentage for increase in income by 15% to 25% is from Karbi Anglong. Only 2% had a rise of income by 15% to 25% from Karbi Anglong.

Impact Assessment for Rubber Sector

14.5.1.2.3 Impact on income by LWE

Eight districts have been covered in the field investigation such as Balaghat, Aurangabad, Khammam, Rohtas, Gajapati, Gaya, Gondia, and Koraput which are considered as LWE. A total of 229 beneficiaries have been covered from these districts.

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

14.5.1.2.3.1 Certification impact by LWE

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

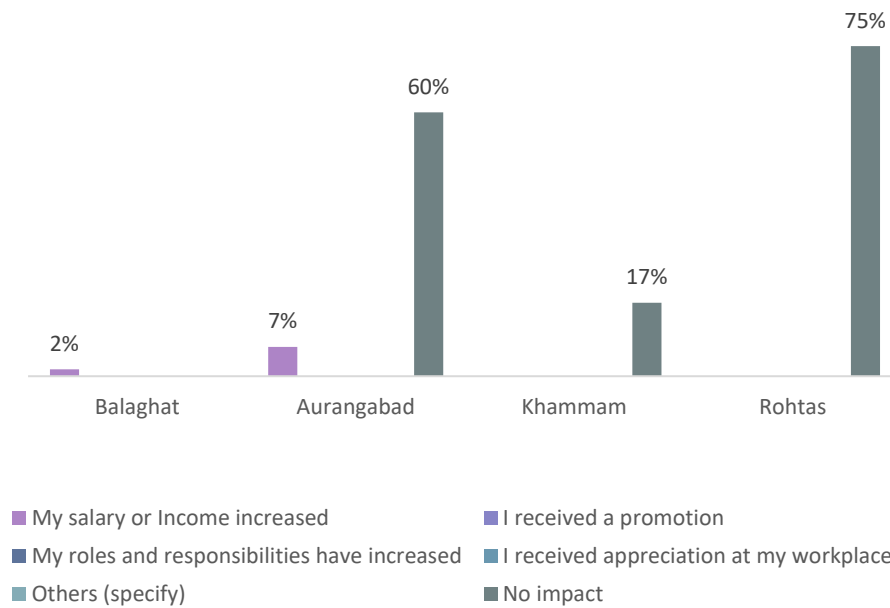


FIGURE 123: IMPACT OF RPL CERTIFICATE BY LWE

Q In what ways has the RPL certificate benefited you?

Number of respondents: 229

7% of the beneficiaries from Aurangabad had an increase in salary whereas 75% of the beneficiaries from Rohtas had no impact with the RPL certificate.

Impact Assessment for Rubber Sector

14.5.1.2.3.2 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:

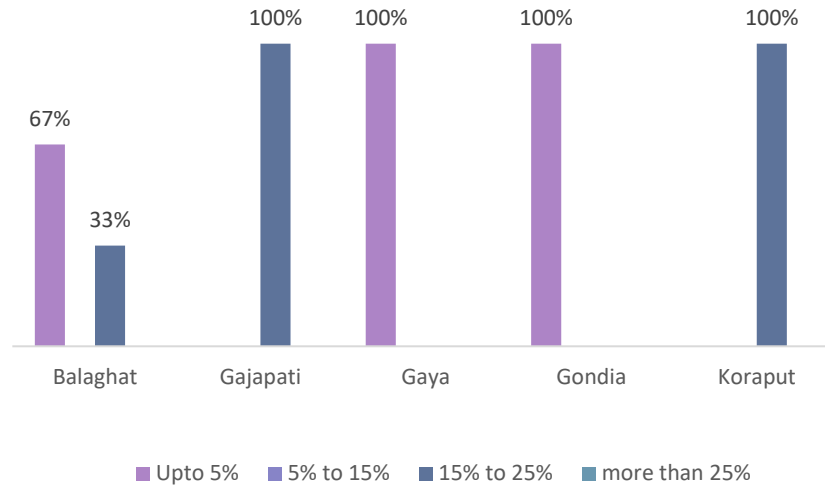


FIGURE 124: CHANGE IN INCOME/SALARY AFTER RPL BY LWE

Q What percentage of income/salary has increased after RPL program? Number of respondents:8,509

100% of the beneficiaries from Gaya and Gondia reported change in income upto 5%. The highest percentage for change in income by 15% to 25% is from Gajapati and Koraput.

Impact Assessment for Rubber Sector

14.5.1.2.4 Impact on income by job role

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

14.5.1.2.4.1 Certification impact by job role

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

Job role	My salary or Income increased	No Impact
Tire Fitter	19%	2%
Latex Harvest Technician (Tapper)	20%	2%
Processing Technician-Rubber Sheeting	17%	2%
Machine Operator Assistant Plastics Processing	6%	1%
General Worker-Rubber Plantation	8%	1%
Injection Moulding Operator	0%	3%
Junior Rubber Technician/Technical Assistant	19%	0%
Machine Operator Assistant Plastics Sacks	6%	0%
Material Handling and Storage Operator	13%	13%
Mill Operator	36%	18%
Compression Moulding Operator	0%	22%
Processing Assistant Technically Specified Rubber	0%	0%
Machine Operator Assistant Blow Moulding	0%	25%
General Worker (CENEX)	25%	0%
Grader (Ribbed smoked sheet Trading)	0%	0%
Machine Operator Assistant Injection Moulding	0%	0%
Sorting/Packing Operator (Latex)	0%	0%
Warehouse Supervisor	100%	0%
Extruder Operator	100%	0%
Building Operator: Hoses	0%	100%

TABLE 54: IMPACT OF RPL CERTIFICATE BY JOB ROLE

Q In what ways has the RPL certificate benefited you?

Number of respondents: 17,107

The highest percentage of beneficiaries whose salary or income increased after the RPL program is land warehouse supervisor and extruder operator (100%) whereas 100% of the beneficiaries from building operator stated no impact with the RPL certificate.

Impact Assessment for Rubber Sector

14.5.1.2.4.2 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 table shows the change in income/salary after RPL certification by job role:

Job role	Upto 5%	5% to 15%	15% to 25%	more than 25%
Injection Moulding Operator	100%	0%	0%	0%
Processing Technician-Rubber Sheeting	93%	4%	1%	2%
Junior Rubber Technician/Technical Assistant	86%	0%	14%	0%
General Worker-Rubber Plantation	82%	6%	9%	3%
Machine Operator Assistant Plastics Sacks	67%	33%	0%	0%
Latex Harvest Technician (Tapper)	24%	52%	17%	8%
Tire Fitter	23%	49%	28%	1%
Machine Operator Assistant Plastics Processing	7%	21%	59%	13%

TABLE 55: CHANGE IN INCOME/SALARY AFTER RPL BY JOB ROLE

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

Number of respondents:8,509

100% of the beneficiaries from the job role injection moulding operator, material handling and storage operator, mill operator, processing technically specified rubber and warehouse supervisor stated increase in income upto 5%. The highest percentage of beneficiaries with an income rise of 5% to 15% is latex harvest technician (52%). 100% of the beneficiaries from the job role machine operator and extruder operator reported an increase of income by 15% to 25% and similarly 100% of the beneficiaries from the job role general worker stated an income more than 25%.

Impact Assessment for Rubber Sector

14.5.1.2.5 Impact on income by gender

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

14.5.1.2.5.1 Certification impact by gender

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



FIGURE 125: IMPACT OF RPL CERTIFICATE BY GENDER

Q In what ways has the RPL certificate benefited you?

Number of respondents: 17,107

The highest percentage of male (18%) and female beneficiaries stated that their salary or income increased as a result of RPL certification. Only 2.3% of male and 2% female beneficiaries reported no impact with the RPL certificate.

Impact Assessment for Rubber Sector

14.5.1.2.5.2 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:

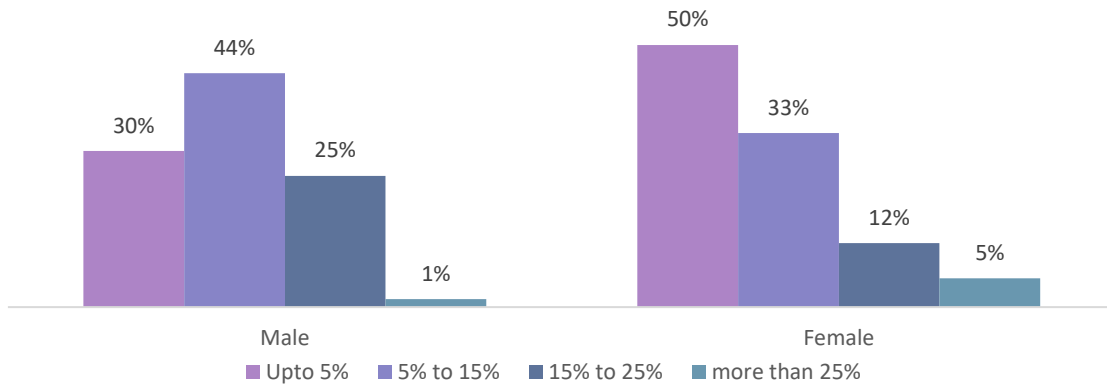


FIGURE 126: CHANGE IN INCOME/SALARY AFTER RPL BY GENDER

Q What percentage of income/salary has increased after RPL program? Number of respondents:8509

A majority of both male (44%) and female (50%) beneficiaries stated their income to be increased by 5% to 15% after RPL certification. 30% of the male beneficiaries experienced an increase in their income upto 5% post-certification, 25% reported the increase by 15% to 25%, and the remaining 1% male beneficiaries stated the raise by more than 25%. Among females, 50% of the beneficiaries stated an increase upto 5%,32% of the female beneficiaries experienced an increase in their income by 5% to 15% post-certification, 12% reported the increase by 15% to 25% and the remaining 5% male beneficiaries stated the raise by more than 25%.

Impact Assessment for Rubber Sector

14.5.1.2.6 Impact on income by caste category

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

14.5.1.2.6.1 Certification impact by caste category

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

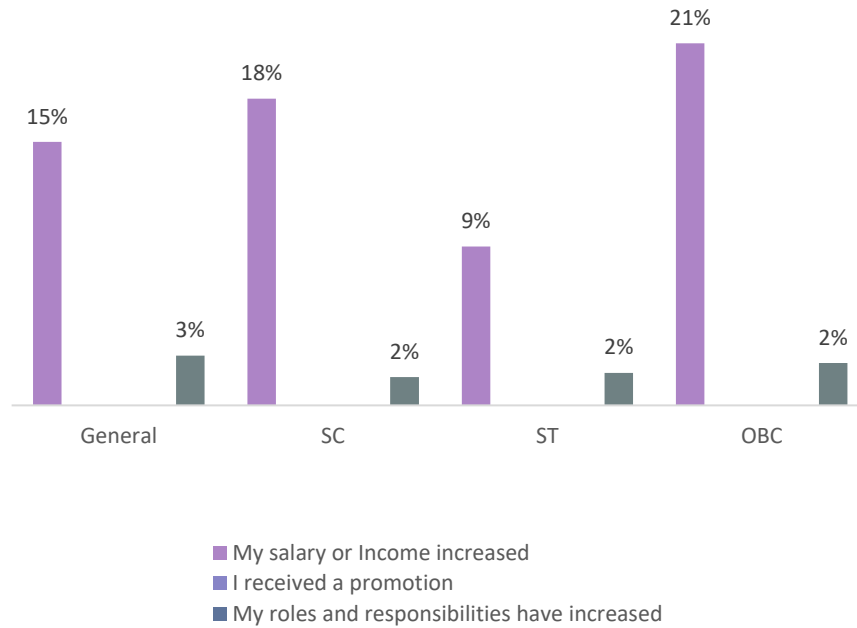


FIGURE 127: IMPACT OF RPL CERTIFICATE BY CASTE CATEGORY

Q In what ways has the RPL certificate benefited you?

Number of respondents: 17,107

21% of the beneficiaries from OBC stated that their salary got increased after the RPL program and only 3% from general category reported no impact .

Impact Assessment for Rubber Sector

14.5.1.2.6.2 Change in their income/salary by caste category

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

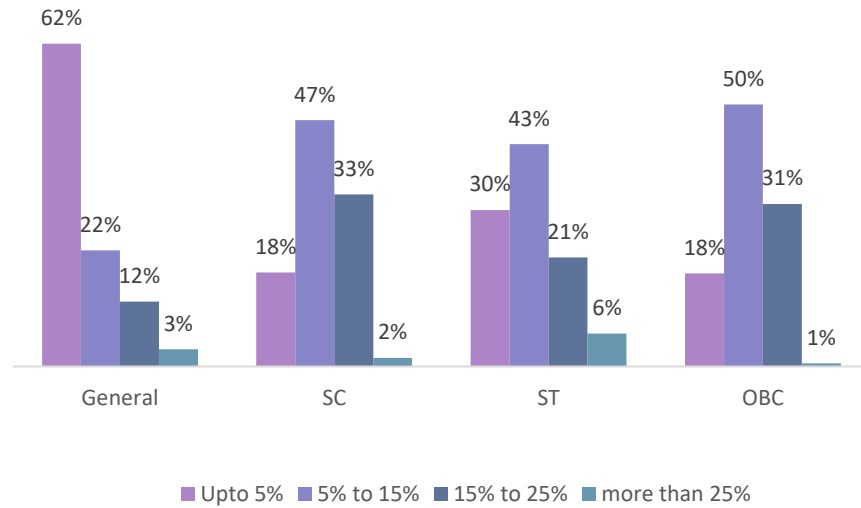


FIGURE 128: CHANGE IN INCOME/SALARY AFTER RPL BY CASTE CATEGORY

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

Number of respondents:8509

62% of the beneficiaries from general category stated their income to be increased up to 5% after RPL certification. The highest percentage of beneficiaries with rise of income between 5% to 15% is from the OBC category (50%). The highest percentage of beneficiaries (33%) with an increase in salary of 15% to 25% is from SC category and the highest percentage (6%) with more than 25% rise in their income are from ST category.

Impact Assessment for Rubber Sector

14.5.2 Impact on society

14.5.2.1 Program impact on social wellbeing by state

14.5.2.1.1 Level of savings

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

States	Worse	Same	Better
Gujarat	0%	0%	100%
Maharashtra	0%	0%	100%
Haryana	0%	19%	81%
West Bengal	0%	32%	67%
Madhya Pradesh	0%	47%	52%
Tamil Nadu	0%	48%	52%
Telangana	2%	47%	51%
Assam	0%	51%	49%
Uttar Pradesh	6%	47%	47%
Bihar	1%	54%	45%
Karnataka	1%	57%	42%
Andhra Pradesh	0%	62%	38%
Meghalaya	0%	67%	33%
Tripura	0%	68%	32%
Delhi	0%	76%	24%
Kerala	1%	82%	17%
Manipur	0%	99%	1%
Mizoram	0%	99%	1%
Arunachal Pradesh	0%	100%	0%

TABLE 56: 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:17,107

The highest percentage of the beneficiaries who have a better level of savings now is from Gujarat and Maharashtra (100%). However, 100% of the beneficiaries Andhra Pradesh reported to have a same level of savings as before the RPL program. A small percentage of beneficiaries from Uttar Pradesh (6%) reported worse level of savings.

Impact Assessment for Rubber Sector

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

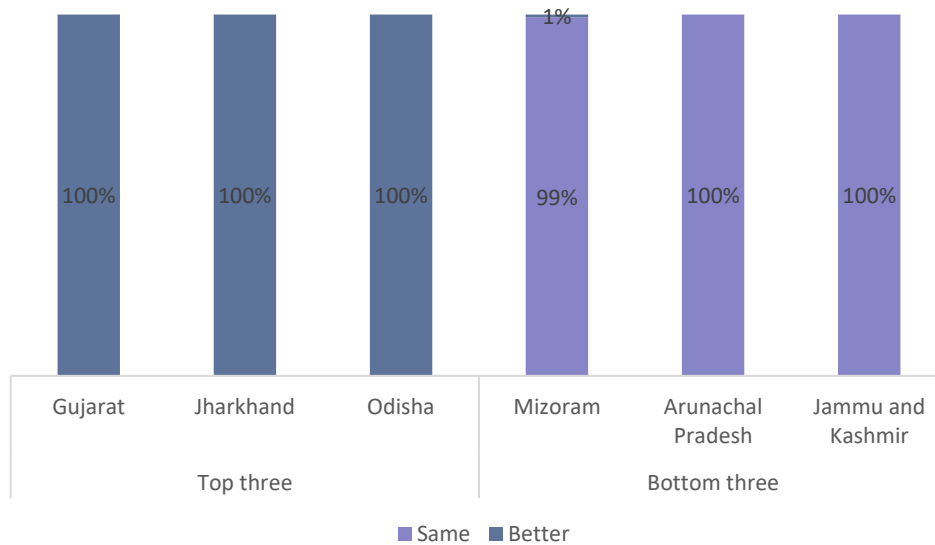


FIGURE 129: TOP THREE AND BOTTOM THREE STATES IN TERMS OF LEVEL OF SAVINGS

Gujarat, Jharkhand, and Odisha are the top three states to feel the impact of RPL program on their level of savings whereas, Mizoram, Arunachal Pradesh and Jammu and Kashmir are the bottom three states.

14.5.2.1.2 Lifestyle

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

State	Worse	Same	Better
Jharkhand	0%	0%	100%
Maharashtra	0%	0%	100%
Odisha	0%	1%	99%
Madhya Pradesh	0%	20%	80%
Haryana	0%	24%	76%
Uttar Pradesh	5%	37%	58%
Assam	0%	45%	55%
West Bengal	0%	46%	54%
Tamil Nadu	0%	48%	52%
Telangana	0%	51%	49%
Bihar	0%	60%	40%
Andhra Pradesh	0%	62%	38%
Karnataka	1%	63%	37%
Tripura	0%	65%	35%
Meghalaya	0%	67%	33%
Kerala	0%	82%	18%
Delhi	0%	86%	14%
Mizoram	0%	92%	8%
Manipur	0%	99%	1%

TABLE 57: 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:17,107

The highest percentage of the beneficiaries who have a better lifestyle now is from Jharkhand and Maharashtra (100%). However, the highest percentage of beneficiaries reported to have a same lifestyle as before the RPL program is from Manipur (99%). A small percentage of beneficiaries from Uttar Pradesh reported worse lifestyle after the RPL program.

Impact Assessment for Rubber Sector

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

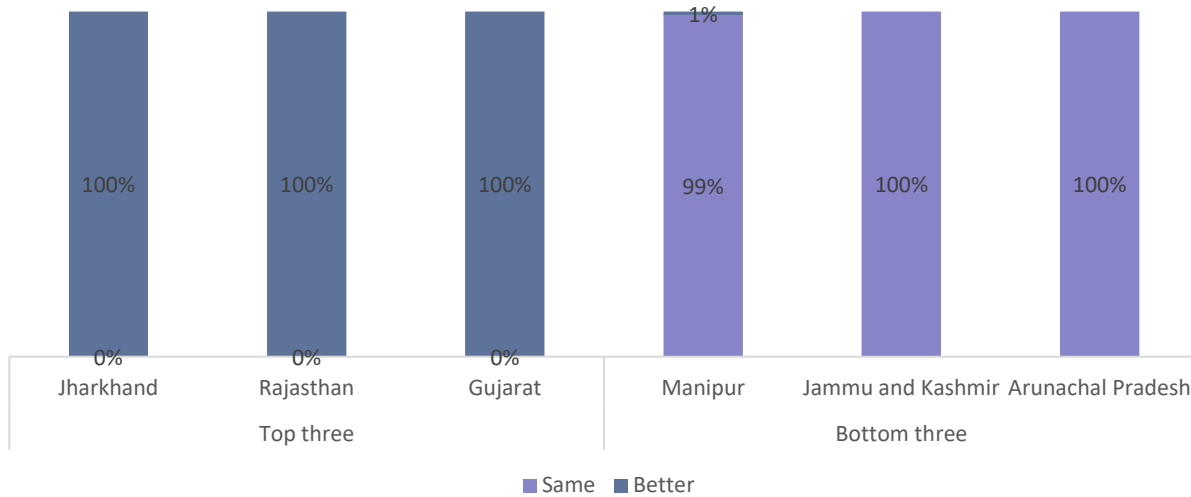


FIGURE 130: TOP THREE AND BOTTOM THREE STATES IN TERMS OF LIFESTYLE

Jharkhand, Rajasthan, and Gujarat are the top three states to feel the impact of RPL program on their level of savings whereas, Manipur, Jammu and Kashmir and Arunachal Pradesh are the bottom three states.

14.5.2.1.3 Health

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

State	Worse	Same	Better
Jharkhand	0%	0%	100%
Rajasthan	0%	0%	100%
Gujarat	0%	0%	100%
Punjab	0%	0%	100%
Maharashtra	0%	0%	100%
Odisha	0%	1%	99%
Kerala	0%	11%	89%
Haryana	0%	29%	71%
Mizoram	0%	41%	59%
Uttar Pradesh	5%	34%	61%
Madhya Pradesh	0%	45%	54%
Andhra Pradesh	0%	46%	54%
Tamil Nadu	0%	48%	52%
Tripura	0%	48%	52%
West Bengal	1%	50%	49%
Telangana	2%	51%	47%
Manipur	0%	57%	43%
Delhi	0%	58%	42%
Assam	0%	60%	40%
Karnataka	1%	74%	25%
Bihar	0%	82%	18%
Jammu and Kashmir	0%	88%	13%
Meghalaya	0%	89%	11%
Arunachal Pradesh	0%	100%	0%

TABLE 58: 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:17,107

100% beneficiaries from Jharkhand, Rajasthan, Gujarat, Punjab and Maharashtra 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 Arunachal Pradesh (100%).

Impact Assessment for Rubber Sector

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

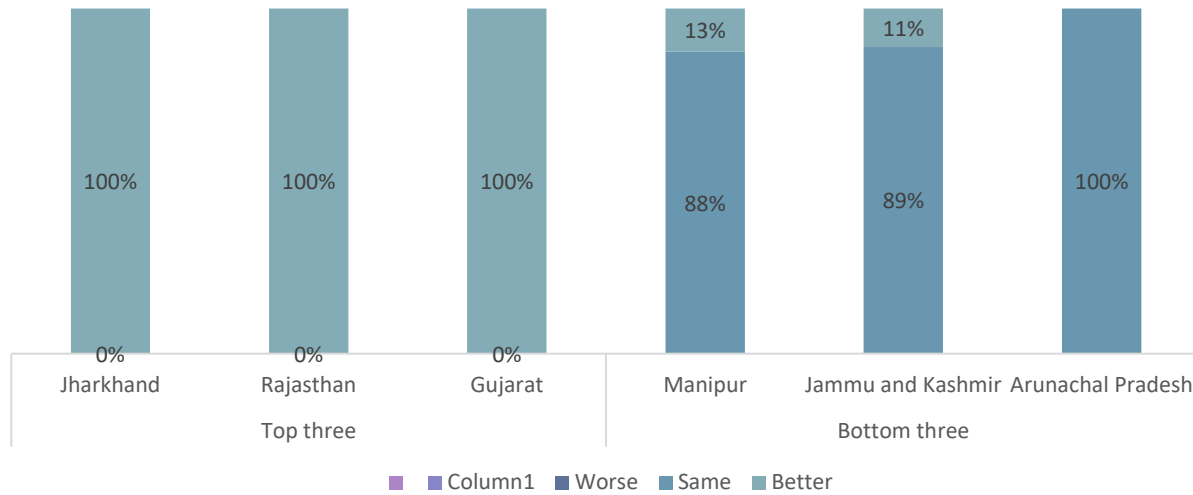


FIGURE 131: TOP THREE AND BOTTOM THREE STATES IN TERMS OF HEALTH

Jharkhand, Rajasthan, and Gujarat are the top three states to feel the impact of RPL program on their health whereas, Manipur, Jammu and Kashmir, and Arunachal Pradesh are the bottom three states.

14.5.2.1.4 Social status

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

State	Worse	Same	Better
Jharkhand	0%	0%	100%
Maharashtra	0%	0%	100%
Kerala	0%	10%	90%
Madhya Pradesh	0%	14%	86%
Assam	0%	32%	68%
Manipur	0%	38%	62%
Mizoram	0%	41%	59%
Uttar Pradesh	5%	38%	57%
Meghalaya	0%	44%	56%
West Bengal	0%	44%	55%
Karnataka	0%	46%	54%
Andhra Pradesh	0%	46%	54%
Tripura	0%	47%	53%
Tamil Nadu	0%	48%	52%
Telangana	0%	51%	49%
Bihar	0%	54%	46%
Punjab	0%	75%	25%
Delhi	0%	83%	17%
Haryana	0%	86%	14%

TABLE 59: 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:17,107

100% beneficiaries from Jharkhand and Maharashtra have a better social status now after the RPL program. However, the highest percentage of beneficiaries reported to have a same social status as before the RPL program is from Haryana (86%).

Impact Assessment for Rubber Sector

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

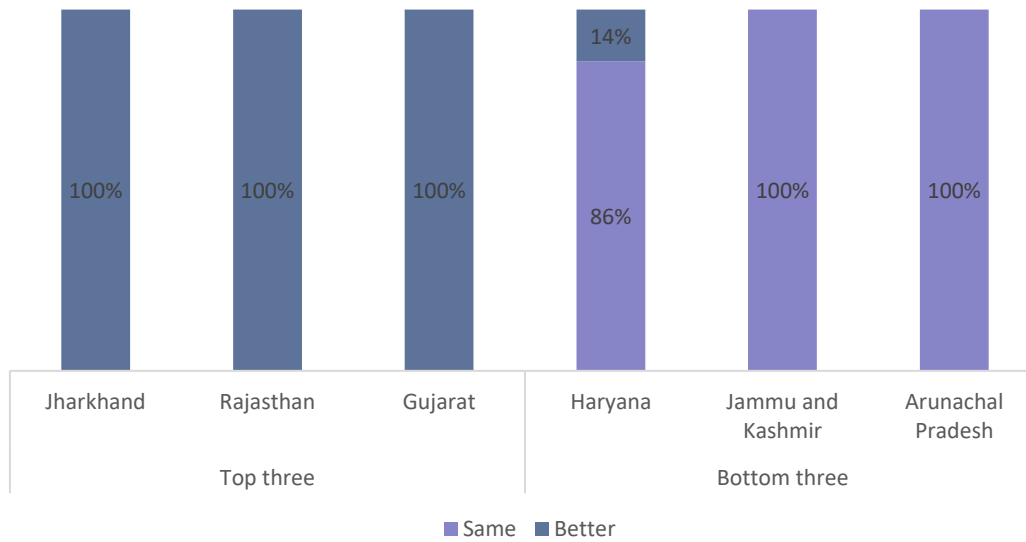


FIGURE 132: TOP THREE AND BOTTOM THREE STATES IN TERMS OF SOCIAL STATUS

Jharkhand, Rajasthan and Gujarat are the top three states to feel the impact of RPL program on their health whereas, Haryana, Jammu and Kashmir and Arunachal Pradesh are the bottom three states.

Impact Assessment for Rubber Sector

14.5.2.2 Program impact on social wellbeing by hilly area

Seven districts have been covered in the field investigation such as Karbi Anglong, Kottayam, Idukki, Kozhikode, Hassan, Malapuram, and Coimbatore which are considered as hilly area. A total of 638 beneficiaries have been covered from these districts.

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

14.5.2.2.1 Level of savings

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

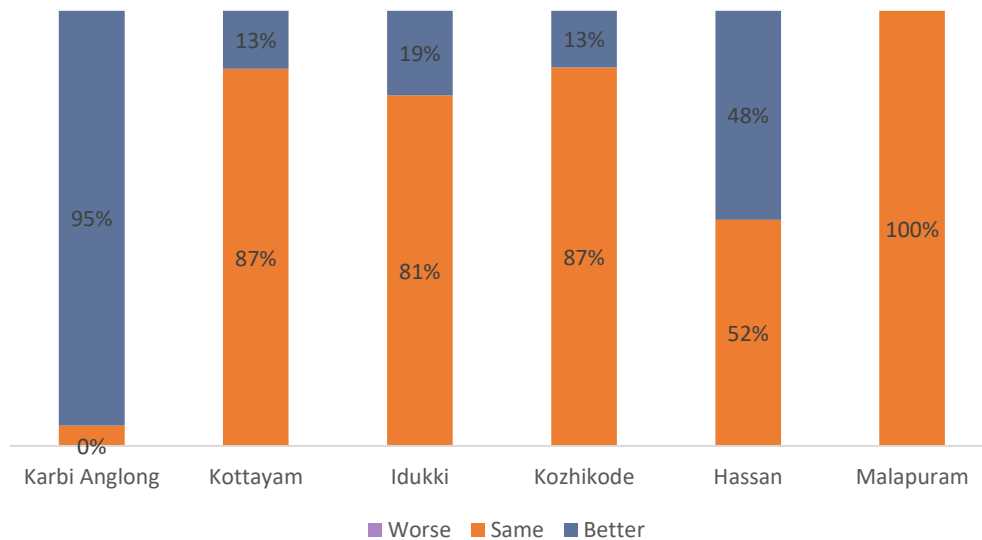


FIGURE 133: IMPACT OF RPL PROGRAM ON LEVEL OF SAVINGS BY HILLY AREA

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

Number of respondents:638

95% of the beneficiaries from Karbi Anglong are better off in terms of level of savings after the RPL certification and 100% of the beneficiaries from Malapuram followed by Kottayam and Kozhikode (87%) reported their level of savings to be the same after the certification.

Impact Assessment for Rubber Sector

14.5.2.2.2 Lifestyle

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

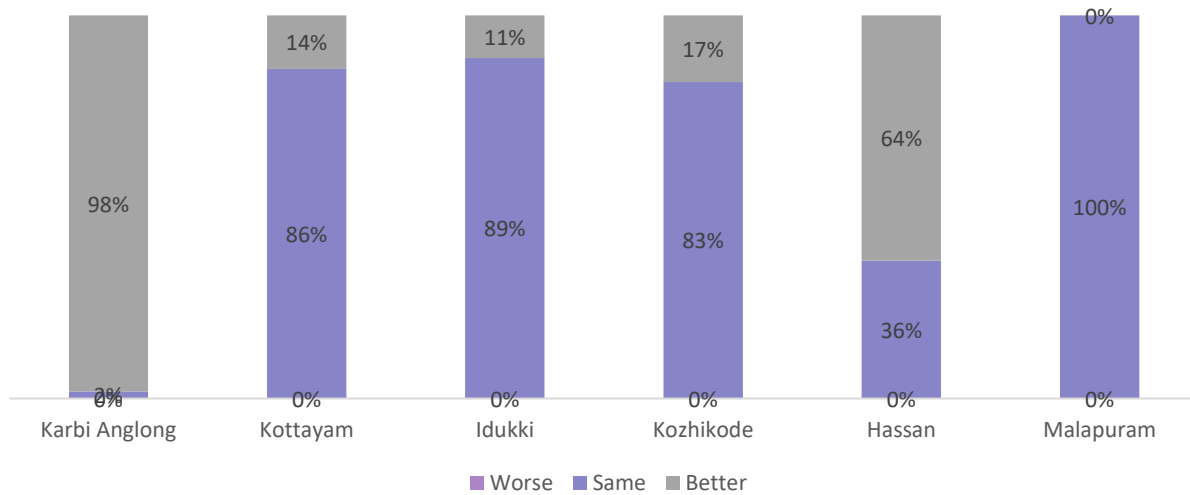


FIGURE 134: IMPACT OF RPL PROGRAM ON LIFESTYLE BY HILLY AREA

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

Number of respondents:638

98% of the beneficiaries from Karbi Anglong are better off in terms of lifestyle after the RPL certification and 100% of the beneficiaries from Malapuram reported their lifestyle to be the same followed by Idukki (89%) after the certification.

Impact Assessment for Rubber Sector

14.5.2.2.3 Health

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

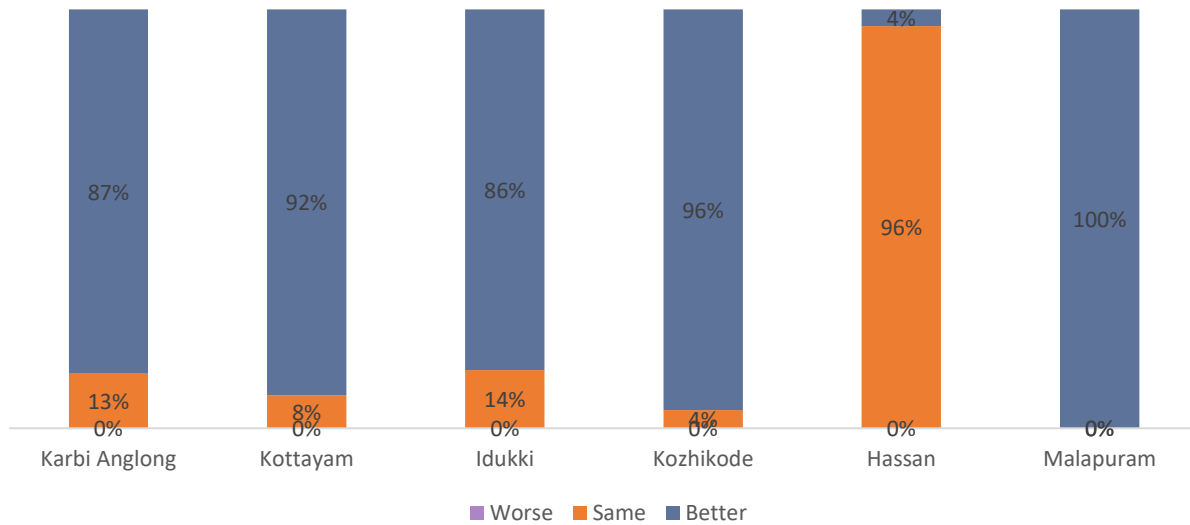


FIGURE 135: IMPACT OF RPL PROGRAM ON HEALTH BY HILLY AREA

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

Number of respondents:638

100% of the beneficiaries from Malapuram is better off in terms of health after the RPL certification. 96% of the beneficiaries from Kozhikode also reported the same. The highest percentage of beneficiaries from Hassan (96%) reported their health to be the same after the certification.

Impact Assessment for Rubber Sector

14.5.2.2.4 Social status

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

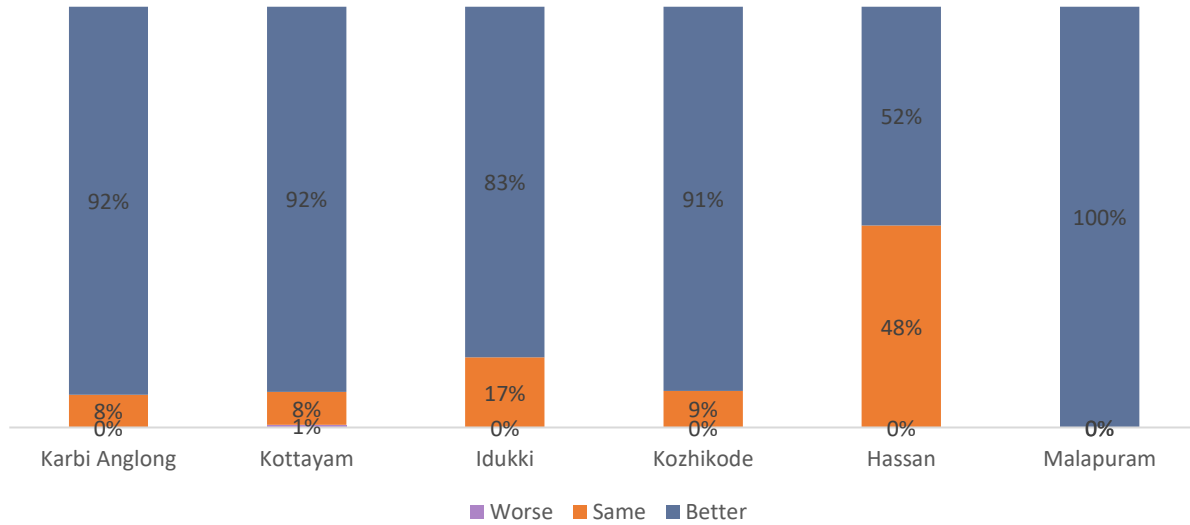


FIGURE 136: IMPACT OF RPL PROGRAM ON SOCIAL STATUS BY HILLY AREA

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

Number of respondents:638

100% of the beneficiaries from Malapuram is better off in terms of social status after the RPL certification. 92% of the beneficiaries from Karbi Anglong also reported the same. Only 48% of the beneficiaries from Hassan reported their social status to be the same after the certification.

Impact Assessment for Rubber Sector

14.5.2.3 Program impact on social wellbeing by LWE

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

14.5.2.3.1 Level of savings

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

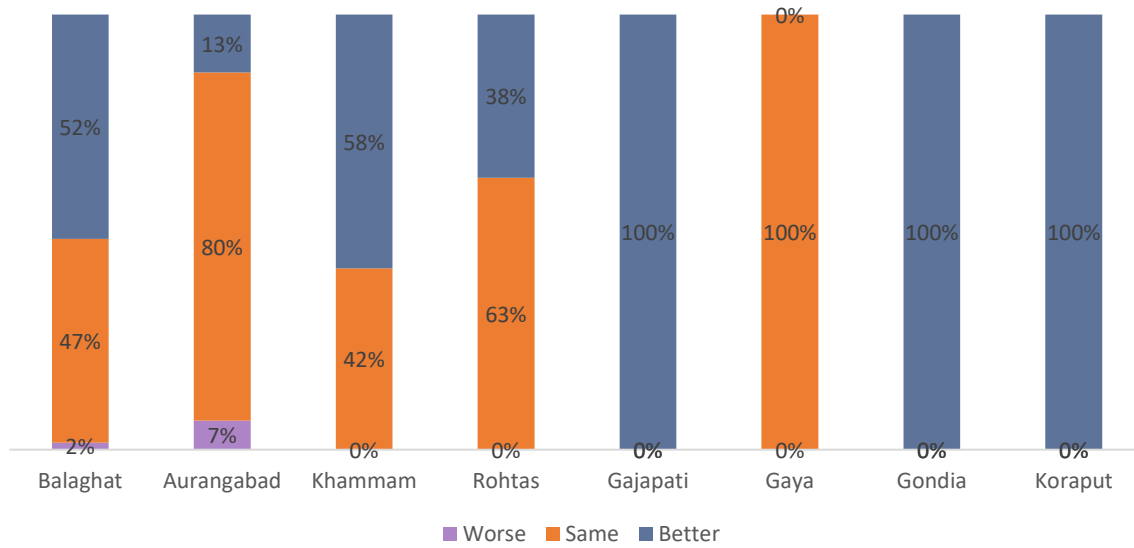


FIGURE 137: IMPACT OF RPL PROGRAM ON LEVEL OF SAVINGS BY LWE

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

Number of respondents:229

100% of the beneficiaries from Gajapati, Gondia and Koraput are better off in terms of level of savings after the RPL certification. 58% from Khammam reported the same. 80% of the beneficiaries from Aurangabad reported their level of savings to be the same after the certification.

Impact Assessment for Rubber Sector

14.5.2.3.2 Lifestyle

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

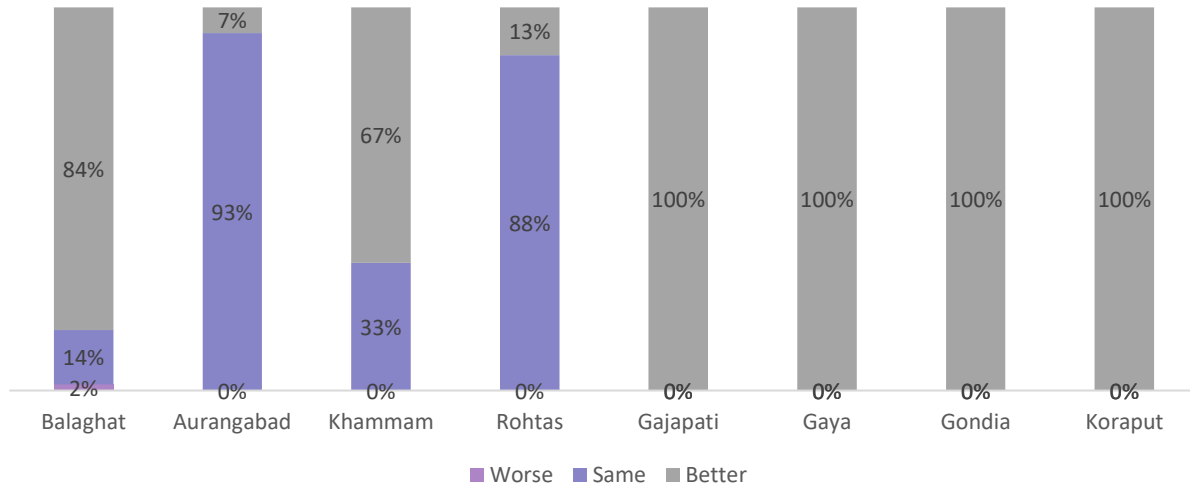


FIGURE 138: IMPACT OF RPL PROGRAM ON LIFESTYLE BY LWE

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

Number of respondents:229

100% of the beneficiaries from Gajapati, Gaya, Gondia and Koraput are better off in terms of lifestyle after the RPL certification. 84% of the beneficiaries from Balaghat also reported the same. 93% of the beneficiaries from Aurangabad reported their lifestyle to be the same after the certification.

Impact Assessment for Rubber Sector

14.5.2.3.3 Health

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

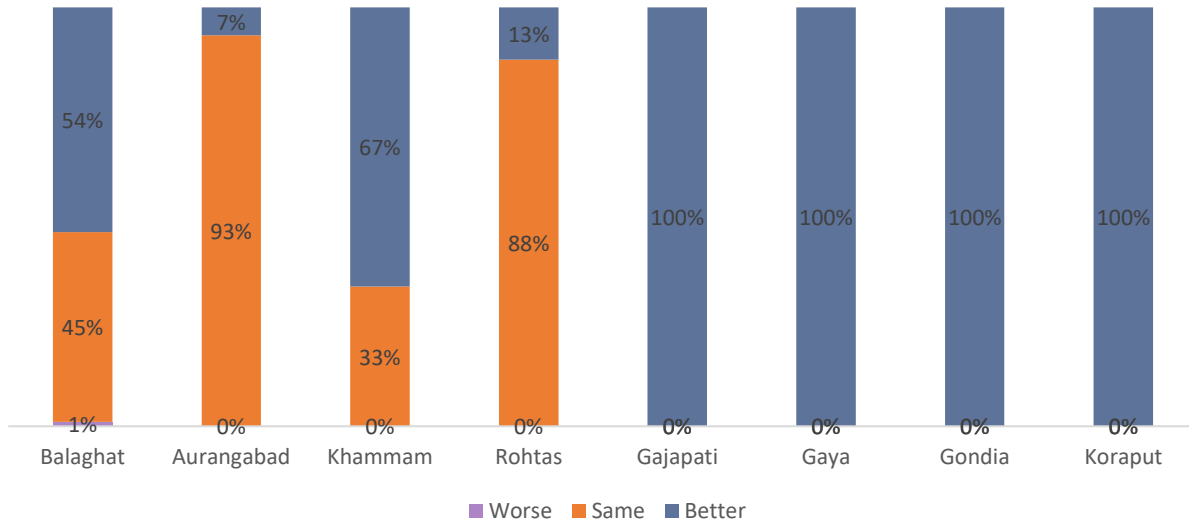


FIGURE 139: IMPACT OF RPL PROGRAM ON HEALTH BY HILLY AREA

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

Number of respondents:229

All the beneficiaries from Gajapati,Gaya,Gondia and Koraput are better off after the certification. The highest beneficiaries from Aurangabad (93%) reported same health as before the RPL program.

Impact Assessment for Rubber Sector

14.5.2.3.4 Social status

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

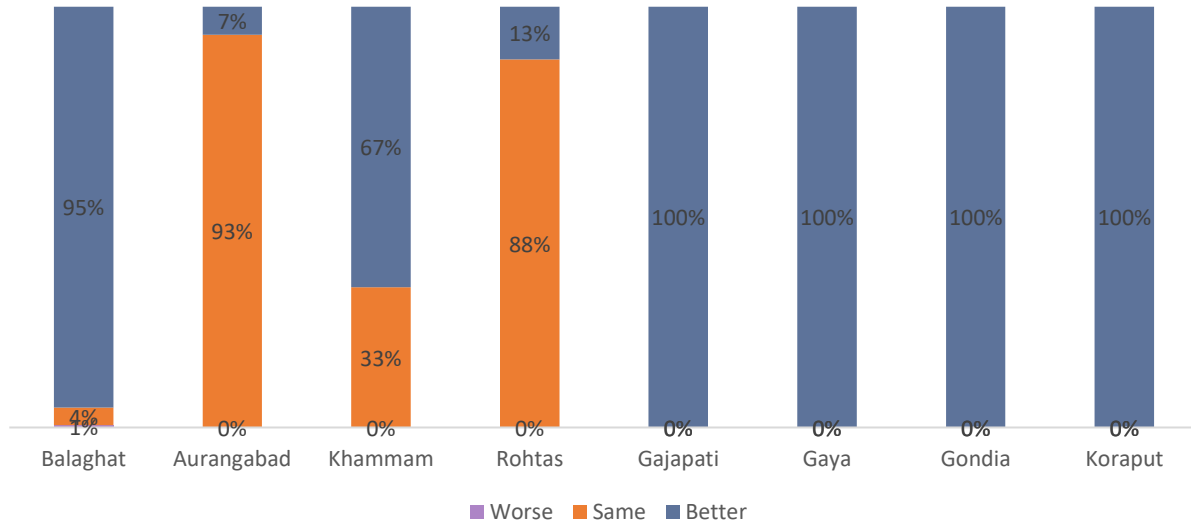


FIGURE 140: IMPACT OF RPL PROGRAM ON SOCIAL STATUS BY LWE

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

Number of respondents:229

All the beneficiaries from Gajapati , Gaya , Gondia and Koraput are better off after the certification. The highest beneficiaries from Aurangabad (93%) reported same social status as before the RPL program.

Impact Assessment for Rubber Sector

14.5.2.4 Program impact on social wellbeing by job role

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

14.5.2.4.1 Level of savings

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

Job role	Worse	Same	Better
Warehouse Supervisor	0%	0%	100%
Machine Operator Assistant Plastics Processing	1%	23%	76%
Machine Operator Assistant Injection Moulding	0%	33%	67%
Tire Fitter	1%	38%	61%
Mill Operator	0%	45%	55%
Machine Operator Assistant Plastics Sacks	0%	53%	47%
Latex Harvest Technician (Tapper)	0%	55%	45%
General Worker (CENEX)	0%	75%	25%
Junior Rubber Technician/Technical Assistant	0%	77%	23%
Processing Technician-Rubber Sheeting	0%	84%	15%
Material Handling and Storage Operator	13%	75%	13%
General Worker-Rubber Plantation	0%	88%	12%
Processing Assistant Technically Specified Rubber	0%	89%	11%
Injection Moulding Operator	3%	94%	3%
Compression Moulding Operator	0%	100%	0%

TABLE 60: 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:17,107

A majority of beneficiaries stated that the level of savings remains the same even after the RPL program, 100% of the sorting/packaging operator, extruder operator and building operator said the same. Whereas, majority of the beneficiaries from job roles such as machine operator assistant plastics, tire fitter and machine operator assistant injection moulding processing mentioned that there is an overall improvement in their level of savings, 100% of the warehouse supervisor said the same.

Impact Assessment for Rubber Sector

14.5.2.4.2 Lifestyle

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

Job role	Worse	Same	Better
Warehouse Supervisor	0%	0%	100%
Machine Operator Assistant Plastics Processing	0%	25%	75%
Tire Fitter	1%	30%	69%
Machine Operator Assistant Injection Moulding	0%	33%	67%
Machine Operator Assistant Plastics Sacks	0%	41%	59%
Mill Operator	0%	45%	55%
Latex Harvest Technician (Tapper)	0%	57%	43%
Junior Rubber Technician/Technical Assistant	0%	74%	26%
General Worker (CENEX)	0%	75%	25%
General Worker-Rubber Plantation	0%	84%	16%
Processing Technician-Rubber Sheeting	0%	84%	16%
Material Handling and Storage Operator	0%	88%	13%
Processing Assistant Technically Specified Rubber	0%	89%	11%
Injection Moulding Operator	0%	97%	3%
Compression Moulding Operator	0%	100%	0%

TABLE 61: 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:17,107

100% of the beneficiaries from the job role compression moulding operator, sorting/packing operator (Latex) and building operator:hoses stated same level of lifestyle as before. Whereas, majority of the beneficiaries from job roles such as tire fitter machine operator assistant plastics processing machine operator assistant injection moulding mentioned that there is an overall improvement in their level of savings, 100% of the warehouse supervisor and extruder operator said the same.

Impact Assessment for Rubber Sector

14.5.2.4.3 Health

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

Job role	Worse	Same	Better
General Worker (CENEX)	0%	0%	100%
Processing Assistant Technically Specified Rubber	0%	11%	89%
Material Handling and Storage Operator	0%	19%	81%
Machine Operator Assistant Plastics Processing	0%	21%	78%
Grader (Ribbed smoked sheet Trading)	0%	25%	75%
Machine Operator Assistant Injection Moulding	0%	33%	67%
Tire Fitter	1%	35%	64%
Junior Rubber Technician/Technical Assistant	0%	39%	61%
Injection Moulding Operator	0%	39%	61%
Latex Harvest Technician (Tapper)	0%	41%	59%
General Worker-Rubber Plantation	1%	41%	58%
Machine Operator Assistant Plastics Sacks	0%	47%	53%
Mill Operator	0%	55%	45%
Processing Technician-Rubber Sheeting	0%	69%	30%
Machine Operator Assistant Blow Moulding	0%	88%	13%
Compression Moulding Operator	0%	100%	0%

TABLE 62: 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:17,107

A majority of beneficiaries whose job role was processing technician rubber sheeting, mill operator, machine operator assistant blow moulding stated that the health remains the same even after the RPL program, the highest percentage is building operator (100%). Whereas, a majority of the beneficiaries from job roles such as material handling and storage operator, processing assistant technically specified rubber, machine operator assistant plastics processing mentioned that there is an overall improvement in their health, 100% of the sorting/packing operator (latex),warehouse supervisor , extruder operator and general worker (CENEX) said the same.

Impact Assessment for Rubber Sector

14.5.2.4.4 Social status

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

Job role	Worse	Same	Better
General Worker (CENEX)	0%	0%	100%
Processing Assistant Technically Specified Rubber	0%	11%	89%
Material Handling and Storage Operator	0%	19%	81%
Machine Operator Assistant Plastics Processing	0%	21%	78%
Tire Fitter	1%	21%	78%
Grader (Ribbed smoked sheet Trading)	0%	25%	75%
Latex Harvest Technician (Tapper)	0%	28%	72%
Machine Operator Assistant Injection Moulding	0%	33%	67%
Junior Rubber Technician/Technical Assistant	0%	35%	65%
Injection Moulding Operator	0%	39%	61%
General Worker-Rubber Plantation	1%	39%	60%
Machine Operator Assistant Plastics Sacks	0%	41%	59%
Mill Operator	0%	45%	55%
Processing Technician-Rubber Sheeting	0%	65%	35%
Machine Operator Assistant Blow Moulding	0%	88%	13%
Compression Moulding Operator	0%	100%	0%

TABLE 63: 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:17,107

A majority of beneficiaries whose job role was processing technician rubber sheeting and machine operator assistant blow moulding stated that the social status remains the same even after the RPL program, the highest percentage is extruder operator and building operator:hoses (100%). Whereas, a majority of the beneficiaries from job roles such as tire fitter , latex harvest technician (tapper) , material handling and operator and machine operator assistant plastics processing mentioned that there is an overall improvement in their health, 100% of the land transportation executives said the same.

Impact Assessment for Rubber Sector

14.5.2.5 Program impact on social wellbeing by gender

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

14.5.2.5.1 Level of savings

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

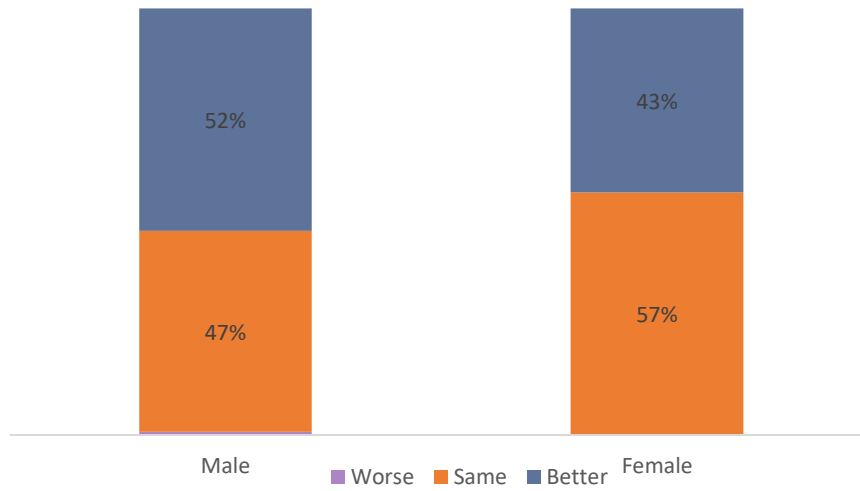


FIGURE 141: IMPACT OF RPL PROGRAM ON LEVEL OF SAVINGS BY GENDER

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

Number of respondents:17,107

A majority of male beneficiaries (52%) stated that level of savings as better after the RPL program whereas, majority of the female beneficiaries (57%) mentioned level of savings as same after the RPL program.

Impact Assessment for Rubber Sector

14.5.2.5.2 Lifestyle

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

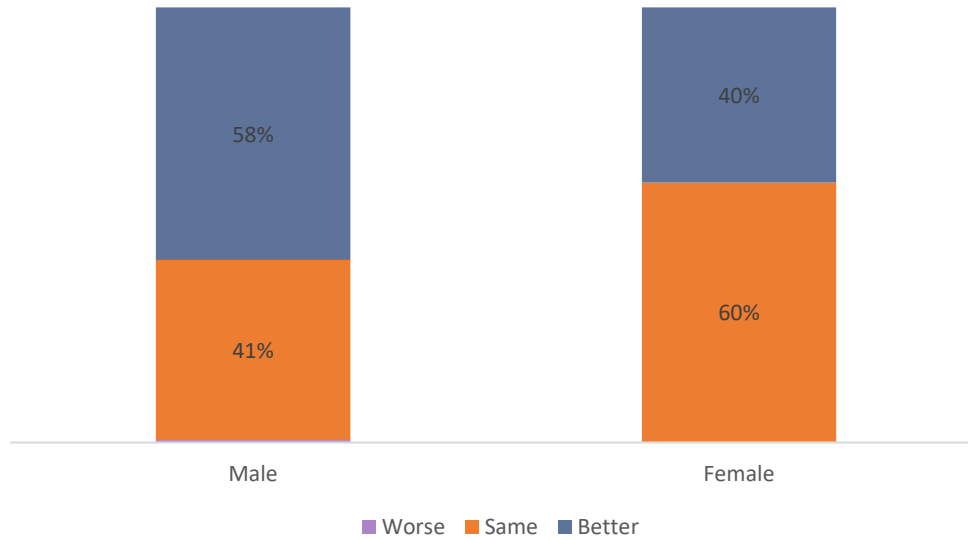


FIGURE 142: IMPACT OF RPL PROGRAM ON LIFESTYLE BY GENDER

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

Number of respondents:17,107

58% of the beneficiaries from male and 40% of female beneficiaries reported better lifestyle after the RPL program whereas 41% from male beneficiaries and 60% from female beneficiaries reported lifestyle as same after the RPL program.

Impact Assessment for Rubber Sector

14.5.2.5.3 Health

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

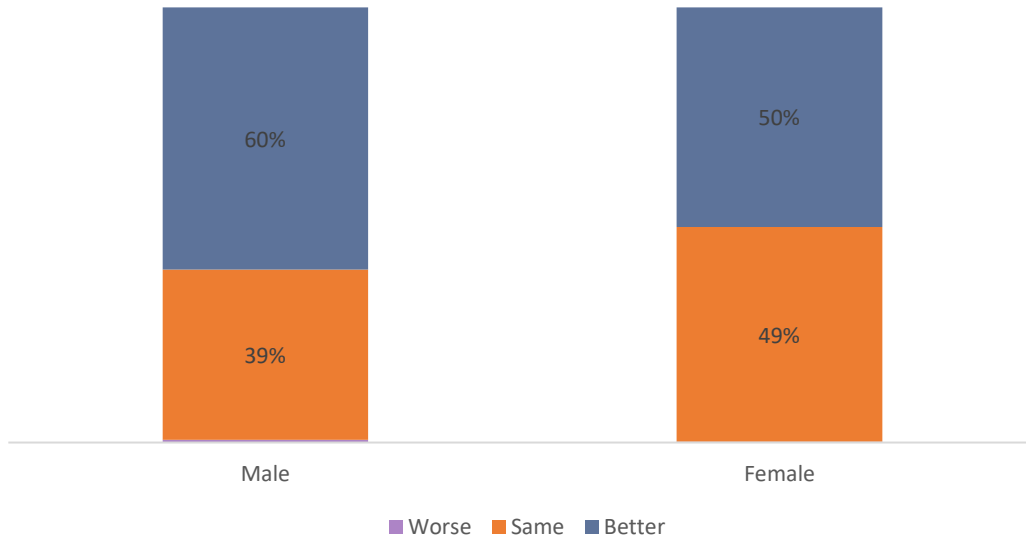


FIGURE 143: IMPACT OF RPL PROGRAM ON HEALTH BY GENDER

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

Number of respondents: 17,107

A majority of both male (60%) and female (50%) beneficiaries mentioned their health to be better than before as an impact of the RPL program. 39% from male beneficiaries and 49% from female beneficiaries stated that the health remains the same even after the RPL program.

Impact Assessment for Rubber Sector

14.5.2.5.4 Social status

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

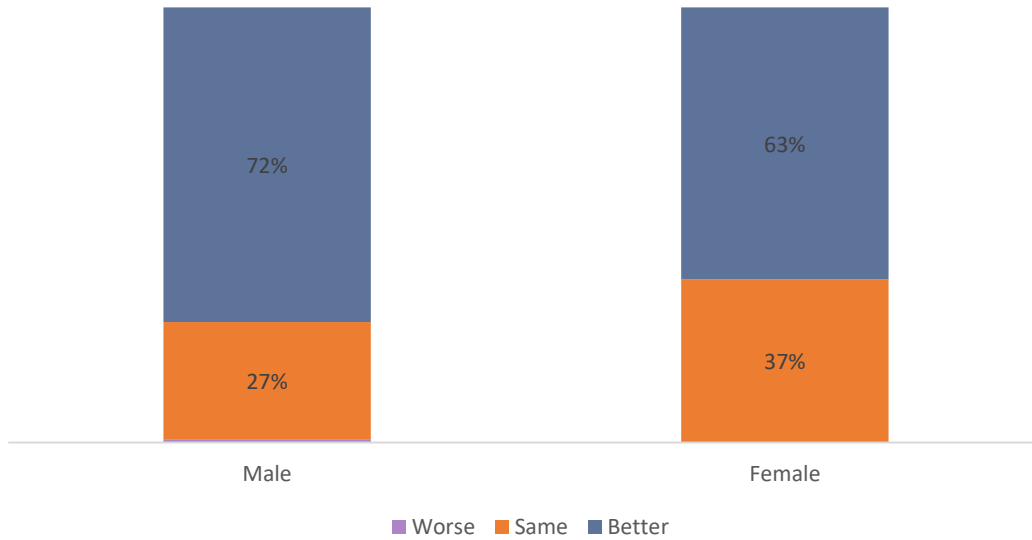


FIGURE 144: IMPACT OF RPL PROGRAM ON SOCIAL STATUS BY GENDER

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

Number of respondents: 17,107

A majority of both male (72%) and female (63%) beneficiaries stated that the social status social status to be better than before as an impact of the RPL program. 27% of the male beneficiaries and 37% from female beneficiaries stated as same even after the RPL program.

Impact Assessment for Rubber Sector

14.5.2.6 Program impact on social wellbeing by caste category

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

14.5.2.6.1 Level of savings

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

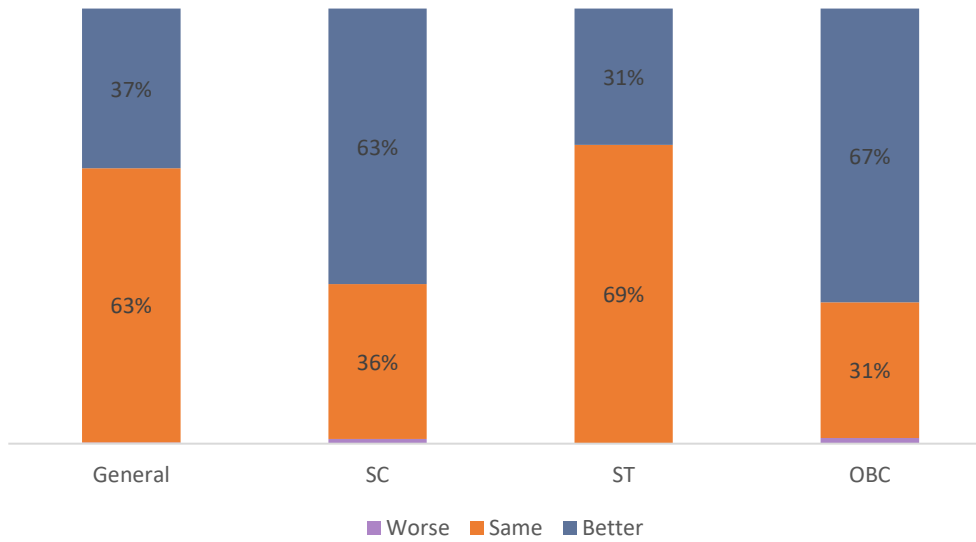


FIGURE 145: IMPACT OF RPL PROGRAM ON LEVEL OF SAVINGS BY CASTE CATEGORY

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

Number of respondents: 17,107

The majority of the beneficiaries from the OBC and SC category reported to have better level of savings than before attending the RPL program, the highest percentage of beneficiaries (67%) are from the OBC category. The majority of the beneficiaries from the ST category (69%) reported to have same level of savings as before.

Impact Assessment for Rubber Sector

14.5.2.6.2 lifestyle

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

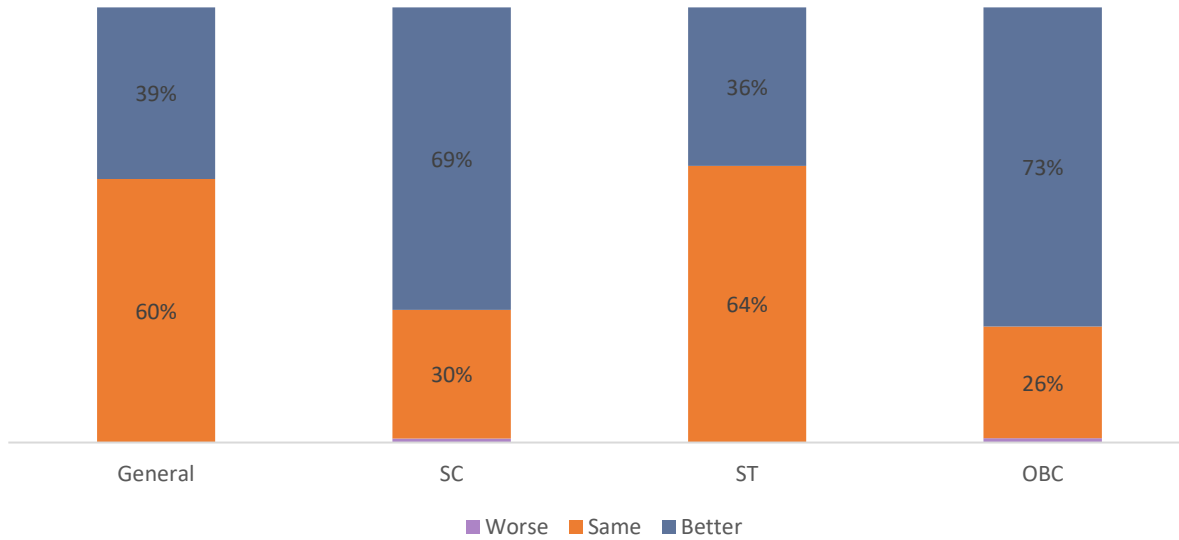


FIGURE 146: IMPACT OF RPL PROGRAM ON LIFESTYLE BY CASTE CATEGORY

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

Number of respondents: 17,107

A majority of the beneficiaries from SC and OBC categories reported to have better lifestyle than before attending the RPL program, the highest percentage of beneficiaries (73%) are from the OBC category. 64% of the beneficiaries from ST category reported same lifestyle as before.

Impact Assessment for Rubber Sector

14.5.2.6.3 Health

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

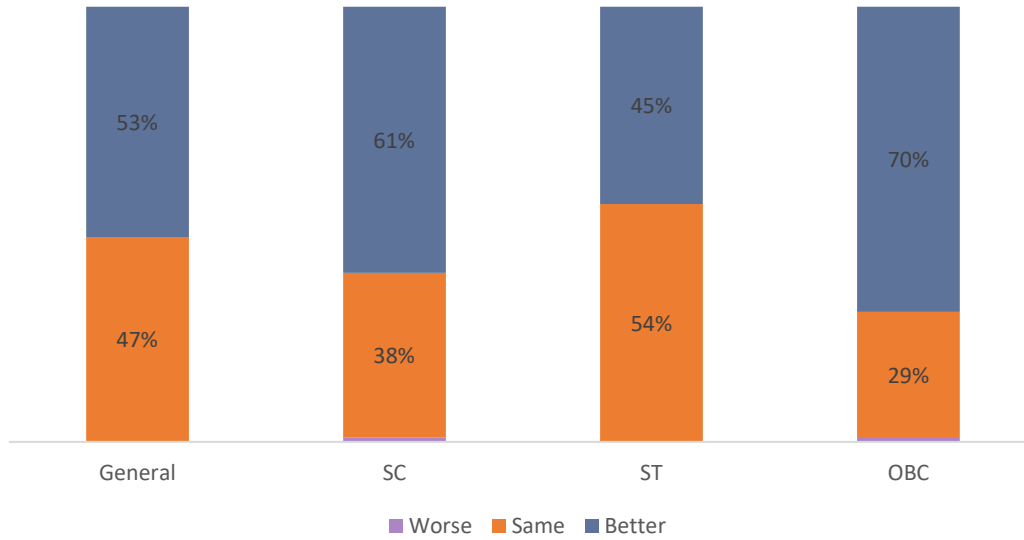


FIGURE 147: IMPACT OF RPL PROGRAM ON HEALTH BY CASTE CATEGORY

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

Number of respondents: 17,107

A majority of the beneficiaries from all the categories except ST category reported to have better health than before attending the RPL program, the highest percentage of beneficiaries (70%) are from the OBC. 54% from ST category stated same health as before.

Impact Assessment for Rubber Sector

14.5.2.6.4 Social status

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

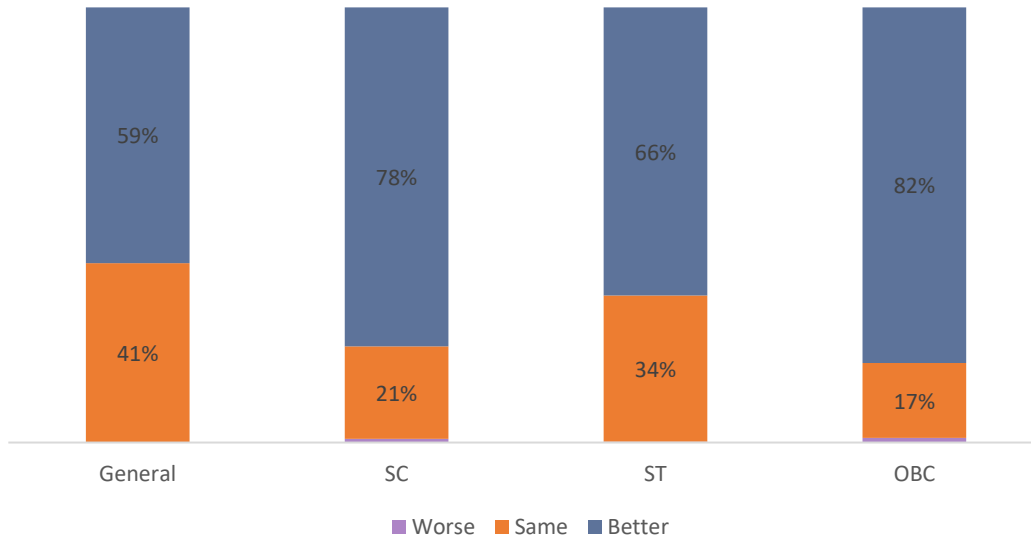


FIGURE 148: IMPACT OF RPL PROGRAM ON SOCIAL STATUS BY CASTE CATEGORY

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

Number of respondents: 17,107

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 (82%) followed by the OBC category (86%). 41% of the beneficiaries from general category from general category reported same social status as before.

Impact Assessment for Rubber Sector

14.6 Impact on Enterprise

14.6.1.1 Impact of RPL at workplace by state

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

State	Availability of gloves, masks and gumboots	Awareness about personal hygiene	It has made no difference to me		
Rajasthan	100%	100%	0%		0%
Mizoram	98%	3%	0%		0%
Kerala	97%	87%	0%		0%
Andhra Pradesh	96%	88%	0%		0%
Karnataka	93%	86%	0%		0%
Maharashtra	91%	10%	0%		1%
Manipur	90%	2%	0%		0%
Madhya Pradesh	84%	1%	0%		0%
Telangana	78%	64%	0%		0%
Uttar Pradesh	74%	52%	0%		3%
Tripura	74%	53%	0%		0%
West Bengal	74%	57%	0%		0%
Jammu and Kashmir	63%	0%	0%		0%
Assam	46%	22%	0%		1%
Meghalaya	44%	22%	0%		0%
Delhi	39%	8%	0%		0%
Tamil Nadu	29%	24%	0%		0%
Haryana	14%	10%	0%		0%
Bihar	7%	7%	0%		0%

TABLE 64: IMPACT OF RPL ON WORKPLACE BY STATE

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

Number of respondents:17,107

100% of the beneficiaries from Rajasthan reported that the availability of gloves, masks and gumboots and awareness about personal hygiene increased at the workplace after the RPL certification.

Impact Assessment for Rubber Sector

14.6.2 Impact of RPL at workplace by hilly area

Seven districts have been covered in the field investigation such as Karbi Anglong, Kottayam, Idukki, Kozhikode, Hassan, Malapuram, and Coimbatore which are considered as hilly area. A total of 638 beneficiaries have been covered from these districts.

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

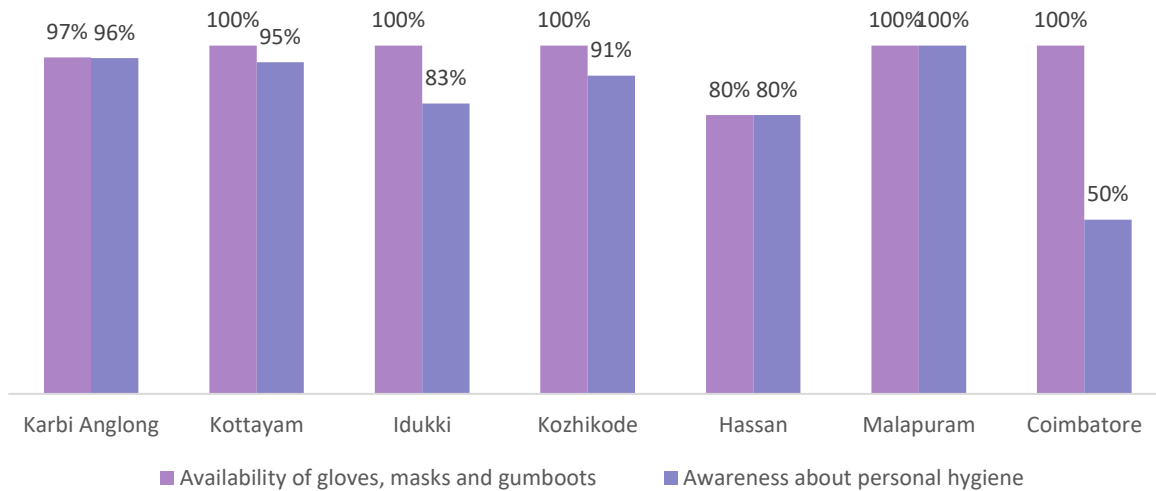


FIGURE 149: IMPACT OF RPL ON WORKPLACE BY HILLY AREA

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

Number of respondents:668

100% of the beneficiaries across all districts availability of gloves,masks and gumboots increased. The highest percentage of beneficiaries from Malapuram reported awareness about personal hygiene.

14.6.3 Impact of RPL at workplace by LWE

Eight districts have been covered in the field investigation such as Balaghat, Aurangabad, Khammam, Rohtas, Gajapati, Gaya, Gondia, and Koraput which are considered as LWE. A total of 229 beneficiaries have been covered from these districts.

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

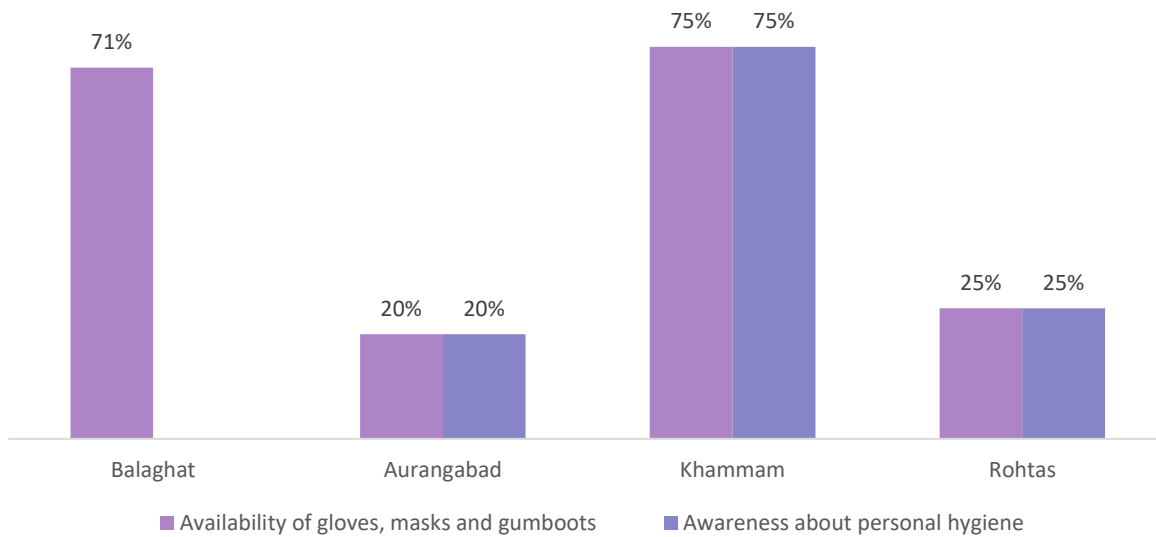


FIGURE 150: IMPACT OF RPL ON WORKPLACE BY LWE

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

Number of respondents:229

75% of the beneficiaries from Khammam stated availability of gloves, masks and gumboots increased and awareness about personal hygiene increased.

Impact Assessment for Rubber Sector

14.6.4 Impact of RPL at workplace by job role

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

Job role	Availability of gloves, masks and gumboots	Awareness about personal hygiene	It has made no difference to me
Tire Fitter	77%	23%	4%
Latex Harvest Technician (Tapper)	67%	40%	8%
Processing Technician-Rubber Sheeting	48%	36%	8%
Machine Operator Assistant Plastics Processing	30%	23%	7%
General Worker-Rubber Plantation	82%	62%	5%
Injection Moulding Operator	67%	64%	27%
Junior Rubber Technician/Technical Assistant	74%	61%	23%
Machine Operator Assistant Plastics Sacks	88%	71%	6%
Material Handling and Storage Operator	88%	88%	19%
Mill Operator	73%	64%	18%
Compression Moulding Operator	11%	11%	89%
Processing Assistant Technically Specified Rubber	100%	89%	0%
Machine Operator Assistant Blow Moulding	0%	0%	88%
General Worker (CENEX)	100%	100%	0%
Grader (Ribbed smoked sheet Trading)	100%	100%	0%
Machine Operator Assistant Injection Moulding	0%	0%	33%

Impact Assessment for Rubber Sector

Job role	Availability of gloves, masks and gumboots	Awareness about personal hygiene	It has made no difference to me
Sorting/Packing Operator (Latex)	100%	100%	0%
Warehouse Supervisor	100%	100%	0%
Extruder Operator	100%	0%	0%
Building Operator: Hoses	0%	0%	100%

TABLE 65: 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:17,107

100% of the beneficiaries from job roles such as processing assistant technically specified rubber, general worker, grader and sorting /packaging operator stated availability of gloves, masks and gumboots increased and awareness about personal hygiene increased.

14.6.5 Impact of RPL at workplace by gender

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

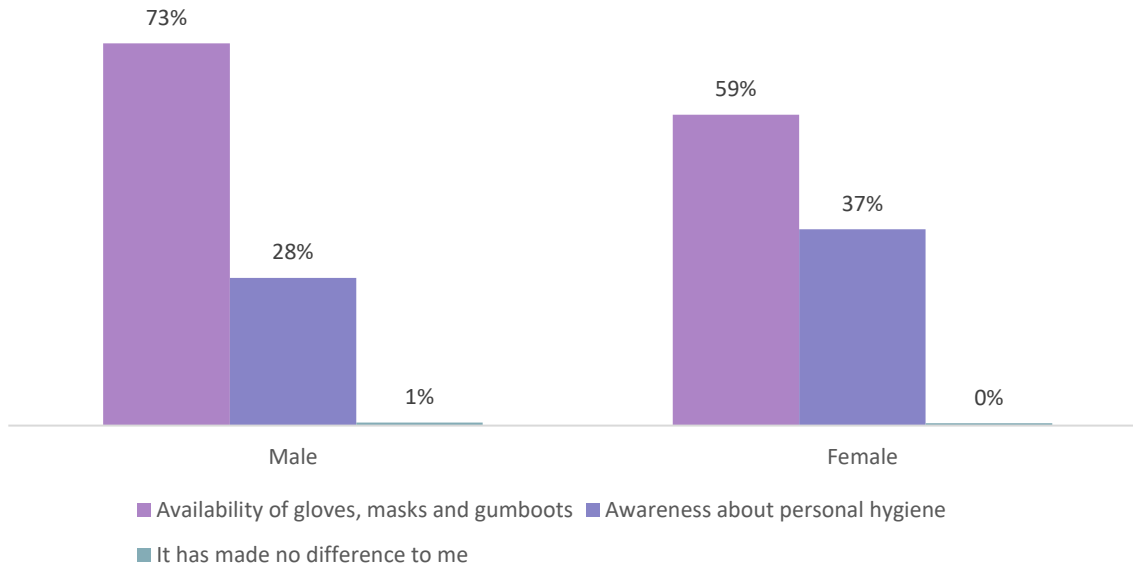


FIGURE 151: IMPACT OF RPL ON WORKPLACE BY GENDER

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

Number of respondents:17,107

The majority of both male (73%) and female beneficiaries (85%) reported that availability of gloves, masks and gumboots increased at the workplace after the RPL certification whereas 28% of the male beneficiaries and 37% of the female beneficiaries reported an improvement in awareness about personal hygiene.

Impact Assessment for Rubber Sector

14.6.6 Impact of RPL at workplace by caste

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

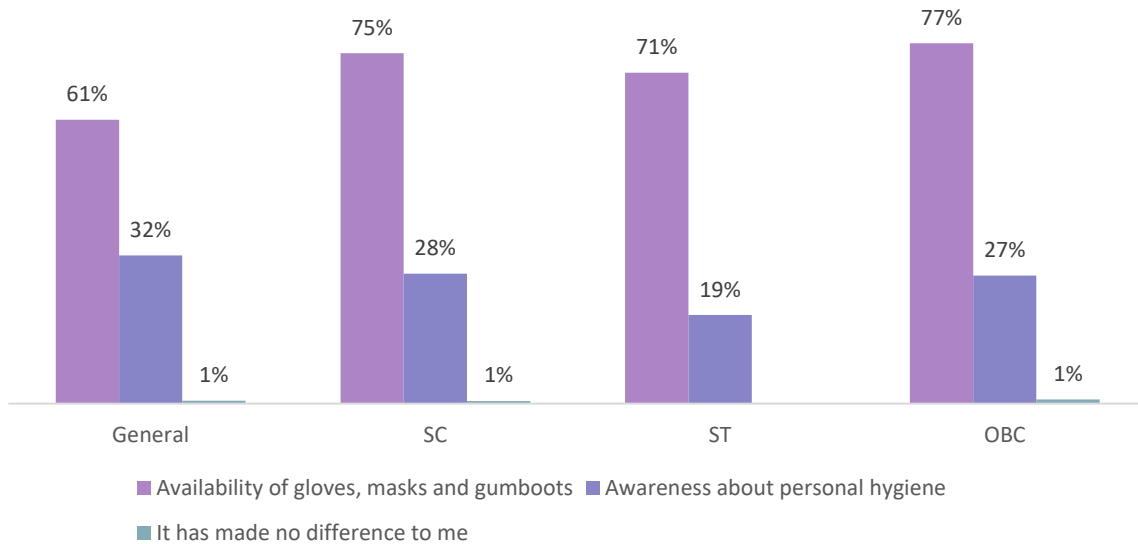


FIGURE 152: IMPACT OF RPL ON WORKPLACE BY CASTE CATEGORY

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

Number of respondents: 17,107

The majority of the beneficiaries across all the categories stated that their availability of gloves, masks and gumboots increased after RPL program, the highest percentage of beneficiaries (77%) are from OBC category. The highest percentage of beneficiaries (32%) who mentioned about awareness about personal hygiene.

Impact Assessment for Rubber Sector

14.7 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

14.7.1 Perception of training institute by state

The following charts show the perception of the training institute by state across all the parameters:

14.7.1.1 Classroom

The following chart shows the perception of classroom by state

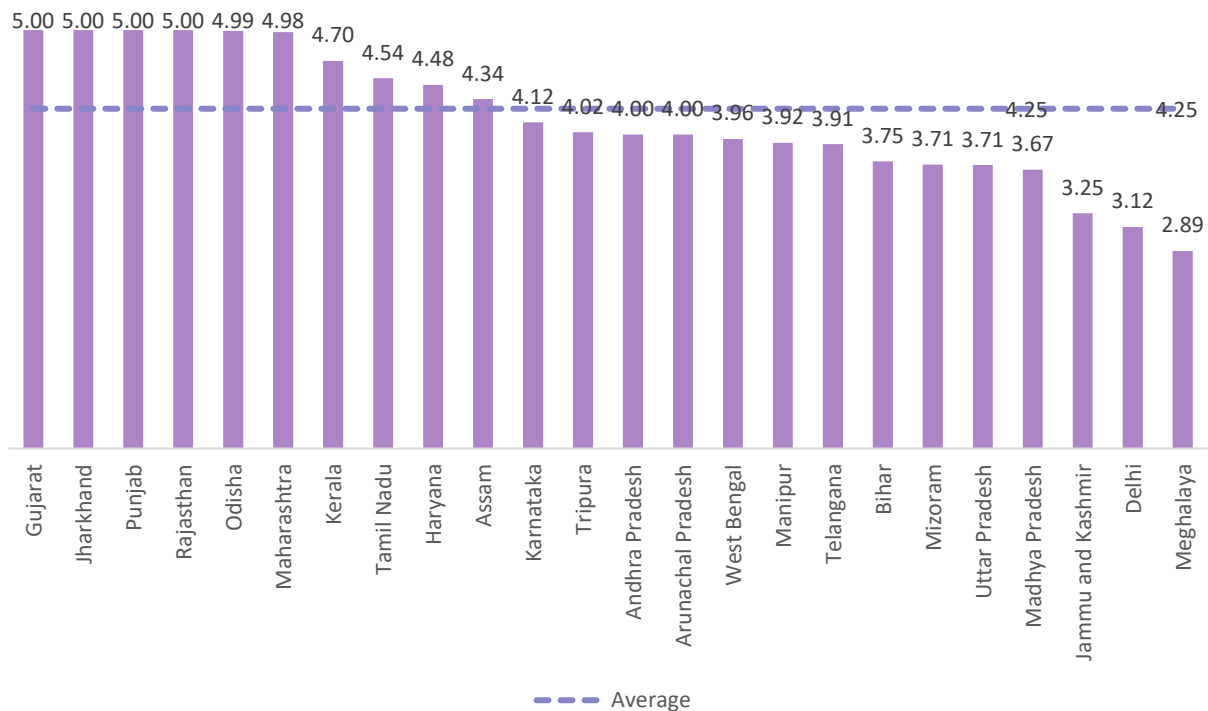


FIGURE 153: OVERALL PERCEPTION OF CLASSROOM BY STATE

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

Number of respondents:15,968

Across all the states, the beneficiaries perceived the classroom to be very good and above. The highest rating (5) was received from Gujarat, Jharkhand, Punjab and Rajasthan. The average rating received from all the states is 4.25.

Impact Assessment for Rubber Sector

14.7.1.2 Training quality

The following chart shows the perception of training quality by state

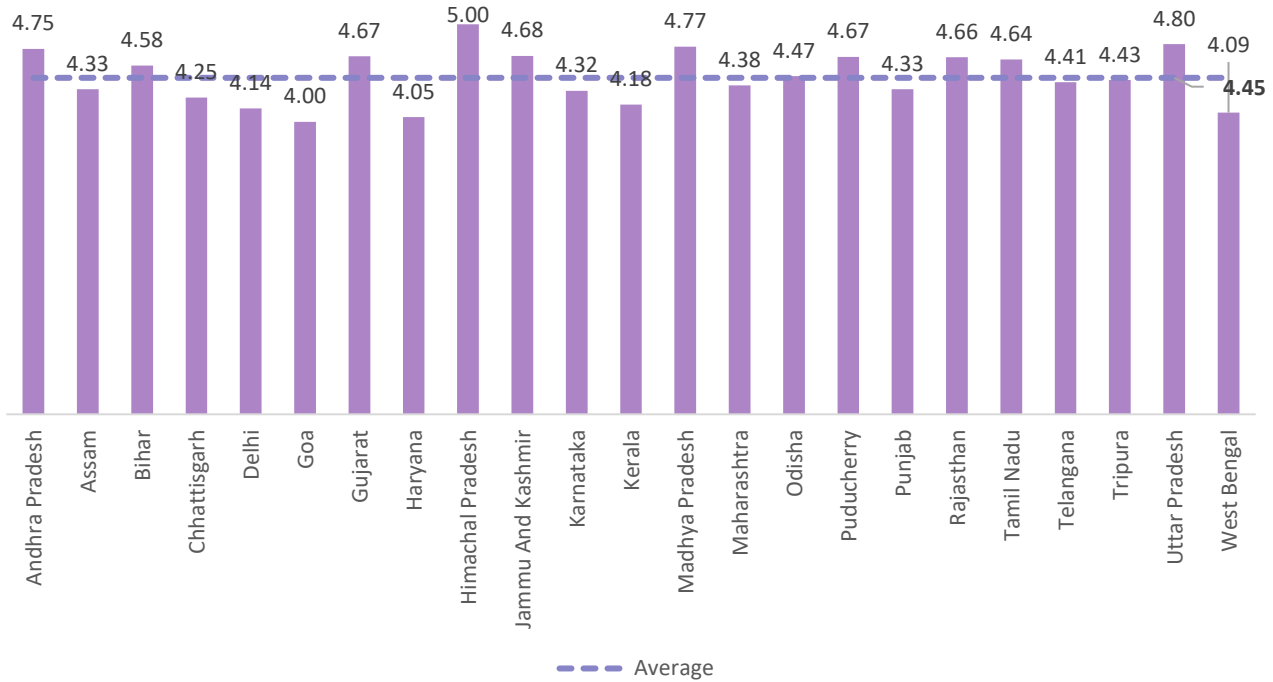


FIGURE 154: OVERALL PERCEPTION OF TRAINING QUALITY BY STATE

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

Number of respondents:16,962

Across all the states, the beneficiaries perceived the training quality to be very good and above. The highest rating was received from Uttar Pradesh (4.80) followed by Madhya Pradesh (4.77) and Andhra Pradesh (4.75). The average rating received from all the states is 4.45.

Impact Assessment for Rubber Sector

14.7.1.3 Training material

The following chart shows the perception of training material by state

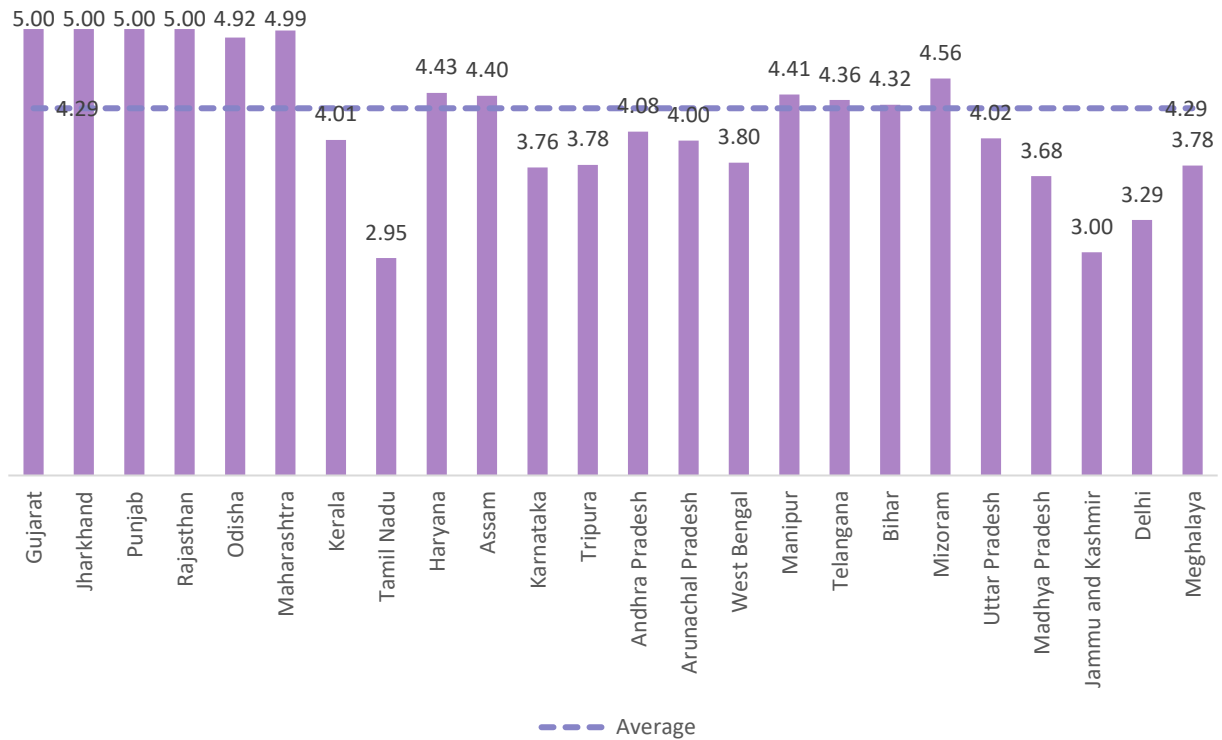


FIGURE 155: OVERALL PERCEPTION OF TRAINING MATERIAL BY STATE

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

Number of respondents:17,003

Across all the states, the beneficiaries perceived the training material to be very good and above. The highest rating (5) was received from Gujarat, Jharkhand, Punjab and Rajasthan (4.74). The average rating received from all the states is 4.29.

Impact Assessment for Rubber Sector

14.7.1.4 Placement assistance

The following chart shows the perception of placement assistance by state

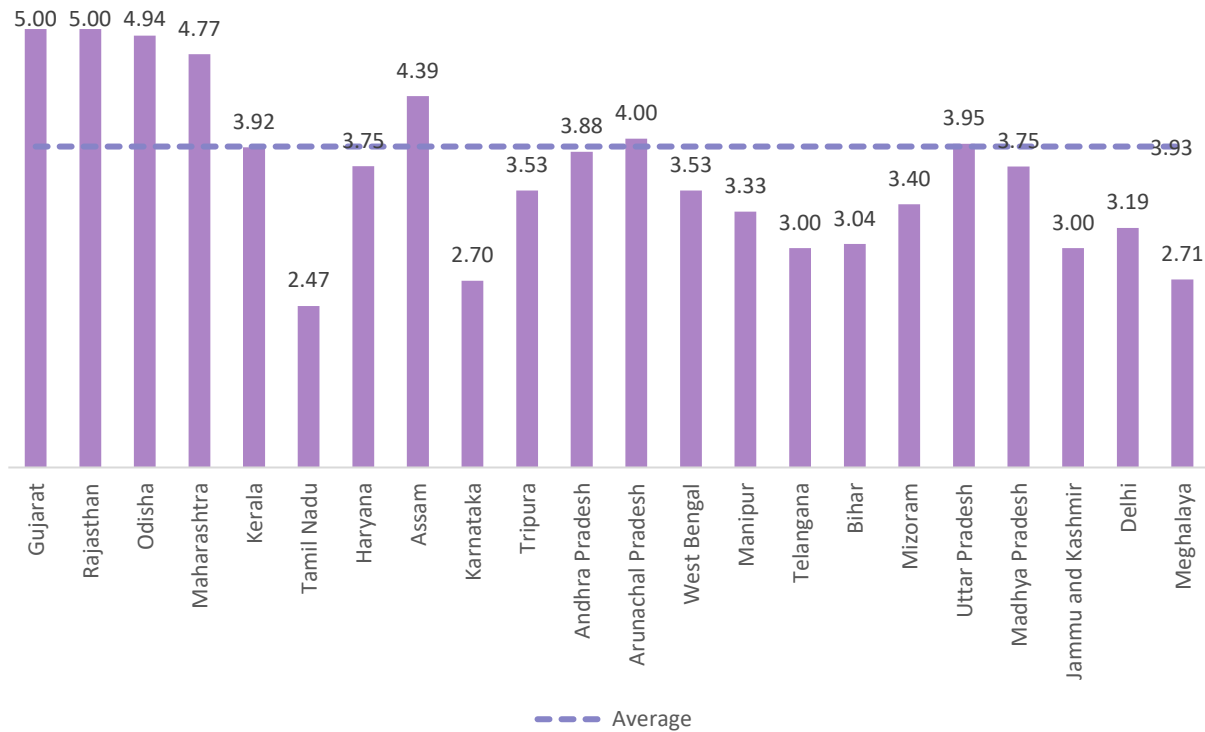


FIGURE 156: OVERALL PERCEPTION OF PLACEMENT ASSISTANCE BY STATE

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

Number of respondents:10,488

Almost across all the states, the beneficiaries perceived the training material to be average and above. The highest rating (5) was received from Gujarat and Rajasthan. The average rating received from all the states is 3.93.

Impact Assessment for Rubber Sector

14.7.2 Perception of training institute by hilly area

Seven districts have been covered in the field investigation such as Karbi Anglong, Kottayam, Idukki, Kozhikode, Hassan, Malapuram, and Coimbatore which are considered as hilly area. A total of 638 beneficiaries have been covered from these districts.

The following charts show the perception of the training institute by job role across all the parameters:

14.7.2.1 Classroom

The following chart shows the perception of classroom by hilly area:

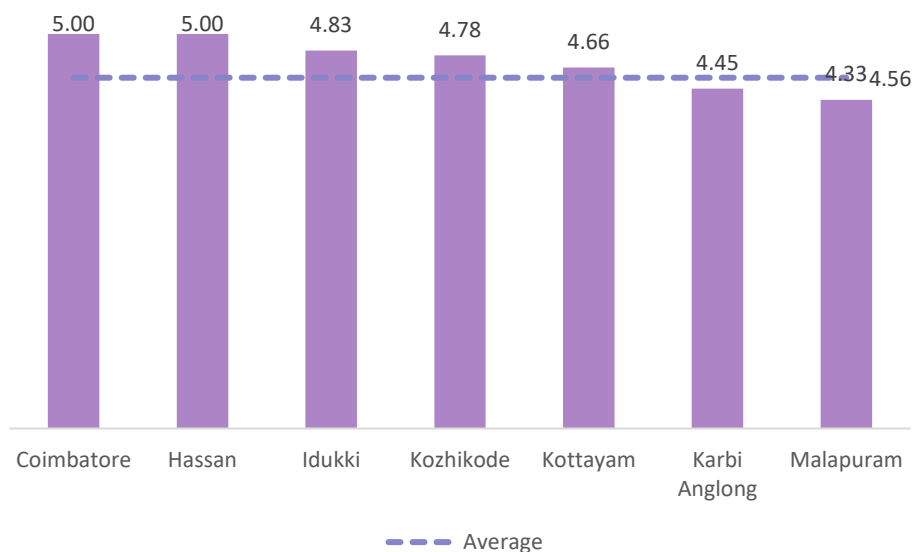


FIGURE 157: OVERALL PERCEPTION OF CLASSROOM BY HILLY AREA

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

Number of respondents:636

Across all the districts, the beneficiaries perceived the classroom to be very good and above. The highest rating (5) was received from Coimbatore and Hassan. The average rating received from all the states is 4.56.

Impact Assessment for Rubber Sector

14.7.2.2 Training quality

The following chart shows the perception of training quality by hilly area:

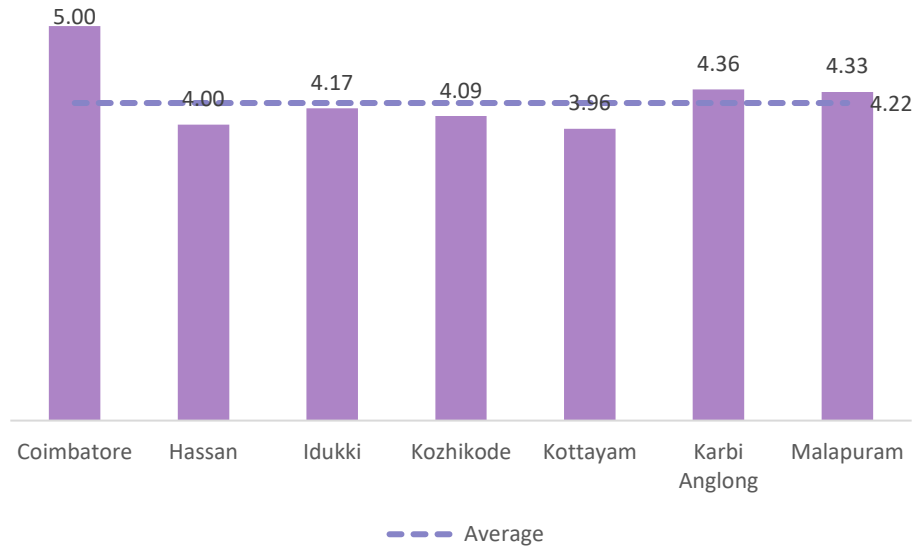


FIGURE 158: OVERALL PERCEPTION OF TRAINING QUALITY BY HILLY AREA

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

Number of respondents:636

Across all the districts, the beneficiaries perceived the training quality to be very good and above. The highest rating (5) was received from Coimbatore. The average rating received from all states is 4.22.

Impact Assessment for Rubber Sector

14.7.2.3 Training material

The following chart shows the perception of training material by hilly area:

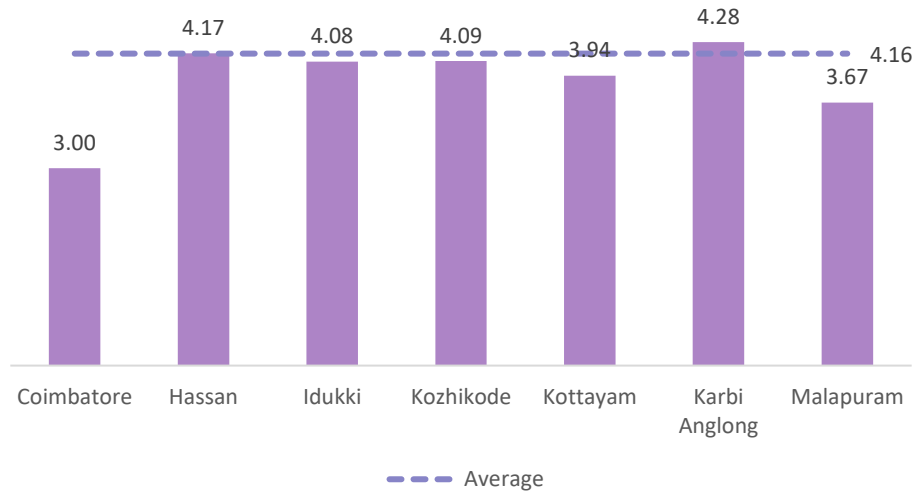


FIGURE 159: OVERALL PERCEPTION OF TRAINING MATERIAL BY HILLY AREA

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

Number of respondents:637

Across all the districts, the beneficiaries perceived the training material to be very good and above except Coimbatore, Kottayam and Malapuram. The highest rating was received from Karbi Anglong (4.28) followed by Pune (4.20). The average rating received from all the states is 4.16.

Impact Assessment for Rubber Sector

14.7.2.4 Placement assistance

The following chart shows the perception of placement assistance by hilly area:

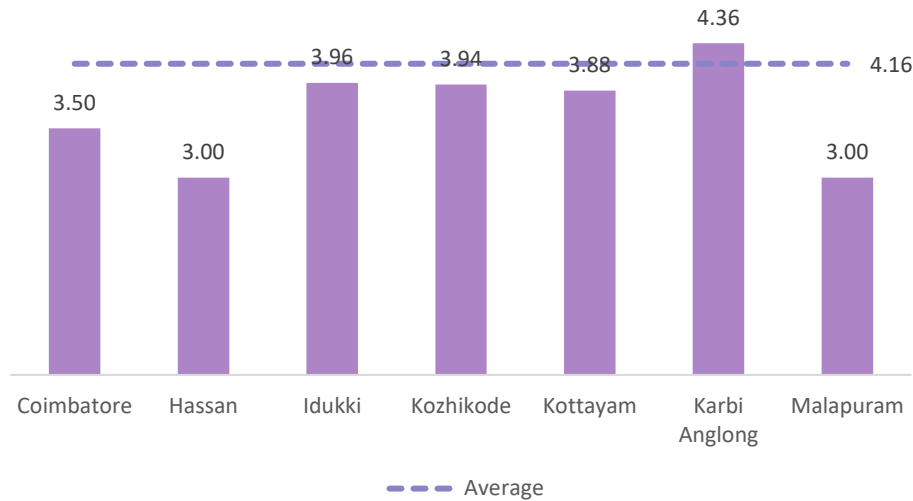


FIGURE 160: OVERALL PERCEPTION OF PLACEMENT ASSISTANCE BY HILLY AREA

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

Number of respondents:606

Across all the districts, the beneficiaries perceived the training material to be average and very good. The highest rating (4.36) was received from Karbi Anglong. The average rating received from all the states is 4.16.

Impact Assessment for Rubber Sector

14.7.3 Perception of training institute by LWE

Eight districts have been covered in the field investigation such as Balaghat, Aurangabad, Khammam, Rohtas, Gajapati, Gaya, Gondia, and Koraput which are considered as LWE. A total of 229 beneficiaries have been covered from these districts

The following charts show the perception of the training institute by job role across all the parameters:

14.7.3.1 Classroom

The following chart shows the perception of classroom by LWE:

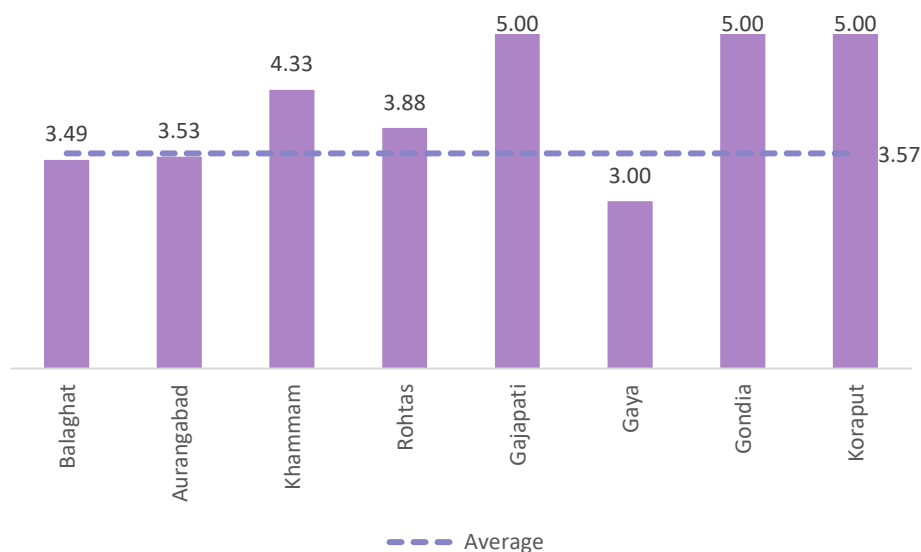


FIGURE 161: OVERALL PERCEPTION OF CLASSROOM BY LWE

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

Number of respondents:229

The highest rating (5) was received from Gajapati , Gondia and Koraput. The average rating received from all the states is 3.57.

Impact Assessment for Rubber Sector

14.7.3.2 Training quality

The following chart shows the perception of training quality by LWE:

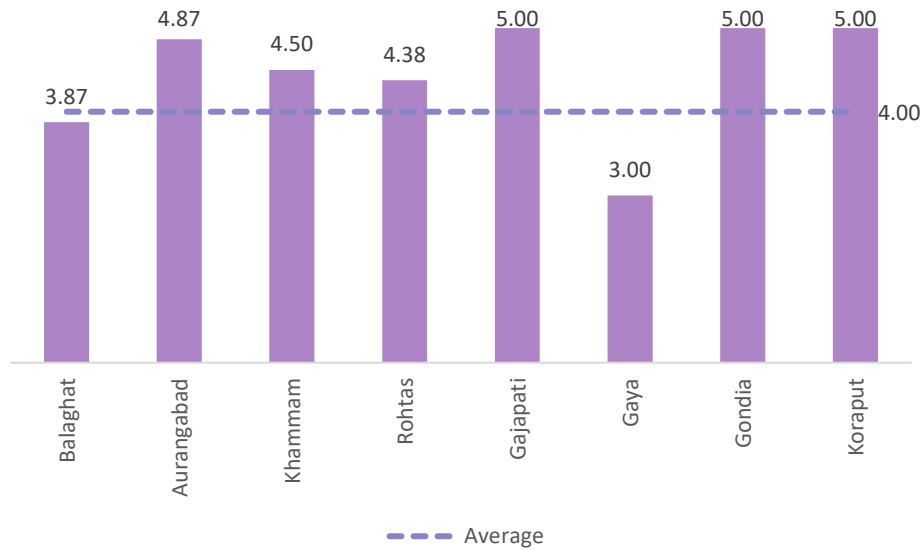


FIGURE 162: OVERALL PERCEPTION OF TRAINING QUALITY BY LWE

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

Number of respondents:229

The highest rating (5) was received from Gajapati, Gaya and Koraput. The average rating received from all the states is 4.00.

Impact Assessment for Rubber Sector

14.7.3.3 Training material

The following chart shows the perception of training material by LWE:

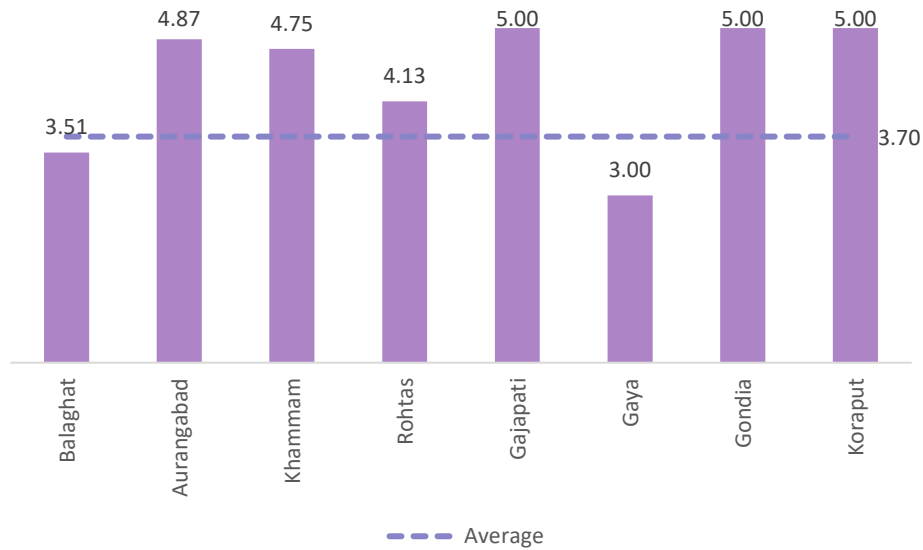


FIGURE 163: OVERALL PERCEPTION OF TRAINING MATERIAL BY LWE

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

Number of respondents:229

The highest rating was received from Gajapati ,Gaya and Gondia. The average rating received from all the states is 3.70.

Impact Assessment for Rubber Sector

14.7.3.4 Placement assistance

The following chart shows the perception of placement assistance by LWE:

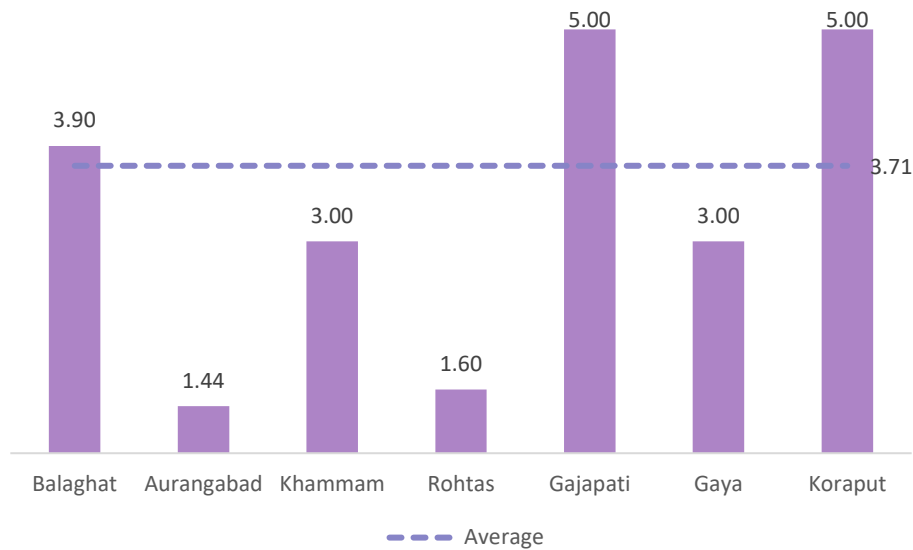


FIGURE 164: OVERALL PERCEPTION OF PLACEMENT ASSISTANCE BY LWE

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

Number of respondents:229

The highest rating (5) was received from Gajapati and Koraput. The average rating received from all the states is 3.71.

Impact Assessment for Rubber Sector

14.7.4 Perception of training institute by job role

The following charts show the perception of the training institute by job role across all the parameters:

14.7.4.1 Classroom

The following table shows the perception of classroom by job role:

Job role	Weighted average
General Worker (CENEX)	5.00
Grader (Ribbed smoked sheet Trading)	5.00
Sorting/Packing Operator (Latex)	5.00
Processing Assistant Technically Specified Rubber	4.78
Machine Operator Assistant Blow Moulding	4.75
Material Handling and Storage Operator	4.63
Machine Operator Assistant Plastics Processing	4.43
Injection Moulding Operator	4.36
Mill Operator	4.33
Machine Operator Assistant Injection Moulding	4.33
Junior Rubber Technician/Technical Assistant	4.33
Tire Fitter	4.30
Latex Harvest Technician (Tapper)	4.18
Machine Operator Assistant Plastics Sacks	4.12
Processing Technician-Rubber Sheeting	4.11
General Worker-Rubber Plantation	4.10
Warehouse Supervisor	4.00
Compression Moulding Operator	4.00
Extruder Operator	3.00
Building Operator: Hoses	3.00

TABLE 66: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:15,968

Across all the job roles, the beneficiaries perceived the classroom to be very good and above. The highest rating (5) was received from general worker ,grader and sorting/packing operator (latex).The average rating received from all the states is 4.25.

Impact Assessment for Rubber Sector

14.7.4.2 Training quality

The following table shows the perception of training quality by job role:

Job role	Weighted average
General Worker (CENEX)	4.25
Grader (Ribbed smoked sheet Trading)	4.25
Sorting/Packing Operator (Latex)	4.00
Processing Assistant Technically Specified Rubber	4.00
Machine Operator Assistant Blow Moulding	4.38
Material Handling and Storage Operator	4.00
Machine Operator Assistant Plastics Processing	4.34
Injection Moulding Operator	3.79
Mill Operator	4.63
Machine Operator Assistant Injection Moulding	4.00
Junior Rubber Technician/Technical Assistant	4.40
Tire Fitter	4.42
Latex Harvest Technician (Tapper)	4.11
Machine Operator Assistant Plastics Sacks	4.41
Processing Technician-Rubber Sheeting	4.17
General Worker-Rubber Plantation	3.67
Warehouse Supervisor	4.00
Compression Moulding Operator	4.00
Extruder Operator	3.00
Building Operator: Hoses	3.00

TABLE 67: 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:16,962

Across all the job roles, the beneficiaries perceived the training quality to be very good and above. The highest rating was received from mill operator (4.63) The average rating received from all the states is 4.30.

Impact Assessment for Rubber Sector

14.7.4.3 Training material

The following table shows the perception of training material by job role

Job role	Weighted average
General Worker (CENEX)	4.25
Grader (Ribbed smoked sheet Trading)	4.00
Sorting/Packing Operator (Latex)	4.00
Processing Assistant Technically Specified Rubber	4.22
Machine Operator Assistant Blow Moulding	4.75
Material Handling and Storage Operator	3.50
Machine Operator Assistant Plastics Processing	4.35
Injection Moulding Operator	3.73
Mill Operator	4.44
Machine Operator Assistant Injection Moulding	4.00
Junior Rubber Technician/Technical Assistant	4.00
Tire Fitter	4.40
Latex Harvest Technician (Tapper)	4.13
Machine Operator Assistant Plastics Sacks	4.18
Processing Technician-Rubber Sheeting	4.13
General Worker-Rubber Plantation	3.63
Warehouse Supervisor	4.00
Compression Moulding Operator	4.29
Extruder Operator	3.00
Building Operator: Hoses	5.00

TABLE 68: 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: 17,003

Across all the job roles, the beneficiaries perceived the training material to be very good and above. The highest rating (5) was received from building operator:hoses .The average rating received from all the states is 4.29.

Impact Assessment for Rubber Sector

14.7.4.4 Placement assistance

The following table shows the perception of placement assistance by job role

Job role	Weighted average
General Worker (CENEX)	4.25
Grader (Ribbed smoked sheet Trading)	4.00
Sorting/Packing Operator (Latex)	4.00
Processing Assistant Technically Specified Rubber	4.22
Machine Operator Assistant Blow Moulding	3.00
Material Handling and Storage Operator	3.40
Machine Operator Assistant Plastics Processing	4.27
Injection Moulding Operator	3.09
Mill Operator	3.78
Machine Operator Assistant Injection Moulding	3.67
Junior Rubber Technician/Technical Assistant	3.11
Tire Fitter	4.06
Latex Harvest Technician (Tapper)	3.83
Machine Operator Assistant Plastics Sacks	3.88
Processing Technician-Rubber Sheeting	3.73
General Worker-Rubber Plantation	3.45
Warehouse Supervisor	4.00
Compression Moulding Operator	1.56
Extruder Operator	5.00
Building Operator: Hoses	1.00

TABLE 69: 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:10,488

Across all the job roles, the beneficiaries perceived the training material to be very good and above. The highest rating (5) was received from extruder. The average rating received from all the states is 3.93.

14.7.5 Perception of training institute by gender

The following charts show the perception of the training institute by gender across all the parameters

14.7.5.1 Classroom

The following chart shows the perception of classroom by gender

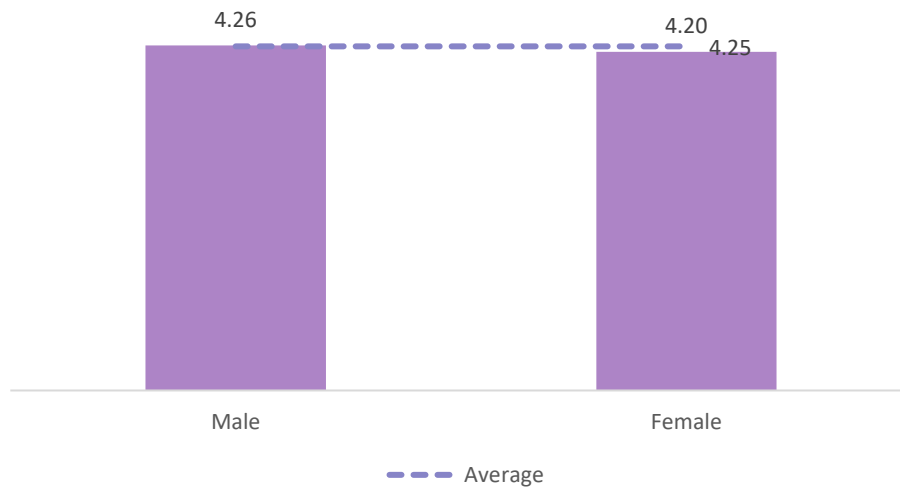


FIGURE 165: OVERALL PERCEPTION OF CLASSROOM BY GENDER

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

Number of respondents:15,968

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.

Impact Assessment for Rubber Sector

14.7.5.2 Training quality

The following chart shows the perception of training quality by gender

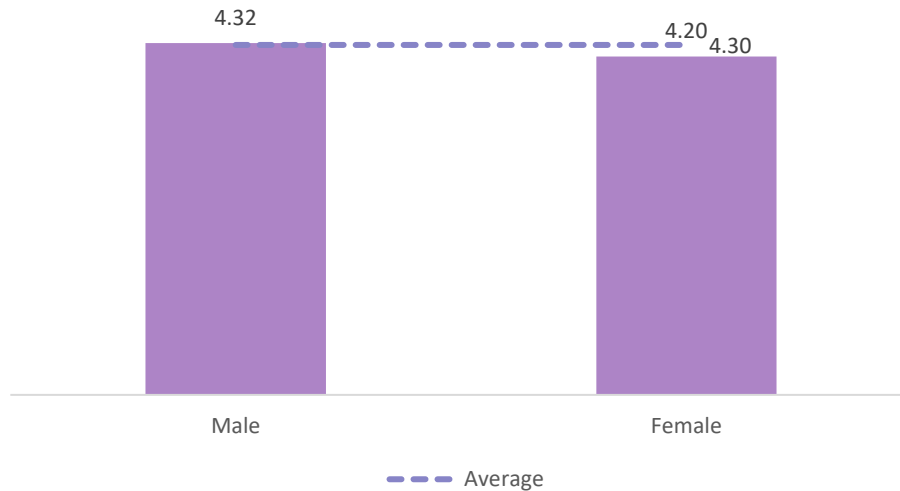


FIGURE 166: OVERALL PERCEPTION OF TRAINING QUALITY BY GENDER

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

Number of respondents:15,968

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.

14.7.5.3 Training material

The following chart shows the perception of training material by gender

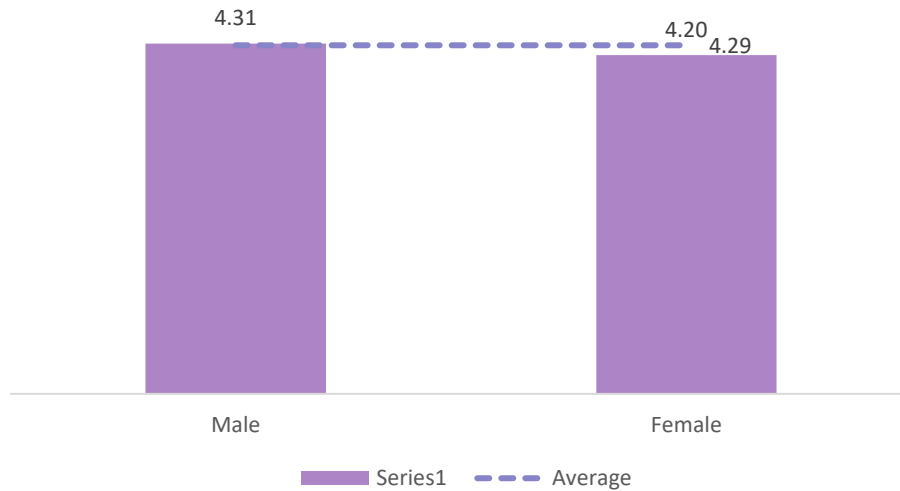


FIGURE 167: OVERALL PERCEPTION OF TRAINING MATERIAL BY GENDER

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

Number of respondents:17,003

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.

Impact Assessment for Rubber Sector

14.7.5.4 Placement assistance

The following chart shows the perception of placement assistance by gender

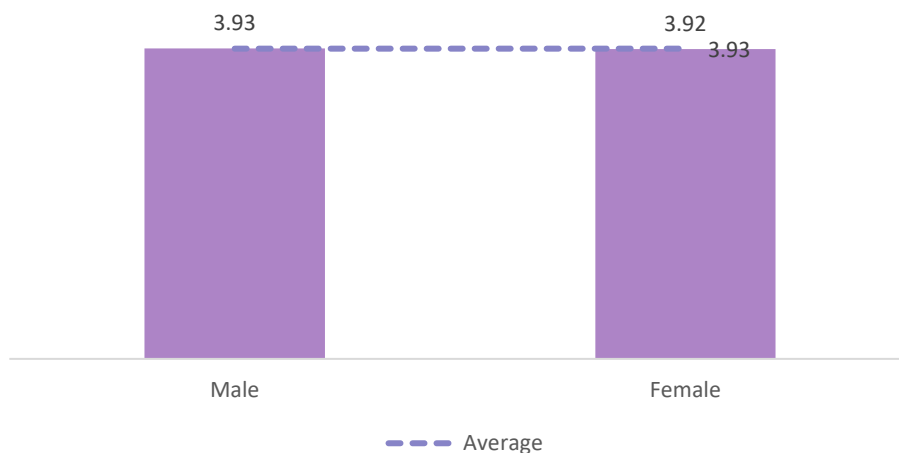


FIGURE 168: OVERALL PERCEPTION OF PLACEMENT ASSISTANCE BY GENDER

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

Number of respondents:10,488

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 slightly higher than the female beneficiaries.

Impact Assessment for Rubber Sector

14.7.6 Perception of training institute by caste category

14.7.6.1 Classroom

The following chart shows the perception of classroom by caste category

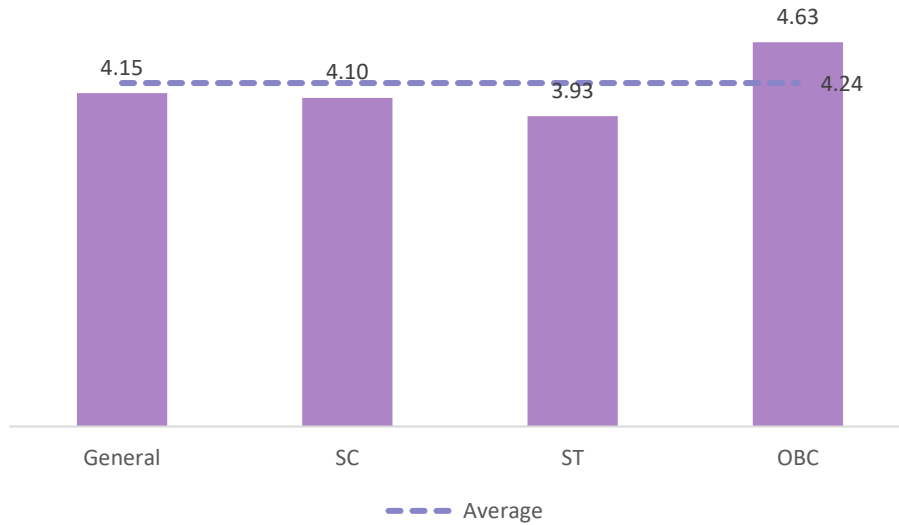


FIGURE 169: OVERALL PERCEPTION OF CLASSROOM BY CASTE CATEGORY

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

Number of respondents: 15,968

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 (4.63) followed by the general category (4.1). The average rating given across all the categories is 4.23.

Impact Assessment for Rubber Sector

14.7.6.2 Training quality

The following chart shows the perception of training quality by caste category

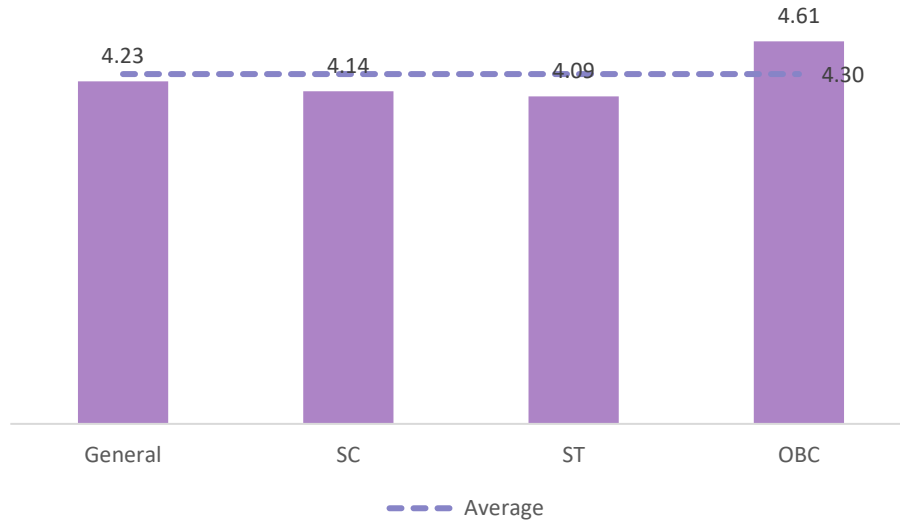


FIGURE 170: OVERALL PERCEPTION OF TRAINING QUALITY BY CASTE CATEGORY

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

Number of respondents: 16,962

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 (4.61) followed by the general category (4.23). The average rating given across all the categories is 4.30.

Impact Assessment for Rubber Sector

14.7.6.3 Training material

The following chart shows the perception of training material by caste category

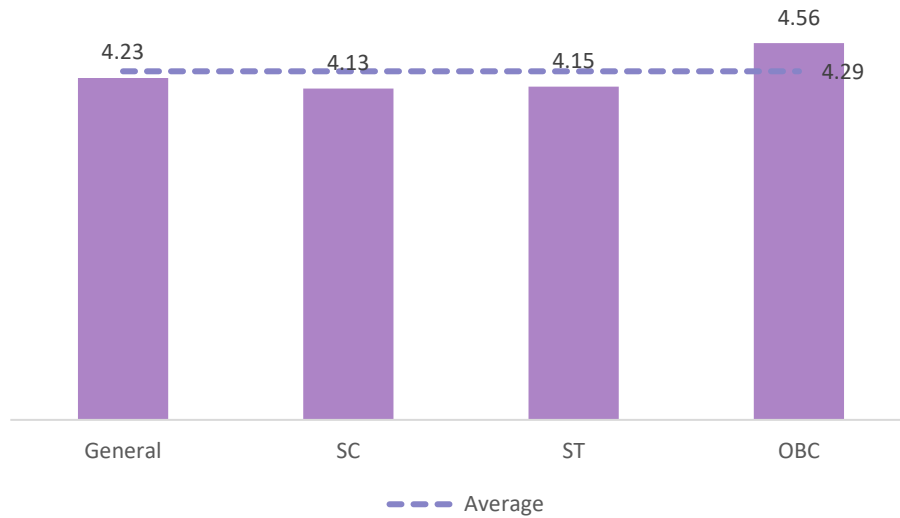


FIGURE 171: OVERALL PERCEPTION OF TRAINING MATERIAL BY CASTE CATEGORY

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

Number of respondents: 17,003

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 category (4.56) followed by the general category (4.23). The average rating given across all the categories is 4.29.

Impact Assessment for Rubber Sector

14.7.6.4 Placement assistance

The following chart shows the perception of placement assistance by caste category:

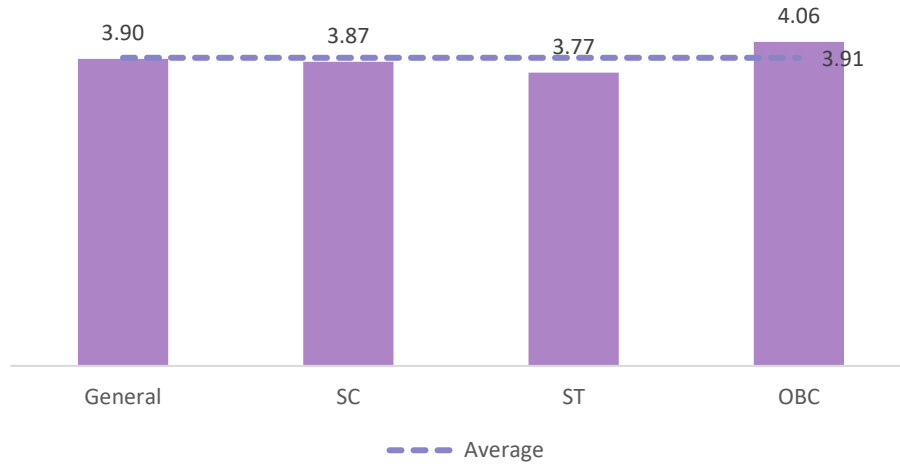


FIGURE 172: OVERALL PERCEPTION OF PLACEMENT ASSISTANCE BY CASTE CATEGORY

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

Number of respondents:10,488

Almost across all the categories the beneficiaries perceived the placement assistance to be average and very good, highest rating is given by the beneficiaries from the OBC categories (4.06) followed by the SC category (4.29). The average rating given across all the categories is 3.91



ANNEXURE-2



15 Annexure 2 Questionnaire

15.1 Questionnaire for Beneficiaries

1.	Employment and income status <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"/>

2.	Program Motivation	
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)	

3.	About RPL program	
a.	Mobilisation	
3.	How did you come to know about RPL project?	
1		
	1. Mobilising agency	<input type="checkbox"/>
	2. Advertisement	<input type="checkbox"/>

Impact Assessment for Rubber Sector

	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.	Orientation		
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 job specific kit role?	<input type="checkbox"/>	<input type="checkbox"/>
3.7	Was orientation content being available in your regional language?	<input type="checkbox"/>	<input type="checkbox"/>
d.	Assessment		
3.8	Did you receive orientation for assessment process in your local language?	<input type="checkbox"/>	<input type="checkbox"/>
e.	Certification and payout		
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?		
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"/>

Impact Assessment for Rubber Sector

	5. Others (specify) _____ _____	<input type="checkbox"/>
	OR	<input type="checkbox"/>
	It has made no difference to me	<input type="checkbox"/>
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%

4.	Benefits and Impact of RPL Program	
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"/>
	The RPL Program has not improved my competencies in any area	<input type="checkbox"/>
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"/>

Impact Assessment for Rubber Sector

	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"/>

5.	Impact of RPL at workplace	
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"/>
	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"/>

Impact Assessment for Rubber Sector

6.	Program Impact on social well being			
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"/>

7.	Perception of Training Institute						
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"/>

8.	Improvement of the program	
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?	

9.	Improvement of the program	
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.

Impact Assessment for Rubber Sector

-----for official use -----

Name of the Investigator	
Date of Interview	
Name of Beneficiary	
Address	
City	
State	
Program of Beneficiary	
Program Type	
Date of Certification	

15.2 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. What's the approximate count of informal/unorganized workforce in your sector that needs formal recognition?
2. What is the relevance/impact of the Recognition of Prior Learning under PMKVY kind of Programmes on the count of the informal workforce in your sector?
3. Do you think RPL is a sufficient solution to address the issue of Informal Employment in your sector? Is the current format of the RPL Programme appropriate for your sector?
4. How much have you been able to achieve with the current RPL Programme under PMKVY 2.0, both as an assessment body and/or as PIA?
5. In future, what changes would you like to see in the current RPL Modality to make it more sector-specific?
6. Apart from RPL under PMKVY, are there any other funding organisations dedicated towards sector-specific RPL Programme(upskilling)?
7. While working as PIA, SSCs acted both as an awarding body as well as Implementing body. Please comment on this and also what changes do you expect in the role of SSCs in the Sector focussed skilling programmes?
8. While working as PIA, SSCs are entrusted to use facilitator organisations for the implementation of the programme. What suggestions will you give to establish credibility and authenticity for the Facilitators under the RPL Programme for any kind of PIAs?

Thank you for your valuable feedback.

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.

