

**SKILL DEVELOPMENT AND ENTREPRENEURSHIP**  
(An Appraisal of Schemes with Special Reference to PMKVY)

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**ABSTRACT:**

*Being skillful is the boon for an individual because it only makes a person employable resource, but at the same time makes him a contributory towards the economic development of the nation. For a country like India, which is for sure to become the superpower of the world in the time to come, the preparedness of its workforce is a prerequisite. The government of India in the recent past have left no stone unturned to make Indian economy a hub for manufacturing and service sector. Government of India very well recognizes that it is very important to make the youth skillful to make him competitive not only at national level but at international level. In this direction the establishment of Ministry of skill Development and Entrepreneurship is the milestone. This ministry is creating a new milestone with each passing year to make the generation skillful. This ministry has many institutions working under it, and these all institutions are engaged in one way or other in the training to the masses of the Indian economy. Present research paper is in effort to appraise the various schemes run by MSDE (Especially the Prime Minister Kaushal Vikas Yojna). The Study finds that really the establishment of MSDE is proving boon for Indian youths in the provisions of training and other schemes launched by Ministry to create an environment of entrepreneurship. But, at the same time some suggestions are also to offer like making trainers up to date, trainers must have industry knowledge, the attendance of the trainee should be made compulsory. etc.*

**KEYWORDS:** Msde, Entrepreneurship, Pmkvy, Skillful, Skill Development, Appraisal.

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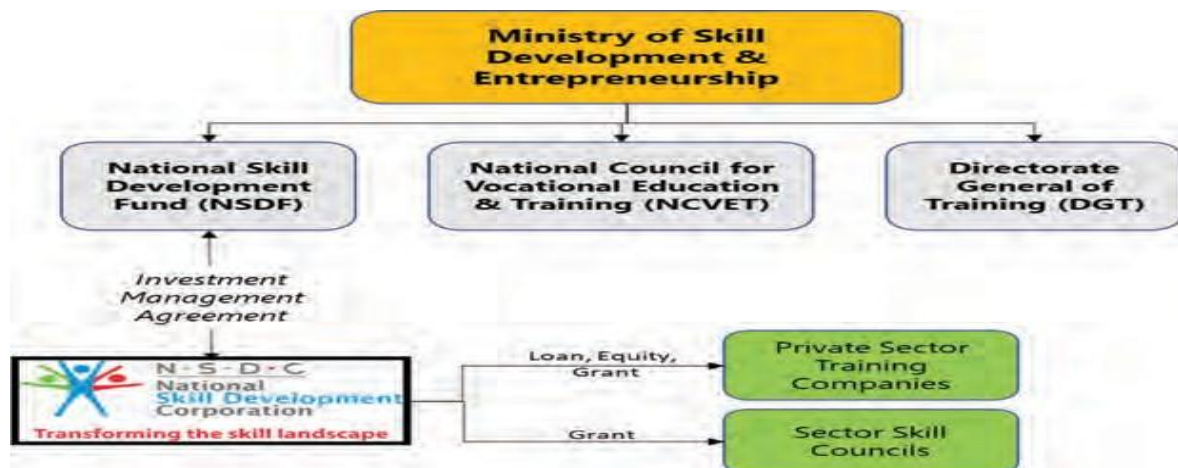
**INTRODUCTION**

**1. Skill Development and Entrepreneurship- An Introduction and historical backdrop:**  
India is emerging as a huge growth accelerated economy in the world. Youth is the biggest power that India possess and if trained and skilled property, India can realize demographic dividend. A separate ministry for skill development and entrepreneurship was set up in 2014. Since, its inception, the MSDE has initiated many schemes and policies to benefit youth and to

reap growth. MSDE has collaborated with the central government, state government, academic institutions and industries to accelerate the skill acquisition path for Indian youth and to make them ready to contribute in the growth and economic development of the country.

India is emerging as the fastest growing economy and this highlights the need to focus on skills and training in apprenticeship. With the aim to foster apprenticeship in India, apprenticeship act was reformed in December 2014, and subsequently NAPS was launched in August 2016. Presently, the Ministry of Skill Development and Entrepreneurship has many institutes which are working as the arms of this Ministry. The Chart given below presents a summarized view of major constituents of MSDE.

**Figure 1 Ministry of Skill Developments and its Major Constituents**



**Source:** Annual Report MSDE 2021-22 (P. 25)

All around growth and success can be assured by investing in twin aspects viz. acquisition of skill and starting of enterprise to make India self-reliant. To promote culture of entrepreneurship among youth, MSDE started National awards in 2016 to recognize and encourage young people to become a successful entrepreneur.

## 2. Challenges in skill development and entrepreneurship in India:

Acquisition of skills and know-how is pre-requisite for the success of any country. In fact, skill development and entrepreneurship play a very important role in the economic development and growth of the country. However, India is facing a lot of bottlenecks and challenges. A few of them are numerated below:

- Inclination of youth towards jobs: most of them view themselves as job seekers instead of job creators.
- Skill development programmes and initiatives of central governments lack their complete implementation at the grass root level i.e. first-generation entrepreneurs are not getting much benefits of these schemes and initiatives.
- Lack of finance (Seed Capital) to start ups specially to non-technical entrepreneurs.
- Paucity of efficient and capable trainers for imparting right skills as per the need of the hour.
- Acquiring skills is seen as last option of those who have not been successful in getting good jobs.
- Skill curriculum is obsolete and needs revision as per current scenario.

➤ Paucity of experience among young entrepreneurs and not availability of right guidance to first generation entrepreneurs.

➤ There is a great mismatch between industry requirements and skills imparted in educational and training institutes.

### **3. Objectives of the study:**

Acquisition of skills is must for the growth and development of a nation and of its citizen. This need of skill acquisition is a must for all the countries irrespective of their level of development. But this is beyond doubt that this need is emergent for a developing country, because in the absence of skillful labour the untapped natural resources shall remain unutilized or underutilized. India is a strong emerging nation with potential to excel in all the fields may it be information technology, production, agriculture, so on and so forth. Therefore, the government of India has launched several schemes to impart skills and training to its citizens. The present research work is undertaken by keeping the following objectives into consideration:

➤ To highlight the present status of skill development and entrepreneurship.

➤ To appraise various schemes and initiatives launched (especially PMKVY) by Ministry of Skill Development, Government of India, so as to identify the gray areas and suggest for future roadmap.

### **4. Present status of skill development and entrepreneurship:**

At present the government of India's fullest thrust is on skill development and on the creation of environment which is conducive to the entrepreneurship. Lack of skills not only hampers the qualitative aspects of goods and services, but also leads to several serious issues viz. unemployability, less production, more accidents, health issues, less national income, lower level of competitiveness not only at national level but at international level as well.

The aforesaid reasons and many other factors have worked as an input for brainstorming in the political as well as at ministerial level to think upon the ways to develop skills among the masses of India. One such big step towards the creation of skills developmental friendly environment in the country, the Government has established a separate ministry i.e. Ministry of Skill Development and Entrepreneurship. The ministry has its own vision, a broad organization, and it has something for everyone regarding the requirements of skills and entrepreneurial facilities. Several separate organizations<sup>1</sup> are working under the umbrella of this ministry viz.

➤ Directorate General of Training (DGT)

➤ Directorate of Jan Shikshan Sansthan (DJSS)

➤ National Council for Vocational Education and Training (NCVET)

➤ National Skill Development Corporation (NSDC)

➤ National Skill Development Fund (NSDF)

➤ Regional Directorate of Skill Development & Entrepreneurship (RDSDE)

➤ National Skill Training Institute (NSTI)

➤ National Institute of Entrepreneurship and Small Business Development (NIESBUD)

➤ Indian Institute of Entrepreneurship (IIE)

➤ National Instructional Media Institute (NIMI)

➤ The Central Staff Training and Research Institute (CSTARI)

➤ Sector Skill Councils (SSC)

Apart from above leap initiative of Ministry of Skill Development and Entrepreneurship, several schemes and incentive programmes for the promotion of skill development and entrepreneurship

are also launched. These schemes and initiatives cater both short-run as well as long-run skills development requirements of the citizens of India.

Government of India has not only created a separate ministry for skill development and entrepreneurship but has a mindset to nurture this ministry. This positive intention of government of India is very much evident from the budget allocation for this Ministry. As is evident from the table given below which shows the detail of budget allocated to the Ministry on year to year basis that Crores of rupees are earmarked for creating an skill development and friendly environment in the country.

In the year 2021-22 the budget estimate to be spent on MSDE was 2711.53 Crore rupees for revenue nature, and 73.70 crore rupees for capital nature spending, which presents a total of 2785.23 crore rupees to be spent on the creation of skill development infrastructure in the country. This budgeted estimate is further increased to 2847.54 crore rupees and 151.46 Crore rupees respectively for revenue and capital purposes in the year 2022-23. On year to year basis the budget estimate is increased by 7.13 % in the year 2022-23 in comparison to the year 2021-22.

**TABLE 1 BUDGET ALLOCATED TO MSDE**

GRANTNO.91- MinistryofSkillDevelopmentandEntrepreneurshipDetailsofBudgetAllocatedtoMinist ry(Rs.incrore)												
	BE2021-22			RE2021-22			ActualExpenditure2021-22 (upto31.12.2021)			BE2022-23		
	Reven ue	Capit al	Total	Reven ue	Capit al	Total	Reven ue	Capit al	Total	Reven ue	Capit al	Tot al
MS DE	2106.30	45.17	2151.47	2065.33	19.17	2084.50	1362.38	0.03	1362.41	2245.54	30.17	2275.71
DGT	605.23	28.53	633.76	636.20	64.53	700.73	248.41	37.06	285.47	602.00	121.29	723.29
Tota l:MS DE	2711.53	73.70	2785.23	2701.53	83.70	2785.23	1610.79	37.09	1647.88	2847.54	151.46	2999.00

**Source:** Annual Report MSDE 2021-22 (P. 7)

It is worthy to note that such a huge budget each year and hefty increase on year to year basis is done keeping future requirement of skill development into consideration. India now has become an economic superpower and a world leader too! The whole world is eyeing on India's growth story and its global competitiveness, which can not be fructified without skilled manpower. Different sectors need different types of skill sets and therefore different types of training needs. Below table exhibits the incremental human resource requirements and training needs:

**TABLE 2 INCREMENTAL HUMAN RESOURCE REQUIREMENTS AND TRAINING NEEDS SECTOR WISE**

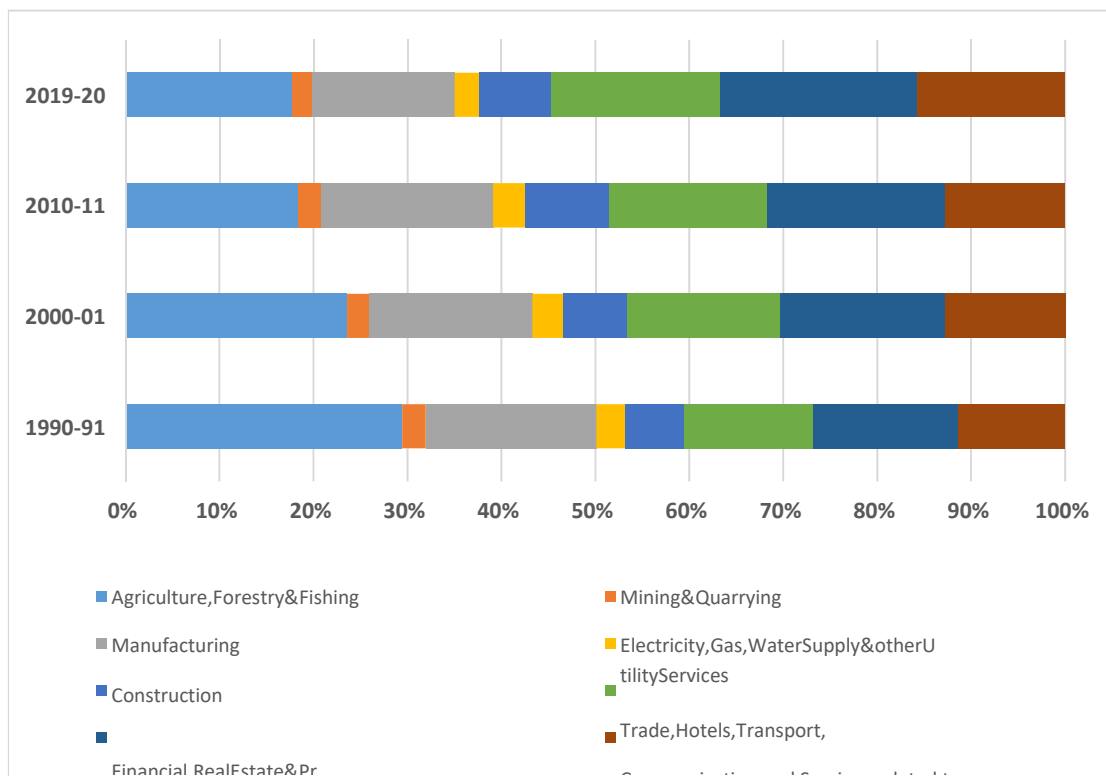
Sl.No.	Sector	Incremental Human Resource Requirement and Training Need
1	Agriculture	24.5
2	Animal Husbandry	18
3	Fertilizer	1
4	Textile Handloom and Handicraft	60
5	Automotive, Auto Components & Capital Goods	41*
6	Gems & Jewelry	35
7	Food Processing	33.7
8	Leather	25
9	Pharmaceuticals	14
10	Chemicals & Petrochemicals	12
11	Steel	7.5 (by 2025)
12	Rubber Manufacturing	6.7
13	Road Transport & Highways	62.2**
14	Ports & Maritime	25
15	Aviation & Aerospace	14.2
16	Railways	0.12 (by 2018)
17	Power	15.2
18	Oil & Gas	7.3
19	Renewable Energy	6
20	Coal & Mining	2.6
21	Construction	320**
22	Furniture & Fittings	52.6
23	Paints & Coatings	9

24	Electronics and IT-ITeS	69#
25	Telecom	38.6
26	Retail	107**
27	Beauty & Wellness	82
28	Media & Entertainment	13
29	Tourism & Hospitality	49
30	Banking, Financial Services and Insurance (BFSI)	12
31	Logistics	42.9**
32	Healthcare	32 (by 2025)
33	Security	31
34	Media & Entertainment	13
	Total	1282.12

**Source:** Annual Report MSDE 2021-22 (P 10-11)

Above table represents training needs of the workforce across 34 sectors of the economy. These sectors more or less constitute the whole Indian economy. This table shows the highest number of trained/skilled workforce is needed in Construction, Retail, and Electronics and for road and transport sector where a total number of 320, 107, 69, and 62.2 lakh trained/skilled people are required respectively. At the same time railways require 12 lakh people who are trained (this figure shows estimates up to 2018). Another important shift or transformation noticed is from public sector to private sector, from manufacturing sector to service sector.

As the students prepared by academia are having more of conceptual knowledge than practical skills on the one hand, and sectoral transformation that contribute to GDP and employment on other hand, necessitates the need of changing in the training patterns by the ministry of skill development. The figure given below represents changing patterns or transformation by different sectors in the contribution towards GDP and employment generation.

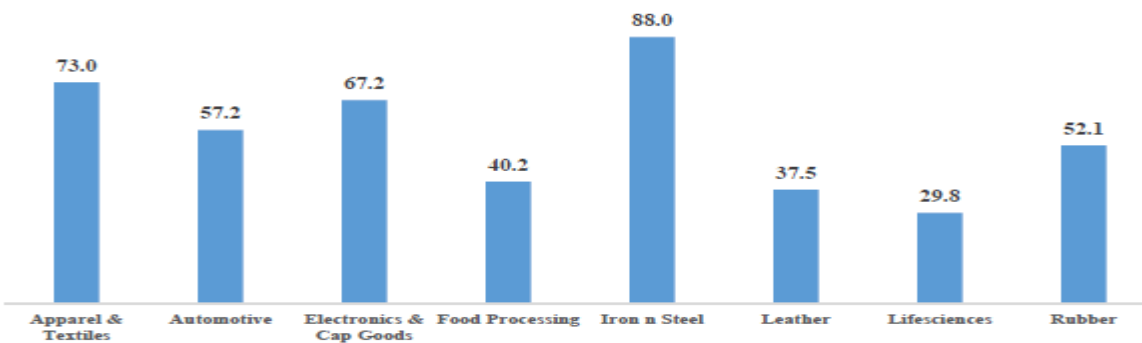


**Figure 2 Sectoral Makeup of Indian Economy through the years**

**Source:** Ministry of Statistics and Programme Implementation

But at the same time the contribution made by manufacturing sector to GDP and employment generation cannot be ignored as it constitutes the base of India. However, different manufacturing sectors need different level of skillfulness. Below table makes the situation clearer:

**Figure 3 Skill Intensity across Various Manufacturing Sectors**



**Source:** MSDE Skill Assessment and Anticipation Study P. 37



From the detailed analysis made from above section it is very clear that the present level of skillfulness and initiatives of government represents a very promising future. The efforts put in by the government via its ministry of skill development and entrepreneurship. The following section further deals with and highlights the promotional schemes and initiatives at government level (in particular PMKVY), which will further strengthen the charm of our country towards making its workforce more skillful.

#### **5. Schemes and initiative of ministry of Skill Development and Entrepreneurship - A Study of Pradhan Mantri Kaushal Vikas Yojana (PMKVY):**

Since the inception of Ministry of Skill Development and Entrepreneurship, and even before this the importance of skill enhancement and to have skilled manpower was duly recognized by India. But it is beyond any doubt, that all the efforts to make manpower skilled before the establishment of Institutions of Ministry of Skill Development and Entrepreneurship were more or less unorganized. A formal shape to the environment of skill development and launching of several schemes in this direction is initiated at mass level by this Ministry.

Presently and in the recent past a plethora of schemes for making manpower skill full both in the short run as well as for long run are in existence. Some of the schemes are under the aegis of National Skill Development council (NSDC), while several are under the control of the Director General of Training (DGT) and some are for boosting entrepreneur landscape. These schemes today have become the backbone of the country about developing infrastructure for skill development. Present study takes a deep look in the working and present status of Pradhan Mantri Kaushal Vikas Yojana. However, for reference purposes below given description exhibits these all schemes<sup>2</sup> briefly.

##### **A. Short Term Training Schemes/Initiatives**

- Pradhan Mantri Kaushal Vikas Yojana 4.0 (PMKVY 4.0)
- Pradhan Mantri Kaushal Vikas Yojana 2.0 (PMKVY 2.0) 2016-20
- Pradhan Mantri Kaushal Vikas Yojana 3.0 (PMKVY 3.0) 2020-21
- Pradhan Mantri Kaushal Kendras (PMKK)
- Jan Shikshan Sansthan (JSS)
- School Initiatives and Higher Education
- Pre-Departure Orientation Training (PDOT)

##### **B. Long Term Training Schemes/Initiatives**

- Craftsmen Training Scheme (CTS)
- Crafts Instructor Training Scheme (CITS)
- Advanced Vocational Training Scheme (AVTS)
- Vocational Training Programme For Women
- Schemes for Upgradation of ITIs
- Flexi MoUs



- STRIVE
- Initiatives in the North East and LWE Regions
- Dual System of Training (DST)
- Polytechnics
- C. **Apprenticeship Training**
  - National Apprenticeship Promotion Scheme (NAPS)
- D. **Entrepreneurship Schemes**
  - Pilot Project on Entrepreneurship
- E. **Other Schemes/Initiatives**
  - SANKALP
  - Aspirational Skilling Abhiyan
  - Rozgar Mela
  - Indian Institute of Skills (IISs)
  - Skill Loan Scheme

As the present study concentrate on the appraisal of Pradhan Mantri Kaushal Vikas Yojna, therefore, the following section deals with the detail study of PMKVY. For the convenience of analysis, the PMKVY may be divided in to three stages viz.

- PMKVY (1.0) - 2015
- PMKVY (2.0) - 2016-2020
- PMKVY (3.0) - 2021 (Launched on)

In order to create Skill development infrastructure in the country National Skill Development council launched PMKVY in 2015 as a pilot project. This scheme offers free short-term training programs to the youth of the country and monetary incentive to the candidates undergoing training modules. Keeping the impressive success of this scheme into consideration phase 2.0 of PMKVY was launched in 2016 and the period covered under the scheme was from 2016 to 2020. In the second phase lakhs of youth of the country got training under PMKVY. The third phase of this Yojana was launched in 2021 and this phase is continuing.

In the third phase the district level skill committees were given comprehensive role to identify the training requirement at district level. So far up to 31<sup>st</sup> October 2021, 252 lakh youth have got training under PMKVY.

✓ **PMKVY (1.0)**

As a pilot project this yojana was launched in 2015-2016 and it was the pilot project of NSDC. This project was jointly supervised by NSDC, Sector Skill Council, and training providers. The data so available about PMKVY of the year 2015-16 shows that from all over India 19,85,937

youth were enrolled and trained under the scheme out of these 1451285 were certified and finally 251689 were placed. The placed candidates are 17% of the trained candidates.

✓ **PMKVY 2.0**

The second phase of the scheme was launched on 2<sup>nd</sup> October 2016 with the objective of providing skill development training of 200-500 hours to school and college dropouts and to other unemployed youths. In this Yojana participation of state was increased to make available the skill development programmes available for the whole country and have balanced opportunities for candidates of the country.

The data available suggest that in the phase II of PMKVY a total of 48,39,665 candidates were provided training out of which 39,60,710 are certified and finally 20,92,957 candidates were placed, which were 52.84% of the total candidates certified. In the phase I of PMKVY the %age of placed candidates' was 17% and in the phase II of PMKVY the percentage has gone to 52.84%. This leap jump in number of placed candidates from phase I to phase II shows the success of PMKVY.

✓ **PMKVY 3.0**

PMKVY was launched in January 2021 with the objective of providing greater choices to the youth, providing training support, promote greater participation of private sector.

Prime features of this scheme are:

- Targeting youth of the age group of 15-45 years with impressive aim of training at least eight lacs youth
- District level committee shall be given comprehensive roles
- Enhanced role of states and union territories
- NSDC shall provide IT support

So, for this scheme has shown a massive improvement in the quantum of providing training and certifying the candidates. The table given below summarizes the trend about Training Certification and candidates placed in PMKVY.

**TABLE 3 THE PROGRESS UNDER PMKVY3.0 IS PROVIDED BELOW  
(ASON31.10.2021)**

Component	Training type	Enrolled	Trained	Assessed	Certified	Placed
CSCM	ShortTermTraining(STT)	87,436	67,603	48,391	7,561	7,454
	SpecialProjects(SP)	737	0	0	0	0
	RecognitionofPriorLearning(RPL)	1,04,049	1,01,973	60,441	7,349	NA
	SubTotal	1,92,222	1,69,576	1,08,832	14,910	7,454
CSSM	ShortTermTraining(STT)	61,142	30,471	16,977	9,667	1,861
	SpecialProjects(SP)	191	120	41	37	0

	Recognition of Prior Learning (RPL)	53,556	51,862	27,407	15,640	NA
	SubTotal	1,14,889	82,453	44,425	25,344	1,861
	GrandTotal	3,07,111	2,52,029	1,53,257	40,254	9,315

**Source:** Annual Report MSDE 2021-22 (P 71)

The above table indicates that in phase 3 of this scheme of PMKVY up to 31-10-2021 a total number of 40254 youth have been trained with it which includes 14910 from CSCM category and remaining 25344 from CSSM category. Further, a total number of 9315 certified candidates are placed which represents 23% of total certified candidates.

It is worthy to note that this picture is up to October 2021 and the training programs under third phase are still going on. So far, the training programs have shown a very promising scenario. Further, on comparing the performance of phase I, II, and III of PMKVY a very progressive trend may be noticed. So far up to now a total number of 1,46,19,812 youth having trained and out of these 1,14,14,016 are certified. However, from certified persons only 23,53,961<sup>3</sup> are placed which represents 20.62% only. Though a very concrete and progressive steps are taken under the scheme, but keeping a low level of employability rate, still a lot more needs to be done.

**TABLE 4 SUMMARY: ACHIEVEMENTS SKILL DEVELOPMENT PROGRAMMES**

Scheme	Trained				Total Certified	Total Placed
	STT	RPL	Special Projects	Total Trained		
STAR	14,00,844	0 (No RPL in STAR)	0 (No Special Projects)	14,00,844	8,68,880	NA*
PMKVY 1.0	18,04,170	1,81,767	0 (No special project)	19,85,937	14,51,285	2,51,689*
CSCM-PMKVY 2.0	38,02,653	61,41,337	2,13,341	101,57,331	84,15,502	18,80,742*
CSSM-PMKVY 2.0	8,16,884	0	6,787	8,23,671	6,38,095	2,12,215**
CSCM-PMKVY 3.0	67,603	1,01,973	0	1,69,576	14,910	7,454**
CSSM-PMKVY 3.0	30,471	51,862	120	82,453	25,344	1,861**

**Source:** Annual Report MSDE 2021-22 (P 76)

## 6. Findings and Conclusion:

This is beyond any doubt that the discussions made in the previous sections that an economy like India is putting all the efforts to make India skillful the creation of Ministry of Skill Development and Entrepreneurship has strengthened the infrastructure. Several Initiative and schemes launched by this Ministry under the aegis of NSDC and DGT which are milestones (especially the flagship scheme Pradhan Mantri Kaushal Vikas Yojana). Training provided under

the scheme has not only provided certified skillful manpower but has also placed lakhs of Indian unemployed youths.

Different versions of this scheme that is phase I, phase II, and III are creating new milestones each year. In this Yojana with each passing version the needed modifications are incorporated. Further, the role of district level council, states, and other stakeholders have been enhanced over the time, but still a lot more is needed to be done to gain full benefits of this Yojana.

However, at present this scheme suffers from some weaknesses like; lack of proper dissemination of schemes among people, lack of proper monitoring, and small percentage of youth who are trained under this scheme gets employment. Further, proper monitoring should be introduced for fully harvesting the fruits of this scheme. These monitoring mechanisms will not only check the dilutions from the scheme but will also make it more productive. Following suggestions may be adhered for monitoring purposes:

A) The infrastructure for imparting training shall be updated and must provide for ultra-modern facilities

B) Trainers should be benchmarks of the industry concerned.

C) The attendance of candidate must be compulsory, and it should be Aadhaar enabled

D) Lab facility should be at highest level as per global standards

E) The schemes and initiative under the scheme must be duly communicated and publicised.

F) A detailed study should be made at government or ministerial level to check the gaps between certified train people and the youth who are getting placed. Huge gap between these two should be thoroughly analyzed and proper administrative and policy amendments must be incorporated accordingly from time to time under the scheme of PMKVY.

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