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Non-Cognitive Skills and Employability: Evidence from the States of India

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The low employment levels still remain a challenge to the majority of the population of the country. The Indian educated youth is the most affected by this owing to the low quality of education and the level of skill. A number of studies investigate the link between the educational attainments and the employment levels in a region, however, as the business environment changes with an increased emphasis on the collaboration of individual skills, employers are looking for workers with skills beyond academic grades and qualifications. Recent reports have highlighted the rise in demand of the non-cognitive soft skills. These skills foster smooth communication and collaboration between team members. Further, reports by the World Economic Forum have established a direct link between the non-cognitive skills and the rewards to the employees. Thus, it is evident that these skills not only are beneficial for labor market outcomes but also increase the value of the employee. However, the literature on the link between these two parameters is scarce. In this background, this paper would move beyond the general scope of employment and educational attainment and. The paper aims to study the extent to which the possession of non-cognitive skills impact the wage and employment decisions in the market.

For this, the paper would first begin with establishing a link between the labor market parameters and the aforementioned skills using various multiple regression models. Subsequently, the paper would provide some insights around how workers can enhance these skills.