



GOVERNMENT OF GUJARAT

Skill Development Sector Profile



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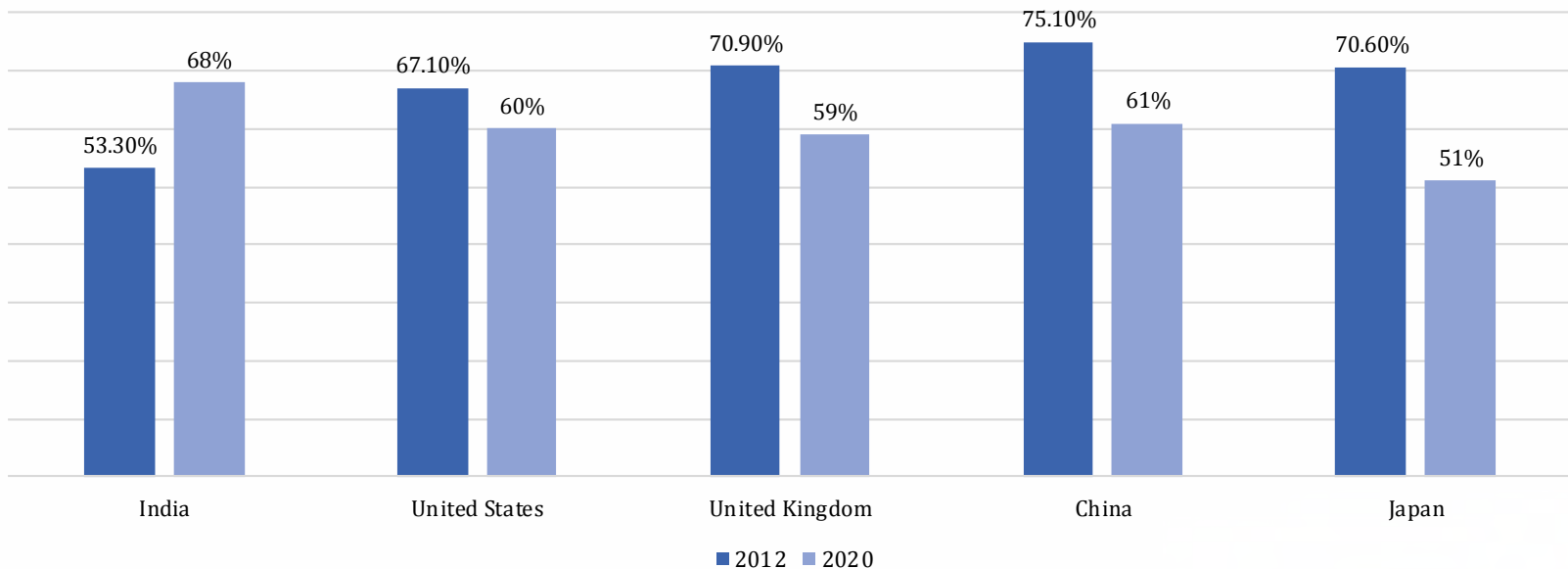
India Scenario



Overview

- By 2020, with an average age of 29, India will have a surplus of active population (15-45 years) of about 47 million people
- By 2030, India is expected to have the largest labour force in the world

Percentage share of Working Population



Highlights: Union Budget 2016-17



The overall spend in education and skilling for The Ministry of Human Resource Development (HRD) increased from INR 70,238 crore (approx. USD 10.81 billion) to **INR 73,943 crore (approx. USD 11.38 billion)** with a **year-on-year increase of 5.27 per cent**



Skill India Initiative



- Currently only 2.3 per cent of the current Indian workforce has undergone skills training resulting in the need of a substantial investment in vocational education and training (VET)
- Skill India Initiative seeks to provide the institutional capacity to train a minimum of 300 million people by 2022
- USD 174 million out of the total outlay of USD 234 million to be spent on skill training of 14 lakh youth

Pradhan Mantri Kaushal Vikas Yojana (PMKVY)

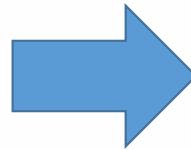
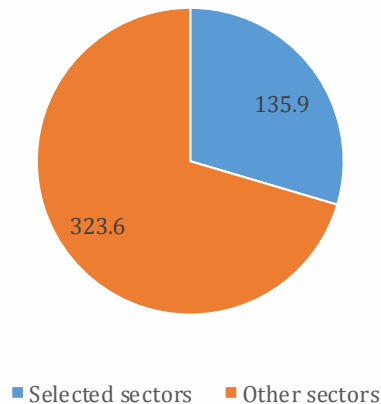
- A demand-driven, reward-based skill training scheme launched to incentivise skill training by providing financial rewards to candidates who successfully complete approved skill training programmes
- Expected to skill 24 lakh youth, across India by the end of 2016
- USD 34 million earmarked for a special emphasis to Recognition of Prior Learning (RPL) where 10 lakh youth will be assessed and certified for the skills

Projected employment – 2025

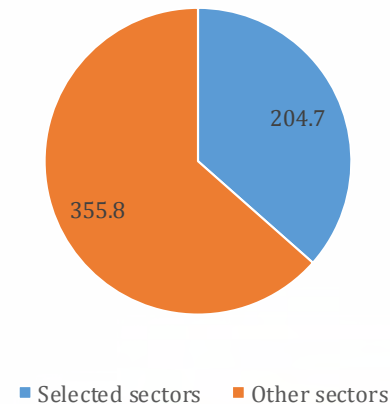
Following selected sectors are expected to create around 67 per cent of additional jobs during the next decade

- Auto and auto components
- Food processing
- Retail
- Handlooms and handicrafts
- Tourism, hospitality and travel
- Building, construction and real estate
- Textile and clothing

Employment base in 2015 (million)



Projected employment by 2025 (million)



Gujarat Scenario



Overview

Gujarat Skill Development Mission (GSDM)

The objective is to create an over arching integrated framework for actions pertaining to skill development and to act as an apex body for monitoring, co-ordination and convergence related to skill development activities in Gujarat

Skill capacity - State government departments

Department	Training Capacity
Labour & Employment	5,62,025
Rural Development	19,280
Education	2,92,161
Industries & Mines	30,000
Urban Development	40,000
Tribal Development	4,100
Commissioner, Cottage Industries	20,800
Social Justice	4,100
Total	9,72,466

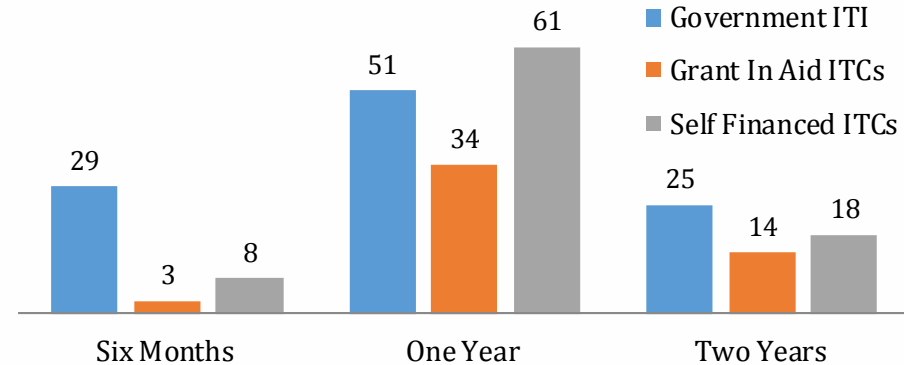
Total training capacity - DET

Type of Institute	Training Capacity
Craftsmen Training Scheme (CTS)	1,95,952
Apprentice Training Scheme (ATS)	53,073
Kaushalya Vardhan Kendra (KVK)	1,00,000
i-KVK	5,000
Skill Certification	20,000
MES after Training & Direct Assessment	28,000
eMPOWER	1,60,000
Total	5,62,025

Craftsmen Training Scheme (CTS)

	No. of courses	No. of seats
NCVT	81	1,66,754
GCVT	71	29,198
Total	152	1,95,952

Courses implemented in ITI (Total -152)



- **First state to formulate a policy for mainstreaming of Vocational Education and Training (VET) from 2012**
- As a progressive step towards Educational Qualification Framework to create avenues of higher learning for students post completion of ITI courses, the Government announced –
 - 10th equivalence for 8th pass & 2 years ITI pass out benefitting 2,31,310 candidates till March 2015
 - 12th equivalence for 10th pass & 2 years ITI pass out benefitting 2717 candidates till March 2015
 - Reserved seats for lateral entry in third semester of Diploma courses to 10th Pass ITI pass outs benefitting 6972 candidates till March 2015



Craftsmen Training Scheme (CTS)



Proposed Equivalency Policy for School Drop-outs in Vocational Education

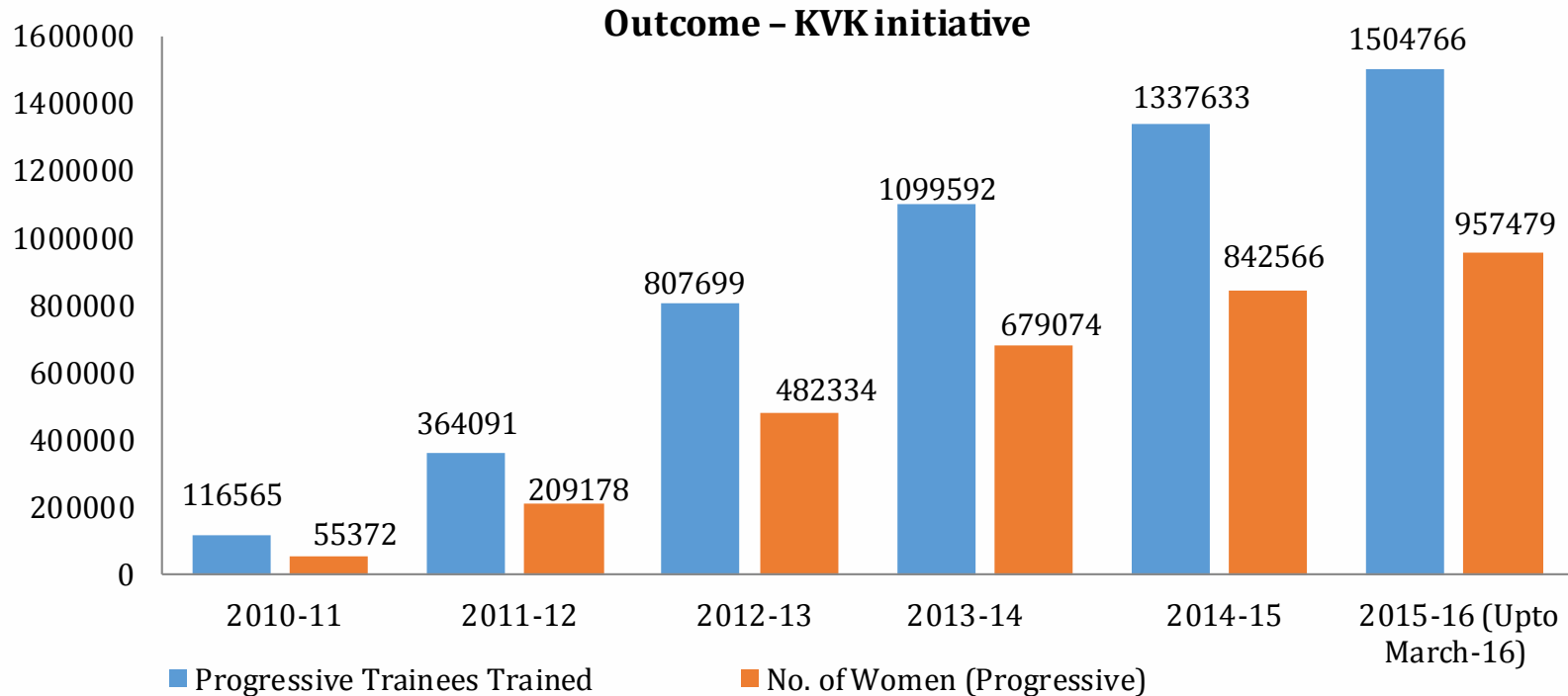
- Integrate National Skill Qualification Equivalency Framework (NSQEF) with mainstream educational system on a mass scale
- 8th pass candidates having 2 or more years of Apprenticeship training, to be given 10th grade equivalency certification by the State School Examination Board
- 10th pass candidates having 2 or more years of Apprenticeship training, to be given 12th grade equivalency certification by the State School Examination Board
- Students failing in 10th and 12th in one or two subject to be given 10th and 12th equivalency subject to passing of vocational courses of equivalent hours of study of regular subject
 - A vocational course of 300 hours or more in case of failure in one subject and 600 hours or more in case of failure in two subjects to be considered for equivalency
 - Students who complete short term courses can aggregate credits and obtain equivalence with long term courses of similar duration
 - Courses conducted by Labour, Industry and other Departments, Sector Skill Councils and also Vocational Training Providers to get equivalence if recognized by NCVT, NSDC or GCVT

Kaushalya Vardhan Kendra (KVK)

- An institute to impart desired skill training at the door steps of the rural population
- Courses designed on the basis of participatory approach of Kaushalya Sabha in the villages
- Villages having population above 5000 are covered with skill centres
- 500 KVKs established in four phases
- **From August 2010 till March 2016, total 15,07,466 youth trained out of which 9,57,479 are women (63%)**
- Rehabilitate school drop outs, empower the rural youth, adolescent girls and housewives
- Minimum entry qualification – Class 5 pass
- Won the Prime Minister's Award for Excellence in Public Administration for the year 2011-2012
- **Kaushalya Rath** initiated specifically for the benefit of candidates residing in remote areas



Kaushalya Vardhan Kendra (KVK)



- **Percentage of women participants increased from 47% (2010-11) to 63% (Upto March-2016) in 2015-16**
- KVK has given impetus to a new form of training culture amongst the rural population, especially women

Skill University

- New initiative from 2013-14 in collaborative arrangement with Team Lease Foundation
- **A first of its kind private university established at Vadodara**
- Aims to create an open and a flexible system which permits accumulation of productive knowledge and skills and the award of higher Diplomas and Degrees
- Offers industry responsive academic programmes with active participation and involvement of industries in curriculum design, implementation, internship, assessment and job placement
- Courses such as Mechatronics, Multi Skill Manufacturing, IT Infrastructure and Hardware, Financial Accounting, Social Development and Social Enterprise Operation, Hospitality and Tourism are covered
- A model career centre has been set up at ITC building at ITI campus, Tarsali. Support to be provided by the Skill University with counselling and opportunities for short term courses
- Apprenticeship melas in all major cities of Gujarat in the coming year
- Employer melas in model career centre at Vadodara and Employment exchange at Surat are also being run by TeamLease Services

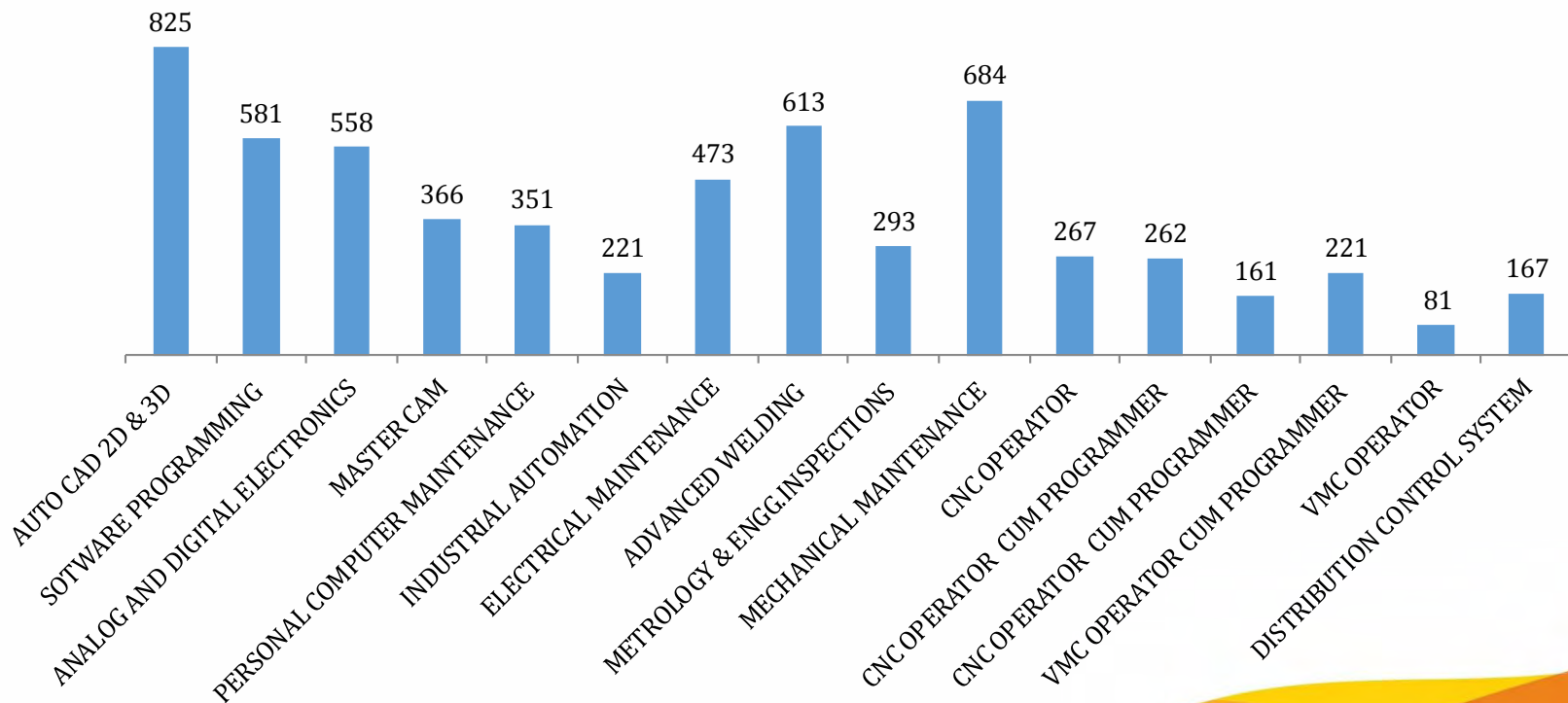


High-tech Training Scheme



- Training Centre at Vadodara under High-tech Training Scheme established with the support from central government, World Bank and GTZ to impart training to newcomers and industrial workers for upskilling
- **6128 candidates trained in the last five years**

Course-wise trainees (2011-12 to 2015-16)



Other initiatives

Superior Technology Centres (for Industry Responsive Short Term Courses)

- Started in April 2012 in 20 centres to train the youth with the latest world class technology
- Syllabus of each course designed with the help of industrial experts
- Sectors covered – CNC, Automobile, Solar, Chemical
- Monthly fees of INR 50 and certification by GCVT
- **Around 12000 youth have been trained so far**



Virtual Class Rooms

- A highly cost effective programme to disseminate quality vocational education and skills via SATCOM and Internet by optimum utilization through BISAG
- Daily 8 hour live telecast as well as re-telecast
- e-learning material of 15 engineering and non-engineering trades as well as soft skills related training prepared by experienced subject experts
- Examples:
 - Employability skills taught in 8 ITIs through two way virtual teaching from Pune under CISCO's CSR initiative
 - Automobile trades taught by Maruti from Gurgaon



Industry supportive skill initiatives



Industrial KVK (i-KVK)

Principle

The model ensures high degree of engagement and ownership on the part of the employer to develop its own skilled workforce with the help of the government

Mission Statement

Skilling;

- in the Industry
- by the Industry
- for the Industry

and beyond in industry developed Courses with Certification from the GCVT



Objective

To create a skilling culture within the industries to meet their manpower needs, thereby increasing employability and upskilling the existing workforce, thereby increasing productivity
Win-Win Scenario for all three stakeholders i.e. Government, Industries & Workers

Industrial KVK (i-KVK)

Role of Stakeholders in i-KVK

Government

- Recognition & affiliation of courses
- Certification & assessment by GVCT/NCVT
- Stipend to the fresher trainees at par with ITI trainees
- Reimbursement of training cost @ INR 25 per trainee per hour to industries

Industry

- Designs syllabus / curriculum
- Provides
 - ✓ In-house training facility
 - ✓ Fulltime trainers, industry experts
 - ✓ On the job training
 - ✓ Other amenities
 - ✓ Upskilling & employment

Benefits to the candidate

- Free of cost training
- Monthly Stipend of INR 400
- Library, transportation, meals facility provided to each candidate
- Recognized certification by GCVT/NCVT
- Additional stipend by the industry in a few cases
- Prompt employment opportunity and career progression

Industrial KVK (i-KVK)

Outcomes (as on 31st March 2016)

- No. of approved i-KVKs: 102
- No. of approved courses: 291
- Total annual intake capacity: 5000
- No. of people employed: 6314

Major i-KVK centres with course profiles



Cadila Health Care Ltd.

- Pharma Machine operator, Maintenance & technician



Harsha Engg. Ltd.

- Press Operation



Tata Motors Ltd.

- Auto Denting, Painting, Assembling & Maintenance



Welspun India Ltd.

- Textile Machinery operation, weaving machinery operator, Textile plant operations & maintenance



Shree Hanumant Hospital

- Medical Instrument technician, Nursing & allied services related to medical industry

Skill Certification (Recognition of Prior Learning)



Vision

- To create a route for skilled, competent but uncertified workers to get their existing skills certified through state recognized skill qualification and to create a platform for horizontal and vertical mobility in the labour market based on the skill levels as per National Skills Qualifications Framework (NSQF)
- **Recognition of prior learning**

Mission Statement

- To introduce On-site Assessment & Certification camps in collaboration with Industry at their respective work premises
- To provide an IT platform where candidates including those from informal sector can directly apply for skill certification

Objective

- To test & certify the existing skills of the experienced but uncertified workers at their place of work (**Direct Assessment & Certification**)
- To award skill certificate after upgrading and updating the skills of the Semi-skilled/Un-skilled workers by short term training at their place of work (**Assessment & Certification after Training**)

Skill Certification (Recognition of Prior Learning)

Role of Stakeholders in Skill Certification

Government

- Identify sector-wise skills for certification
- Arrange for assessment & certification
- Create an IT enabling platform for skill certification
- Bear the cost of assessment & certification

Industry

- Motivate the workers to participate in the programmes
- Exchange information of workers willing to certify their skills
- Avail infrastructure for assessment of candidate
- Help assessors in assessing different skill parameters

Benefits to the candidate

- Free of cost certification
- Recognition of job market
- Change in the workers' skill profile helping them to settle into a long-term occupation & career progression
- Leads to dignity of labour, horizontal & vertical mobility in their vocation and education areas thus leading to better jobs & salaries

- **Enrollment till February-2016: 48,594**
- **Assessment done till date: 39,810**

Flexi MoUs

- To increase the availability of skilled workforce, DET has ventured into more than **40 Flexi MoUs** with various renowned companies like L&T Ltd., Tata Motors Ltd., Volkswagen Group Sales India Pvt. Ltd., Mahindra & Mahindra Ltd., Eicher Motors, Toyota Kirloskar (India) Ltd., Bhagvati Spherocast Pvt. Ltd., General Motors, ABG Shipyard, Royal Enfield, Siemens India Ltd., Sintex Limited, Pidilite Industries, etc.
- Trainings imparted in 28 courses across 14 different sectors
- **6914 students trained; 3859 Placed and 1132 undergoing training** in various sectors like Automobile, Construction, IT, Manufacturing etc.
- Additionally, 1242 Flexi MoUs done by 282 Government ITIs with nearby Industries



State PPP initiatives

- PPP initiative for Centre of Excellence (CoE) was taken up from 2007-08 to 2011-12 funded by World Bank under Vocational Training Improvement Project (VTIP) scheme
- In Gujarat, 91 ITIs have been upgraded with the help of Government of India under this VTIP scheme
- Government of Gujarat decided to upgrade the remaining ITIs with state funding under state PPP scheme since 2011-12
- 50 ITIs have been identified in the last 4 years, and are being upgraded with a budget of INR 2 Crore per ITI
- 25 more ITIs under State Sponsored PPP Scheme will be up-graded in 2016-17



Ship Building Technician Course at PPP ITI Mahuva

Employment Extension Bureau (eMPEX-b)



Launched on 17th September, 2014 by Hon'ble Prime Minister of India

MoU with Sardar Patel Institute of Public Administration (SPIPA) in 2014-15

Main function – to support Employment Exchanges for organizing job fairs for the industries and armed forces and other jobs based on market demand

Promotion of Job Fairs through pro-active and PPP mode approach

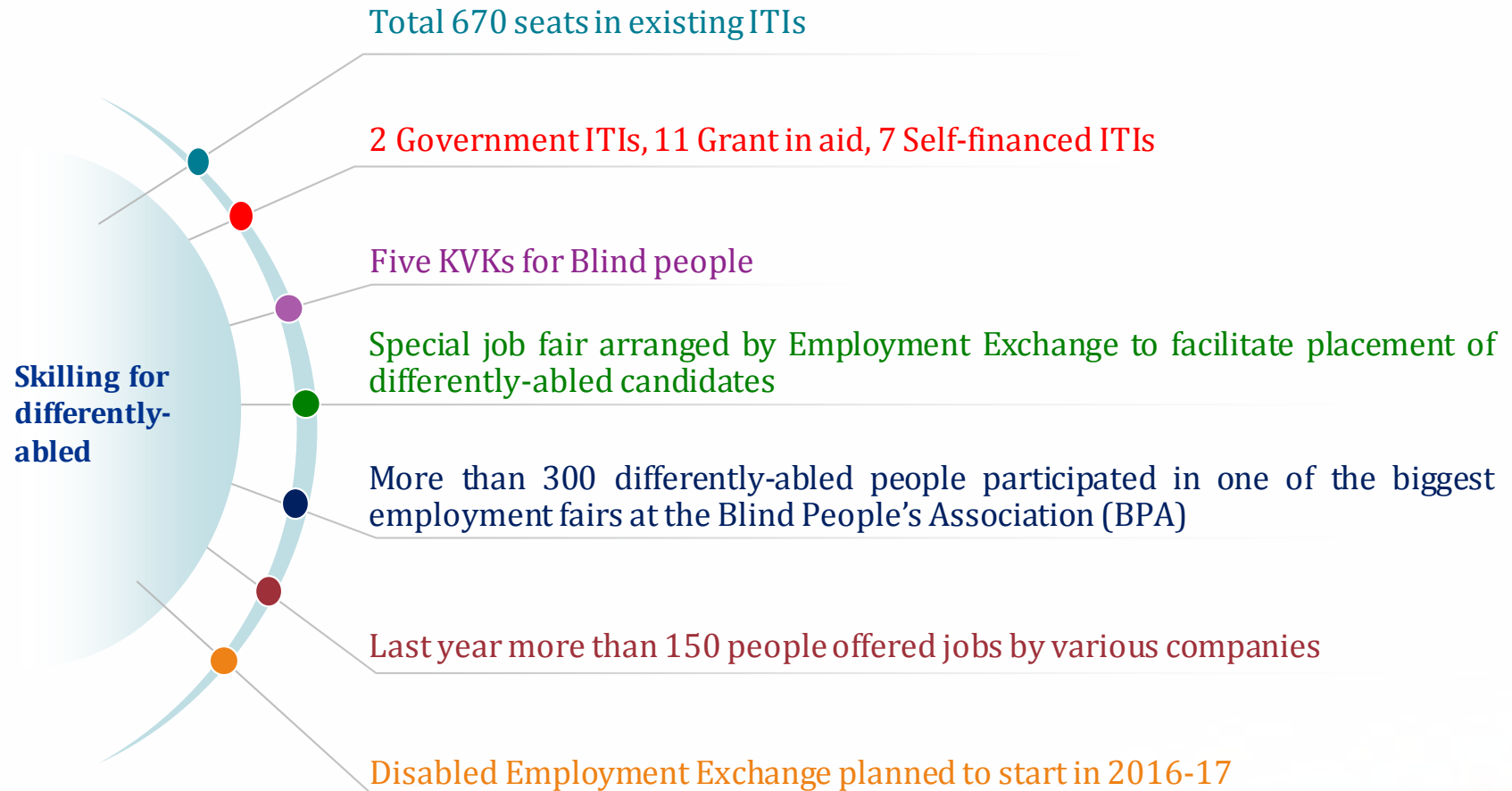
Career counseling at each district head quarters by professional career counsellors

Coaching for competitive examinations of civil services, banking, insurance companies, staff selection commission, defense forces, etc. imparted

226 candidates trained in 2014-15 and 400 candidates trained in 2015-16 for competitive examinations

**Employment
Extension
Bureau
(eMPEX-b)**

Skilling for differently-abled



Convergence based skilling initiatives



- Optimal and efficient utilization of infrastructure for skilling:
 - Vocationalization of school education in 46 high schools
 - Engineering Colleges and Polytechnics have also started skilling courses
 - Existing infrastructure facility of ITIs and KVKs utilized for Skilling courses run by Rural Development Department under DDU-GKY, Commissionerate of Cottage Industries
 - Sanitary Mason Courses for building toilets started with the help of Board of Construction Workers under “Swachh Bharat Abhiyan”
- Permission to other training institutes to run skilling courses in ITIs and KVKs
- Flexi MoUs with local NGOs and industries to run KVKs basis local needs on rural business models to generate employment and self employment for rural inhabitants
- Industry–Academia linkage in various Universities in Gujarat such as Gujarat Forensic Science University, Pandit Dindayal Petroleum University, Dharmsinh Desai University, Sports University, Ganpat University, Sardar Patel University-Anand, L.D. engineering college, etc.

Overseas Employment & Career Information Centres



- Centres operational at Ahmedabad, Vadodara, Surat and Rajkot to provide valuable information such as overseas colleges, admission norms, recognition about the Universities/Colleges, fee structure, recognition of course, part time jobs along with study, etc. to candidates/students interested in education and/or employment abroad
- Finance planning such as bank balance, investment in PPF/post, FD, Education Loan, other loan facilities from bank, etc. to obtain student visa
- Primary information about the educational qualification, vocational knowledge, skill, experience, health and other requirements for employment opportunities in various countries as well as companies/firms
- 78 guidance seminars organized & 8223 candidates guided in 2014-15
- **158 guidance seminars organized & 19,812 candidates guided in 2015-16 (till Feb '16)**
- 5 passport issuance mela's organized in ITIs and MoUs signed with 7 foreign placement agencies

Industry supported initiatives to strengthen state's Skill Eco-System



Shree Ram Krishna Knowledge Foundation

- Signed a MoU for setting up skill and entrepreneurship development institute at Surat
- State-of-the-art vocational training centre with Advance Learning & Research Facility
- Multi skill courses like Industrial Automation, Manufacturing Technology, Pollution Control & Clean Environment, Information Technology & Multi-media, Construction Technology, Agro & Sustainable Growth

M/s Pidilite Industries Ltd.

- Proposed to set up a CoE for Advance Craftsmen in Mumbai
- Training will be focused on Advanced Carpentry, Advanced Plumbing, Advanced Construction Technician & Advanced Electrical technique courses
- Also proposed to set up CoE for Khadi & Handloom – a dedicated training centre existing Khadi infrastructure upgradation, Khadi Cloth quality refinement, latest fashion & design requirement incorporation

Welspun Group

- Setting up world class Multi Skill Centre with hostel facility at Anjar in their own land with an annual skill training capacity of around 1800

Other initiatives to strengthen state's Skill Eco-System



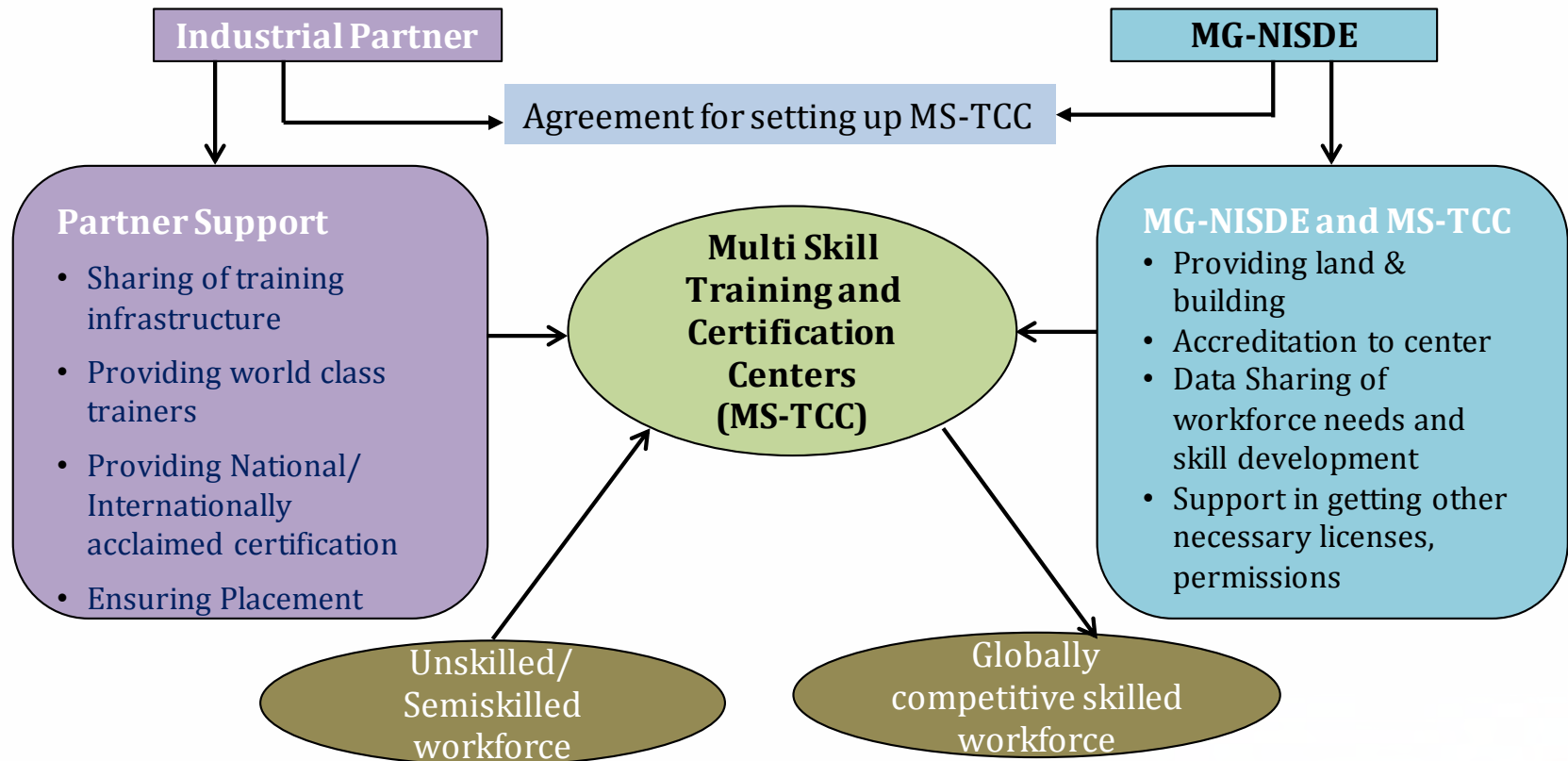
Mahatma Gandhi National Institute for Skill Development and Entrepreneurship (MGNISDE)

- To be set up based on MoU signed between Ministry of Skill development and Entrepreneurship, Republic of India and Ministry of Human Resource and Social Security, People's Republic of China on 15th May 2015
- Mahatma Gandhi Labour Institute (MGLI) declared as a Nodal Agency for Setting up MGNISDE
- The proposed institute to be set up in the 10 acres land given by state government near Dumad village in the proposed campus of Gujarat State Fertilizers & Chemicals (GSFC) University
- MoU signed between GSFC University and MGLI on 20th January 2016 covers joint planning, management and structuring of academic programmes and courses including exchange of mutual experiences in teaching, research, and industrial practices
- Draft Project Report has been prepared
- The courses intended by the institute to be recognized by the GSFC University
- Budget of INR 100 lakh earmarked for financial year 2016-17; MGLI will also complement the necessary financial requirement from its own fund
- 62 specific skill development courses in 17 sectors with batch size of 20 trainees for each course from June 2016

Other initiatives to strengthen state's Skill Eco-System

Mahatma Gandhi National Institute for Skill Development and Entrepreneurship (MGNISDE)

Proposed Model



Other initiatives to strengthen state's Skill Eco-System



State-of-the-art sector specific Hi-tech Multi Skill Training Centres

- Process initiated for setting up four regional state-of-the-art Multi Skill Training Institutes specialized in skilling, testing, certification and research on PPP basis in Welding, Automobile, Manufacturing and Chemical sector
- Director Employment & Training, Gujarat has made budgetary provisions in 2016-17 for setting up these institutes with the support of sectoral industries
- Setting up Other Multiskilling Centres on PPP basis by renowned industries and PSUs
 - Welspun India ltd. (Garment, Textile sector)
 - L & T (Power and Infrastructure Sector)
 - SRK Diamond Foundation, Surat in Diamond sector
 - Pidilite Industries Ltd in Khadi and construction sector
 - GNFC (Multiskilling Institute with University)
 - Team lease (Skills university)

Initiatives by Government of Gujarat departments



Industries Department



- Various Skill development schemes for Enhancement of Technical and Competence Manpower have been undertaken by Centre for Entrepreneurship Development (CED) under Gujarat Industrial Policy, 2015



Industries Department Commissionerate of Cottage Industries



Gujarat Matikam Kalakari and Rural Training Institute (GMKRTI)

Highlights of the programme:

- Caters to the requirement of Training / Re-training of rural artisans for improving their skills, productivity & safe working conditions by imparting free training at the doorstep in 17 short duration courses of 30 to 60 days
- INR 1000 monthly stipend to trainees
- GCVT approved syllabus
- Beneficiaries can start activity with low investment
- All the training programmes are included in the Bankable and Toolkit project
- Flexible training delivery
- Tool kit under Manav Kalyan Yojana to BPL trainees
- More than 170 Talukas covered every year under the scheme



Noteworthy achievements

- Under the Gatisheel Gujarat Programme, 11000 trainees trained in 11 eco-friendly trades
- During the year 2015-16, 400 beneficiaries covered under Energy Efficient Kiln project
- 1000 existing Plaster of Paris idol makers converted to making eco-friendly idols

Industries Department

Commissionerate of Cottage Industries



Training Cum Production Centres (TCPCs)

Highlights of the scheme:

- Trainings imparted in 17 trades through 38 centres
- Admission criteria: Standard 4 to 10 pass
- Age criteria: 14 to 30 Years according to trades
- Criteria for Social Inclusion:
 - Tribal Areas: SC-30%, ST-40%, OBC-30%
 - Other Areas: SC-40%, ST-10%, OBC-40%
 - Other Economical Backward Class – 10%
- Stipend: INR 400 per month
- State Transport Bus concession pass facility
- Provision of Toolkits under MKY for eligible Trainee
- Loan Subsidy under Bankable Scheme
- Tie up with ITIs for Fresher Apprentice Training
- Electric Licensing Board (ELB) Recognition: Trainees of Electricians, Wiremen, Armature motor Rewinding and Consumer Electronics trades are eligible for Second Class Wireman Examination of ELB
- **Around 3400 trainees trained in 2015-16**



Tribal Development Department



- Development Support Agency of Gujarat (D-SAG) joined hands with various private partners & Government for implementation of result oriented Skill Training programs

Key Features

- Residential training covering all tribal areas
- Minimum 67% placement expected
- Incentive & Penalty Clause for Quality Training
- One year handholding from day one of placement

Highlights

- Overall project conceptualization, supervision & monitoring are carried at D-SAG
- Supervision & monitoring at the district level are carried out by District PMU
- **More than 12000 tribal youth trained during 2015-16**

Highlights of Vocational Training Centres (VTC)

Support available from Government

- Land – Up to 10 acres depending on layout proposed
- Capital Cost – 75%
- Recurring cost – 100% for ST trainees only
- Land and other assets will belong to the department for entire project (5-7 years)
- 75% outcome guarantee (i.e. creation of employment and doubling of income) with 1 year of handholding



Rural Development Department



Gujarat Livelihood Promotion Company (GLPC)

- Implementing agency of centrally sponsored Pandit Deen Dayal Upadhyay – Gramin Kaushalya Yojana (DDU-GKY) and State Sponsored Mission Mangalam Skill Development Programme (MMSDP)
- Imparting 3 to 6 months short term training to rural candidates in industry relevant trades along with stipend
- Age limit – 18 to 40 Years
- Market-led, placement linked training programme
- Mandatory assured placement of 75% of trained candidates with a minimum salary of INR 6000 or minimum wage – whichever is more
- Post placement handholding support for one year after candidate gets job



Additional assistance by GLPC

- Technically assisted around 20,000 beneficiaries in agriculture sector in the areas like seed production, organic farming, homestead model of crop cultivation and projects on system of root intensification
- Also technically assisted around 8,000 beneficiaries in horticulture sector including closed cultivation, vermi compost units, honey production, crop diversification and floriculture with the help of Agriculture and Tribal Department

Education Department

Society for Creation of Opportunity Through Proficiency in English – SCOPE

- Assessment & Certification: University of Cambridge, UK
- 4,76,600 candidates enrolled
- More than 250 Cambridge certified trainers with 600+ private centers providing 90 hours of training
- More than 600 institutional centers – comprising of schools and colleges – for the direct examination mode
- Online examination in 401 Digital Education and Learning Labs in the colleges
- Apart from students, training imparted to auto & cab drivers, traffic police, tourist guides, hotel staff, municipalities, etc.



Gujarat Knowledge Society (GKS)

- GKS Courses (103 IT & Non-IT courses) delivered through 20 private and 7000 Institutional Training Partners
- **Till date 4,32,247 candidates successfully trained in various GKS Courses**
- GKS initiated Finishing School and Life Skill Training Programmes at the Technical Institutes affiliated to Gujarat Technological University (GTU)
- A Unique Personality Development Initiative also undertaken in association with GTU for students aspiring to pursue Degree, Diploma Engineering & Pharmacy courses

Employment through Skill training & Placement (EST&P)

- NCVT / GCVT pattern courses offered in Urban local Bodies through MoU with NCVT / GCVT Registered VTP (Vocational Training Providers)
- Contract with 16 agencies empaneled with Gujarat Livelihood Company Ltd. (GLPC) for imparting training
- Training imparted to 16000 trainees in 2015-16
- MoU done with NSDC for training



UMEED

- UMEED scheme started for year 2015-16 for 129 municipalities/non NULM cities
- The expenditure under this scheme to be spent exclusively by Government of Gujarat grant for non-NULM cities of the State with similar guidelines to NULM

Social Justice and Empowerment Dept Directorate of Scheduled Caste Welfare



Sant Shiromani Ravidas High Skill Development

- Job oriented scheme launched in 2011-12 for Scheduled Caste youth
- Training imparted in 31 courses by 14 training partners
- 8 Hours Training with free accommodation and food
- Courses like fundamental of Computers and English / Soft Skills imparted along with core training
- MES / NCVT Certification
- Placement Assistance with One Year Handholding Support



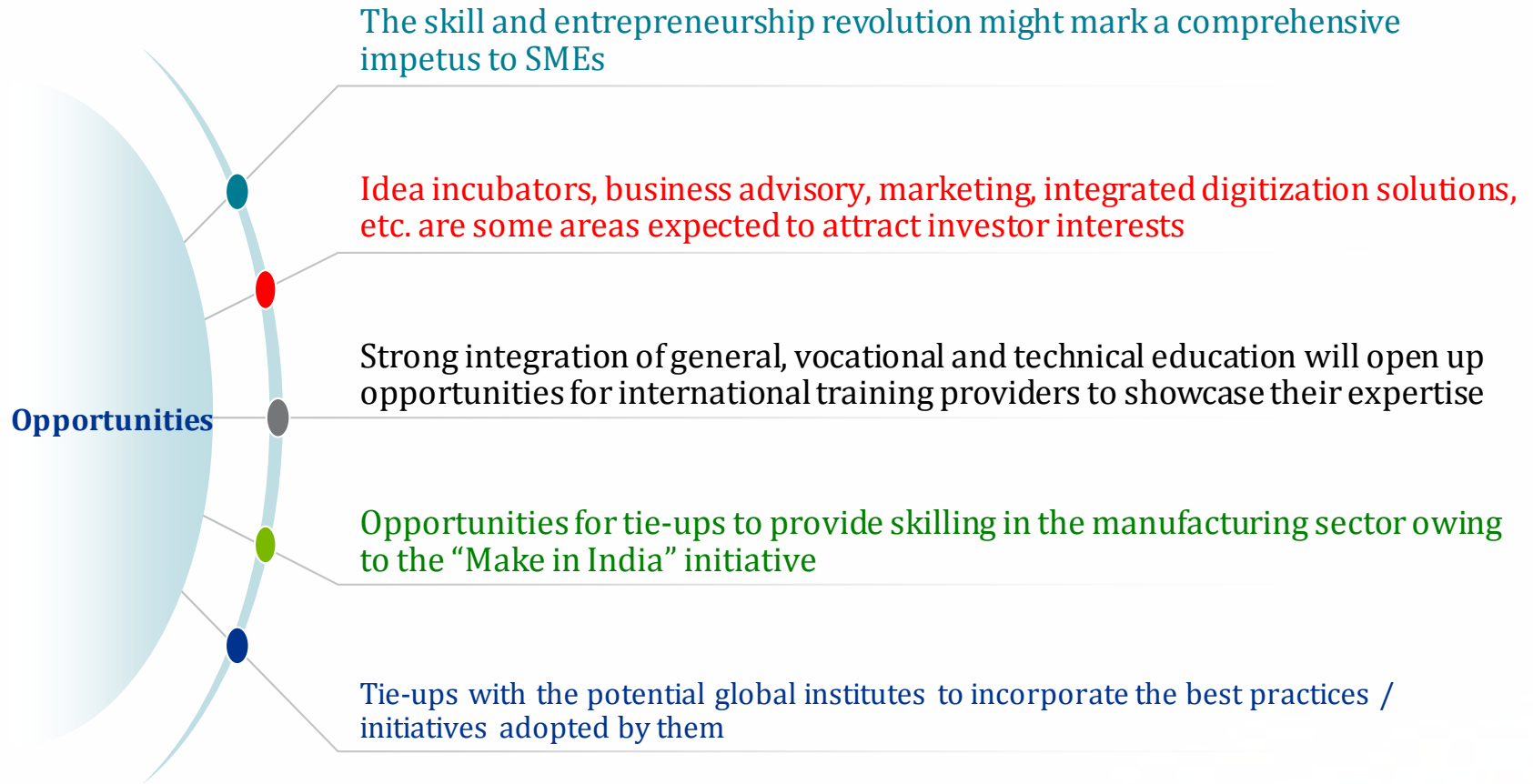
Tourism Department



Skill Development & Entrepreneurship

- Tourism Corporation of Gujarat Limited (TCGL) operates Tourism and Hospitality courses as a part of Skill Development Programme various districts of Gujarat
- TCGL has signed an MOU with FICCI to impart various training programmes across the state to develop tourism sector in Gujarat
- Training capacity – 4500 to 5000 candidates per year
- No. of Courses – 13
- 4759 candidates, including 990 women, trained in 2015-16
- Training material and Kit provided to beneficiaries free of cost
- To and fro travelling cost to attend training program also provided to trainees
- Accommodation and food to be provided during the training course
- Certificates to be issued to trainees after successful completion of training

Opportunities





For additional information connect us @

Labour & Employment Department

<https://labour.gujarat.gov.in>

Directorate Of Employment & Training

<http://employment.gujarat.gov.in>



THANK YOU

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