

Centre for the Study of Developing Societies
The Aspirations of Youth and the Opportunities for More Meaningful Employment

- F1. Roll Number of Investigator: _____
F1a. Name of Investigator: _____
F2. State name: _____
F3. District name: _____
F4. Name of village/Town/City: _____
F5. Area/Location
1. Village
2. Town
3. Small City
4. Big city

My name is _____, and I have come from Lokniti-CSDS, a research institution based in Delhi. We are conducting a study among Indian youth that aims to understand what employment means to them. For this purpose, we are interviewing thousands of young people aged between 15 and 29 across the country. The study is funded by the Ministry of Youth Affairs and Sports, Government of India. All the information you provide will be kept confidential. The interview usually takes about 30 minutes to complete. Kindly spare some time and help me complete the survey.

- F6. Is there anyone in this household aged between 15 and 29?
1. Yes
2. No (***Stop the discussion here and go to some other house***)

- F7. May I begin the interview now?
1. Yes
2. No (***Stop the discussion here and go to some other house***)

Z1. What is your name? _____

Z2. What is your age? _____ (years)(interview respondents aged between 15-29)

- Z3. Gender (***determine on your own***)
1. Male
2. Female
3. Other

- Z4. Are you studying or earning?
1. Studying
2. Earning
3. Both studying and earning
4. Neither studying nor earning
5. Preparing for competitive exams
6. Looking for a job (unemployed and seeking work)
7. Engaged in unpaid work (e.g., household work, family business without pay)
98. No response

Z5. Up to what level have you studied / are currently studying?

1. Illiterate / Never attended school
2. Below primary (up to class 1–4)
3. Completed class 5
4. Up to class 8
5. Completed class 9
6. Completed class 10 (Matriculation)
7. Pursuing/Completed class 11
8. Pursuing / Completed class 12
9. Pursuing / Completed Graduation
10. Pursuing / Completed Post-Graduation
11. Higher degree (MPhil / PhD or equivalent)
12. Pursuing / Completed Diploma or Certificate course (non-degree)
98. No response

Z5a. (*If pursuing or completed class 11 or 12 in Z5*)What are you currently studying or have studied?

1. Commerce
2. Science (medical)
3. Science (non- medical)
4. Arts / Humanities
5. Vocational courses/ Skill-based courses (embedded within the school education system)
97. Any other (specify)_____
98. Don't know

Z5b1. (*If 9, 10, 11 in Z5*)What course are you currently pursuing or have completed for your undergraduate degree(college)?

1. B.A. (Bachelor of Arts)
2. B.Sc. (Bachelor of Science – Non-medical)
3. B.Sc. (Bachelor of Science – Medical)
4. B.Com. (Bachelor of Commerce)
5. BBA / BBM (Bachelor of Business Administration / Management)
6. BCA (Bachelor of Computer Applications)
7. B.Tech. / B.E. (Engineering – specify branch if needed)
8. MBBS / BDS / other medical degree
9. B.Ed. (Bachelor of Education)
10. LLB (Law)
11. B.Voc (Bachelor of Vocation) / Other vocational courses
12. BFA / BPA (Fine Arts / Performing Arts)
13. Hotel Management / Hospitality
14. Fashion Design / Interior Design
15. Agriculture or related course
97. Other (please specify) _____
98. Don't know / Can't say

Z5b2. (*If 10 or 11 in Z5*)Which course or subject are you currently pursuing or have you completed for your postgraduate or master's degree?

A. Arts / Humanities

1. Political Science
2. Public Administration

3. History
4. Sociology
5. Psychology
6. Economics
7. English / Hindi / Other Languages
8. Philosophy
9. Geography
10. Social Work
11. Education
12. International Relations/Global Studies
97. Any other subject from Arts / Humanities (specify) _____

B. Commerce & Management

101. M. Com (Master of Commerce)
102. MBA / PGDM (Business Administration / Management)
103. M.A. / M.Sc. in Finance / Accounting
197. Any other subject from Commerce & Management (specify) _____

C. Science

201. Physics
202. Chemistry
203. Mathematics / Statistics
204. Biology / Life Sciences / Zoology / Botany
205. Environmental Science
206. Biotechnology / Microbiology
297. Any other subject from Science (specify) _____

D. Professional Degrees

301. Computer Science / Information Technology
302. M.Tech / M.E. (Engineering – specify branch)
303. M.Ed. (Education)
304. LLM (Law)
305. MD / MS / MDS (Postgraduate Medical degrees)
306. M.Pharm (Pharmacy)
307. M.Arch (Architecture)
308. MJMC / M.A. in Journalism / Mass Communication
309. Design – Fashion, Interior, etc.
310. M.Sc. in Agriculture / Horticulture
311. Master's in Social Work (MSW)
312. Master's in Hotel Management / Hospitality
997. Other (please specify): _____
998. Don't know / Can't say

Z5b3. (*If 11 in Z5*) Which course or subject are you currently pursuing or have completed as part of your higher education (MPhil/Ph.D.)?

A. Arts / Humanities

1. Political Science
2. Public Administration
3. History
4. Sociology

5. Psychology
6. Economics
7. English / Hindi / Other Languages
8. Philosophy
9. Geography
10. Social Work
11. Education
12. International Relations/Global Studies
97. Any other subject from Arts / Humanities (specify) _____

B. Commerce & Management

101. Commerce related subject
102. Business Administration / Management
103. Finance / Accounting / Economics
197. Any other subject from Commerce & Management (specify) _____

C. Science

201. Physics
202. Chemistry
203. Mathematics / Statistics
204. Biology / Life Sciences / Zoology / Botany
205. Environmental Science
206. Biotechnology / Microbiology
297. Any other subject from Science (specify) _____

D. Professional Degrees

301. Computer Science / Information Technology
302. Engineering branch
303. Education
304. Law
305. Medical sciences
306. Pharmacy
307. Architecture
308. Journalism / Mass Communication
309. Design – Fashion, Interior, etc.
310. Agriculture / Horticulture
311. Social Work
312. Hotel Management / Hospitality
997. Other (please specify): _____
998. Don't know / Can't say

Z5c. (If 7 to 12 in Z5) What is/was the main reason for choosing this field of study?

1. Interested in this field
2. Good job opportunities
3. Parents wanted me to do this
4. Did not get admission in my choice of field
5. Affordable / not very costly
6. It was easy to enrol or get admission
7. My parents were doing this
8. Institute was close to my house

9. Only option in my institution
10. Influenced by a teacher or mentor
11. Prestige or social status associated with the field
12. Peer influence / Friends were also joining this course
13. Scholarship or financial support was available
14. Wanted to join a specific institution that offered this field
97. Any other(*specify*) _____
98. Don't know

Z6. Are you currently pursuing or have you completed a diploma?

1. Yes
2. No
98. No response

Z6a. (*if 1 in Z6*) When did you register for the diploma — after school (Class 10th or 12th) or after completing your graduation?

1. After Class 10th or 12th
2. After graduation
97. Any other (*specify*) _____
98. Don't know

Z6b (*if 1 in Z6*) Was the institution/college where you pursued or are pursuing your diploma a government or a private institution?

1. Government
2. Private institution
3. Run by an NGO/Trust
4. Public-Private Partnership (PPP)
97. Any other (specify) _____
98. Don't know

Z6c. (*if 1 in Z6*) Which diploma are you pursuing or have you completed? (*Ask most recent one if the respondent has done more than one diploma*)

After school (if Respondent say option 1 in Z6a)

1. Mechanical/Civil/Electrical Engineering (Polytechnic)
2. Computer Applications (DCA)
3. ITI (Industrial Training Institute) courses
4. Fashion Designing
5. Beauty & Wellness
6. Photography
7. Basic Nursing Assistant Training (BNAT)
8. Nursing (GNM)
9. Pharmacy (D.Pharm)
10. Hotel Management
11. Elementary Education (D.El.Ed.)
12. Radiology
13. Medical Lab Technology
14. Travel and Tourism
15. Yoga
16. Early Childhood Education
17. Agriculture / Agricultural Sciences

18. Paramedical Sciences
19. Animation / Multimedia / Graphic Designing
20. Electrician / Fitter / Welder Trade
21. Automotive Technology / Automobile Engineering
22. Bakery & Confectionery / Culinary Arts
97. Any other post school diploma (specify)_____

Diploma Courses Typically Pursued After Graduation After school (if Respondent say option 2 in Z6a)

101. Artificial Intelligence & Machine Learning
102. Business Administration
103. Computer Applications (PGDCA)
104. Counselling Psychology
105. Cyber Law / Intellectual Property Rights
106. Data Science / Business Analytics/ Machine Learning
107. Digital Marketing
108. Education / Guidance and Counselling
109. Environmental Management
110. Event Management
111. Foreign Trade
112. Gender Studies
113. Human Resource Management
114. Human Rights
115. Journalism and Mass Communication
116. Management
117. Public Health / Hospital Administration
118. Fashion Designing / Textile Designing
119. Nutrition and Dietetics
120. Law / Legal Studies (e.g., Taxation, Criminal Law)
121. Public Policy / Development Studies
122. Disaster Management / Risk Management
123. Library Science / Information Science
124. Film Making / Visual Communication
125. Social Work / Rural Development
997. Any other post-graduation diploma (*specify*)_____
998. No response

Q1. People have different opinions about ‘meaningful work/employment’. I will read out a few statements. Please tell me which one you agree with the most. (**Read out the options 1 to 5**)

1. Work that is regular or permanent, even if the pay is low.
2. Work that pays well, even if it is not regular or permanent.
3. Work that matches your interests or passion
4. Work that is not stressful
5. Work that allows time for family
6. Permanent work with good salary (*silent option*)
98. Can't say

- Q2. What was the **main work** you were engaged in during the last month?
1. Worked for income (wage/salary, self-employment, family work) → **(Go to Q3)**
 2. Engaged only in unpaid household or care work
 3. Did not have any paid work but was actively looking for a job → **(Go to Q7)**
 4. Unable to work due to a disability or long-term illness
 5. Studying (enrolled as a student)
 6. Preparing for competitive exams (not currently enrolled)
 7. Neither studying, nor employed, nor looking for work (inactive) → **(Go to Q9)**
 98. No response

Q3. **(if 1 in Q2)** What kind of work, employment, or job were you engaged in? Would you say that you... **(Read out and confirm the appropriate option)?**

1. Worked as a salaried employee **(Go to Q3a)**
2. Worked in your own farm, shop or business and earned some money
3. Worked as an unpaid helper in a family farm, shop or business, or enterprise
4. Worked as a wage worker or labourer on a daily or part-time basis
5. Worked as a gig worker **(e.g., food delivery partner like Zomato, Swiggy, or taxi driver like Ola, Uber, Meru, etc.)**
6. Self-employed as a professional **(e.g., tutor, designer, freelancer, etc.)**
7. Engaged in piece-rate or home-based work **(e.g., handicrafts, packaging, stitching, etc.)**
97. Other (please specify): _____
98. Can't say

Q3a. **(If option 1 in Q3a)** Do you work in the public (government) sector or the private sector? **(If public, ask about class/grade of employment. If private, ask about the size of the workplace - whether the workplace has less than 10 employees or more than 10)**

1. Public/Government sector – Class I **(e.g., IAS/IPS officers, senior administrators)**
2. Public/Government sector – Class II **(e.g., junior officers, Section Officers, teachers, engineers)**
3. Public/Government sector – Class III **(e.g., clerical staff, assistants, data entry operators)**
4. Public/Government sector – Class IV **(e.g., peons, sweepers, drivers, multi-tasking staff)**
5. Private sector **(with less than 10 employees)**
6. Private sector **(with 10 or more employees)**
7. NGO/SHG **(Non-Governmental or Self-Help Group)**
8. Domestic worker **(e.g., cook, cleaner, babysitter in a private household)**
97. Other (please specify): _____
98. Can't say

Q3b. **(If option 1 in Q2)** The place where you are currently working, do you get these benefits?

	No	Yes	Can't say
a. Paid leave	1	2	98
b. Medical insurance	1	2	98
c. Provident Fund (P. F.)	1	2	98
d. Pension	1	2	98
e. Gratuity	1	2	98
f. Maternity leave	1	2	98

Q4. *(if option 4 to 7 in Q3)* Are you paid daily, weekly or monthly?

1. Daily
2. Weekly
3. Monthly
97. Any other (Specify) _____
98. Don't know

Q4a. *(if option 4 to 7 in Q3)* On average, how much do you earn in a month? *(If the respondent is paid daily or weekly, request them to estimate their monthly income based on their usual work schedule; if they are unable FIs are requested to do so after getting their daily or weekly income)*

Amount (in Rs): _____

98. Don't know / Can't say

Q5. *(if 1 to 97 in Q3)* Have you changed your job or occupation in the last one year?

1. Yes
2. No
98. No response

Q5a. *(if 1 in Q5)* What was the **main reason** you changed your job or place of work?

1. Better salary at the new job
2. Higher position or rank at the new job
3. Better working conditions (e.g., work hours, environment)
4. Previous job location was too far
5. Irregular or delayed salary in the previous job
6. Was laid off and had to find a new job
7. Lack of job security or permanent status in previous job
8. Wanted to switch career/industry
9. Personal or family reasons (e.g., relocation, health, caregiving)
10. Temporary or contract job ended
97. Other (*specify*) _____
98. No response

Q6. *(if 1 to 97 in Q3)* In a typical week, how many days do you work?

1. 1 day
2. 2 days
3. 3 days
4. 4 days
5. 5 days
6. 6 days
7. All 7 days
8. Only on the weekend (Saturday and Sunday)
9. Only on Sunday
10. Only on Saturday
98. No response

Q6a. (if 1 to 97 in Q3) How many hours do you usually work per day? (Record in whole hours. If the respondent says 1.5 hours or 3.5 hours, round it up to the next whole number, e.g., 2 or 4.)

- 97. No fixed hours
- 98. Don't know

Q7. (If option 3 in Q2) For how long have you been actively looking for a job or paid work?

- 1. Less than 1 month
- 2. 1 to 2 months
- 3. More than 2 months but less than 4 months
- 4. 4 to 6 months
- 5. More than 6 months but less than 1 year
- 6. 1 to 2 years
- 7. More than 2 years
- 97. Other (specify): _____
- 98. No response / Can't say

Q8. (If option 3 in Q2) Now, I will read out a few common methods people use to search for jobs. Please tell me whether you have used any of the following methods to look for a job?

	No	Yes	No Response
a. Registered with an employment exchange, government job portal, or private hiring agency	1	2	98
b. Visited websites of companies or job portals (e.g., Naukri, Indeed, LinkedIn)	1	2	98
c. Physically visited potential employers or work sites	1	2	98
d. Checked job advertisements in local or national newspapers	1	2	98
e. Submitted your CV/resume online	1	2	98
f. Contacted friends, relatives, or used personal/social networks for job leads	1	2	98
g. Acquired or upgraded skills (e.g., through training or certification)	1	2	98
h. Attended job fairs or campus placements	1	2	98

Q9. (If option 7 in Q2) What is the reason for not looking for a job?

- 1. Finding a job is extremely difficult
- 2. Jobs available do not match my qualifications, skills, or expectations
- 3. I have enough family income or wealth and do not feel the need to work
- 4. I have/had serious health issues that prevent me from working
- 5. I have caregiving responsibilities (e.g., child care, caring for elderly or disabled family members)
- 6. I am taking a break for personal reasons (e.g., mental health, burnout, rest)
- 7. Waiting for degree results or in a gap between two academic programs/classes
- 8. Waiting for results/admission/job offer (already applied)
- 97. Any other reason (specify) _____
- 98. Can't say

Q10. **(If option 1 in Q2)** Overall, how satisfied or dissatisfied are you with your current job/work? **(If satisfied ask whether somewhat or fully. If dissatisfied, ask whether somewhat or fully)**

1. Fully satisfied
2. Somewhat satisfied
3. Somewhat dissatisfied
4. Fully dissatisfied
98. Don't know / Can't say

Q10a. **(if option 3 or 4 in Q10)** What is the reason for your dissatisfaction with your current job/work? **(Select all that apply.)**

1. Salary is too low to meet daily needs
2. Long or inflexible work hours
3. Work is too stressful
4. Uncooperative or unsupportive colleagues
5. Night shifts or inconvenient working hours
6. Excessive interference or micromanagement by superiors
7. Not enough time for family or personal life
8. Lack of opportunities for growth or promotion
9. Job is not related to my skills or qualifications
10. Poor or unsafe working conditions
97. Any other (*specify*) _____
98. Don't know / Can't say

Q11. Do you think the education you have received is relevant to your current job or the kind of job you are looking for?

1. Yes
2. Somewhat
3. No
98. Can't say

Q11a. **(If 2 or 3 in Q11)** In your opinion, what kind of skills do you feel are missing from your education that are required for your job? **(Take multiple responses)**

1. Communication skills
2. Technical skills
3. Digital skills
4. Problem-solving skills
5. Lack of proficiency in English
97. Any other (please specify): _____
98. Don't know

Q12. Do you think you need to take any additional courses or training after your formal education to become job-ready?

1. Yes
2. No
98. Can't say

Q13. Was there any career guidance or placement support provided by your institution during your education?

1. Yes
- 2.No
98. Can't say

Q14. If you had complete freedom to choose any occupation, which one would you have preferred to pursue? ***(Please first record the exact response in the space below, and then select the most appropriate category from the list.)***

01. Scientist
02. Engineer
03. Software Engineer
04. Doctor
05. Nurse
06. Other Health Sector professional
07. Lawyer
08. Judge / Magistrate
09. Banking Sector
10. Chartered Accountant (CA) / Accountant
11. MBA / Management Professional
12. Professor
13. Teacher
14. Writer / Author / Poet
15. Pilot
16. Air Hostess / Flight Steward
17. Computer Operator
18. Civil Services (e.g., IAS, IPS, IFS)
19. Police
20. Defense Services – Army / Navy / Air Force
21. Block Development Officer (BDO)
22. Postal Services
23. Own Business / Entrepreneur
24. Government Job (general)
25. Private Sector Job (general)
26. Restaurant Owner
27. Beautician
28. Transport Business / Travel Agency
29. Driver
30. Clerk / Office Assistant
31. Tailor
32. Field Work / Travelling Job
33. Supervisor
34. Peon / Support Staff
35. Marketing Professional
36. Electrician
37. Mechanic / Technician / Repair Work
38. Actor / Actress
39. Fashion Designer
40. Dancer

41. Musician / Singer
42. Cook / Chef
43. Sportsperson / Athlete
44. Interior Designer
45. Architect
46. Social Activist / NGO Worker
47. Palmist / Astrologer
48. Political Leader
49. Journalist / Media Professional
50. Farmer
51. Dairy Farmer
52. Poultry Farmer
96. Current Job (would not change)
97. Other (please specify): _____
98. No response
99. Do not want to work / Not applicable

Q15. I will now ask you a few questions about your typical daily routine. For each time slot, please tell me the activity you are usually engaged in during that period. ***(Please ask for one main activity for each time slot. Use the list of activity options given below the table.)***

Time-slots
a. 5:00 am – 7:00 am
b. 7:00 am – 9:00 am
c. 9:00 am – 11:00 am
d. 11:00 am – 1:00 pm
e. 1:00 pm – 3:00 pm
f. 3:00 pm – 5:00 pm
g. 5:00 pm – 7:00 pm
h. 7:00 pm – 9:00 pm
i. 9:00 pm – 11:00 pm

Options

01. Sleeping
02. Household chores (e.g., cleaning, cooking)
03. Exercise / Yoga / Walk / Meditation
04. Work (skilled/semi-skilled/unskilled job)
05. Helping at family shop or business
06. Paid work from home (e.g., tuition, tailoring)
07. Watching TV / Using phone or social media / Other entertainment
08. Farming or agricultural work
09. Studying (school, college, competitive exam prep, self-study)
10. Leisure or socializing with friends/family
11. Buying groceries or other household needs
12. Religious activity (e.g., puja, namaz, church)
13. Childcare or eldercare responsibilities
14. Commuting / Travelling
97. Any other (*specify*): _____
98. Don't know / Can't say

Q16. How confident are you in speaking English?

1. Very confident
2. Somewhat confident
3. Not very confident
4. Not at all confident
98. Can't say
99. Don't know English

Q16a. *(if option 1 to 4 in Q16)* How easy or difficult was it for you to learn the English language?

1. Very easy
2. Somewhat easy
3. Somewhat difficult
4. Very difficult
98. Can't say
99. Don't know English

Q17. Thinking of the last seven days, on a typical day (from 6 a.m. to 6 p.m.), how much time did you usually spend on the following activities? *(Please estimate the time in hours. If you don't remember, choose 98.)*

Activity Name	TIME (in hours)	Don't remember
a. Sleeping		98
b. Grooming yourself (bathing, dressing, etc.)		98
c. Working at a job (paid work)		98
d. Cooking/preparing meals		98
e. Eating and drinking		98
f. Cleaning home/kitchen		98
g. Doing laundry		98
h. Grocery or vegetable shopping		98
i. Prayer/puja/other religious activities		98
j. Socializing/chatting with friends or neighbours		98
k. Childcare/sibling care		98
l. Attending classes <i>(for students only)</i>		98
m. Finishing homework/assignments <i>(for students only)</i>		98
n. Commuting/travelling to work or school		98
o. Using phone/social media/internet for leisure		98
p. Watching TV/YouTube/OTT platforms		98
q. Reading newspapers/books (non-academic)		98
r. Resting		98

Q18. Whether you work or not, what kind of job/work would you give first preference to – a government job, a private job, own business or freelance work?

1. Government job
2. Private job
3. Own business
4. Freelance work
98. Don't know

Q18a. *(If option 1 in Q18)* What is the main reason you prefer a government job over other types of jobs?

1. Status/Prestige
2. Salary
3. Stability/ job security
4. Pension/ healthcare benefits
5. Fixed working hours
6. Paid leaves
7. Reasonable workload
8. Less pressure for rapid promotion
9. Marriage prospects increase
97. Any other _____
98. Don't know

Q18b. *(If option 2 in Q18)* What is the main reason you prefer a private sector job over any other job?

1. Higher salary packages
2. Better growth and promotion opportunities
3. Exposure to innovation and new technology
4. Dynamic and fast-paced work environment
5. Performance-based incentives and bonuses
6. Flexibility in work (e.g., remote work, flexible hours)
7. Opportunity to work with multinational or global companies
8. Creative freedom and autonomy
97. Any other (*specify*): _____
98. Don't know

Q18c. *(If option 3 in Q18)* What is the main reason you prefer owning a business over any other kind of job?

1. Flexible work hours
2. Unlimited earning potential
3. Desire to build a legacy / family business
4. Freedom to be your own boss
5. Opportunity to create employment for others
6. More control over decisions and direction of work
7. Opportunity to innovate or follow your passion
8. Potential for faster financial growth
97. Any other (*specify*): _____
98. Don't know

Q18c1. *(If option 3 in Q18)* What could be the biggest challenge someone might face when running their own business?

1. Financial instability
2. Difficulty in acquiring customers/clients
3. Managing business operations alone
4. Regulatory and legal hurdles
5. High competition in the market
6. Unpredictable income flow
7. Difficulty in maintaining work-life balance

8. Lack of access to credit/loans
9. Shortage of skilled workers or manpower
10. Inadequate market knowledge or experience
97. Any other (*specify*): _____
98. Don't know

Q18c2. (*If option 3 in Q18*) What skill do you think is **the most** essential for succeeding in your own business?

1. Financial management
2. Marketing and sales
3. Customer relationship management
4. Leadership and decision-making
5. Problem-solving ability
6. Adaptability to market trends
7. Networking and collaboration
8. Digital and technological skills
97. Any other (*specify*) _____
98. Don't know

Q18d. (*If option 4 in Q18*) What is the main reason you prefer doing freelance work over other types of employment?

1. Control over workload
2. Choice of clients
3. Flexible working hours
4. Incentive-based earnings
5. Better work-life balance
6. Freedom to work from anywhere
7. Opportunity to supplement a salaried job
8. Exposure to new and varied work
9. Networking opportunities
10. Skill enhancement and personal growth (suggested)
11. Avoiding office politics
97. Any other (*specify*) _____
98. Don't know

Q18d1. (*If option 4 in Q18*) What could be the **biggest challenge** someone might face when working as a freelancer?

1. Finding consistent clients/projects
2. Unpredictable income
3. Managing multiple projects simultaneously
4. Setting competitive pricing for services
5. Lack of job security
6. No employer-provided benefits (e.g., health insurance, paid leave)
7. Difficulty maintaining work-life balance
8. Lack of professional support or mentorship
9. Late payments or delayed client approvals
97. Any other (*specify*) _____
98. Don't know

Q18d2. (*If option 4 in Q18*) What skill do you think is **the most essential** for success in freelancing?

1. Time management
2. Self-discipline and motivation
3. Networking and client acquisition
4. Negotiation and pricing strategies
5. Specialized domain expertise
6. Marketing and personal branding
7. Communication and interpersonal skills
8. Adaptability to client needs and project types
9. Basic financial management
97. Any other (*specify*) _____
98. Don't know

Q19. The government often says, "Don't be a job seeker, be a job provider." Do you think you could become a job provider (employer) for others in the future??

1. Yes of course
2. No, I don't have the resources (e.g., money) to start something of my own
3. No, I will work
97. Any other _____
98. No response

Q20. Are you willing to migrate from your current place to another location in search of a job? (*If "Yes," probe whether they prefer another state, within the same state, or abroad*)

1. Yes, to another state within India
2. Yes, to another place within the same state
3. Yes, abroad
4. No, I prefer staying in my home city/village
98. Can't say

Q20a. (*If 1, 2, 3 in Q20*) What is **the main reason** for considering migration?

1. Scarcity of jobs in the current location
2. Better salary or income opportunities
3. Poor quality of life at current place of residence
4. To relocate closer to family
5. Lack of career growth opportunities
6. Better work-life balance
7. Safety and security concerns
8. International exposure or global opportunities
9. Professional recognition and development
10. For upward mobility
11. Better education opportunities (for self or family)
12. Access to better healthcare
97. Any other (specify) _____
98. Don't know

Q21. Given the current situation, if you were to search for a new job, how confident would you feel about finding a job of your choice?

1. Very optimistic
2. Somewhat optimistic
3. Not much optimistic
4. Not at all optimistic
98. Don't know

Q22. On a scale of 1 to 5, where 1 means least important and 5 means most important, how important are/were the following factors for you when choosing a job?

	1 Least important	2	3	4	5 Most important	98 NR
a. Salary						
b. Job stability/security						
c. Balance between work and family life						
d. Career growth opportunities						
e. Job alignment with personal interests						
f. Social impact or recognition of the job						
g. Health impact						
h. Distance to workplace						
i. Opportunities for learning new skills						
j. Flexible working hours						
k. Working environment/work culture						
l. Company/organization reputation						

Q23. Please tell me to what extent the following factors have helped or will help you in getting the job you want: a lot, somewhat, not much, or not at all?

	A lot	Somewhat	Not much	Not at all	Don't know
a. Your formal education	1	2	3	4	98
b. Government-or non-government courses/diploma (online/offline)	1	2	3	4	98
c. Internship	1	2	3	4	98
d. Networking or personal contacts	1	2	3	4	98
e. Campus placement support	1	2	3	4	98
f. Social media or job platforms (e.g., LinkedIn, Naukri.com)	1	2	3	4	98
g. Career counselling or mentoring	1	2	3	4	98

Q24. What skills do you think **are most important** for securing a good job today? (**Select up to two options**)

1. Technical skills (coding, engineering, etc.)
2. Communication and soft skills
3. Leadership and management skills
4. Problem-solving and critical thinking
5. Digital and IT skills
6. Adaptability and flexibility
7. Collaboration and team work
97. Other (*specify*) _____
98. Can't say

Q25. Would you be willing to invest money in skill development programs to improve employability?

1. Yes, definitely
2. Maybe, if they are affordable
3. No, I don't think it is necessary
98. Don't know

Q26. Have you heard of any vocational training/skill development programme started by the government in the past five years in order to enhance job prospects of people, especially youth?

1. Yes
2. No

Q26a. (*If yes in Q26*) What is the name of policy/programme?

_____ (*Record the name of program and click on option listed below*)

1. Pradhan Mantri Kaushal Vikas Yojana (PMKVY)
2. Skill India Mission (National Skill Development Mission)
3. Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY)
4. National Apprenticeship Promotion Scheme (NAPS)
5. Jan Shikshan Sansthan (JSS)
6. Samagra Shiksha Abhiyan – Vocational Education Component
7. Industrial Training Institutes (ITIs) Modernization Initiatives
8. PM-DAKSH (Pradhan Mantri Dakshta Aur Kushalta Sampann Hitgrahi Yojana)
9. STRIVE (Skills Strengthening for Industrial Value Enhancement)
97. Other (*specify*) _____
98. Can't say

Q27. Have you ever been enrolled in these skill development programmes?

1. Yes
2. No

Q27a. (*If yes in Q27*) What is the name of policy/programme? (*Record the name of program and click on option listed below*)

1. Pradhan Mantri Kaushal Vikas Yojana (PMKVY)
2. Skill India Mission (National Skill Development Mission)
3. Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY)
4. National Apprenticeship Promotion Scheme (NAPS)
5. Jan Shikshan Sansthan (JSS)
6. Samagra Shiksha Abhiyan – Vocational Education Component
7. Industrial Training Institutes (ITIs) Modernization Initiatives

- 8. PM-DAKSH (Pradhan Mantri Dakshta Aur Kushalta Sampann Hitgrahi Yojana)
- 9. STRIVE (Skills Strengthening for Industrial Value Enhancement)
- 97. Other (*specify*) _____
- 98. Can't say

Q28. I will now describe a situation. Please tell me what your preference would be in that case.

Situation:

Imagine you have just completed your education and applied to two different companies. Both have offered you the same job with equal pay and the same responsibilities. However, they use different titles for the same role. Company 1 calls the position **Team Leader**, while Company 2 calls it **Manager**. Which company would you prefer to join?

- 1. Company 1 calls it **Team Leader**
- 2. Company 2 calls it **Manager**
- 98. Don't know

Q29. Have you heard of usage of AI in workplace settings?

- 1. Yes
- 2. No

Q29a. (*If yes in Q29*) In your opinion, how will Artificial Intelligence (AI) impact employment in the future? Will it speed up work by automating some tasks, or will it increase unemployment by taking away jobs?

- 1. It will speed up work by automating some tasks
- 2. It will take away jobs and increase unemployment
- 98. Don't know

Q30. Compared to the last two years, is it easier or more difficult to get a job/employment now? (*If the respondent says easy then ask very easy or easy and if they say difficult ask whether difficult or very difficult*)

- 1. Very easy
- 2. Easy
- 3. Difficult
- 4. Very difficult
- 98. No response

Q31. Generally, how useful are the following things for finding a job in India – quite a lot, somewhat, not much or not at all useful?

		Quite a lot	Somewhat	Not much	Not at all	Don't know
a.	Work experience	1	2	3	4	98
b.	Fluency in English	1	2	3	4	98
c.	Bribe	1	2	3	4	98
d.	Technical/professional degree	1	2	3	4	98
e.	Reputation of institute from where you get your degree	1	2	3	4	98
f.	Social network	1	2	3	4	98
g.	Nepotism	1	2	3	4	98

Q32. Many people believe that, even when qualifications are the same, hiring or screening processes may be influenced by an applicant's social background or identity. To what extent do you think each of the following factors affects the hiring decisions – to a great extent, to some extent, not much, or not at all?

	To a great extent	To some extent	Not much	Not at all	Don't know
a. Physical appearance	1	2	3	4	98
b. State	1	2	3	4	98
c. Caste	1	2	3	4	98
d. Gender	1	2	3	4	98
e. English-speaking ability	1	2	3	4	98
f. Religion	1	2	3	4	98
g. Economic background (family income/class)	1	2	3	4	98

Q33. What do you think is **the most important** step the government should take to improve employment opportunities?

1. Increase government job vacancies
2. Improve vocational training and skill development programmes
3. Promote entrepreneurship through financial and policy support
4. Encourage private sector job creation
5. Improve the quality of higher education
6. Align higher education curriculum with industry requirements
7. Improve access to career counselling and job placement services
8. Promote employment in rural and semi-urban areas
97. Other (specify): _____
98. Don't know

Background Information

Z7. Are you the main earner of the family?

1. Yes
2. No

Z7a. *(If option 2 in Z7)* What is the occupation of the main earner of the household? *(Note down the response and then click on suitable option below; if retired, try to ascertain his/her previous occupation)* _____

01. **Higher Professionals:** Engineers, Doctors, Lawyers, Chartered Accountants, Professors etc.
02. **Lower Professionals:** Computer Operator, Data Entry, Ayurvedic Doctor, Nurse, School Teacher, Tutor, Priest, Astrologer, NGO worker etc.
03. **Government Managerial job:** Manager, Director, Executive, MP, MLA etc.
04. **Government Administrative job:** First-Second Class Officer, Major in Army, Colonel, Brigadier, Police Inspector
05. **Government Clerical Jobs:** Class III Officers, Clerk, Typist, Army Jawan, Police Constable etc.
06. **Government Class IV:** Peon, Postman, Gram Sevak, Amin, SafaiKaramchari etc.
07. **Big and Medium Traders:** Big Shopkeepers, Factory Owners, Hotel Owners, Petrol Pumps, Taxi Owners, Big Travel Agency, Small Hotels, Property Dealers, Jewelers etc.

08. **Small Trader:** Grocery Shop, Small Travel Agency, Phone Booth, Broker, Parlour, Rickshaw Owner, Landlord
09. **Small/Temporary Business:** Temporary Shopkeeper, Sales Man, Delivery Boy, Shop Assistant etc.
10. **Service/Service Area:** Cook, Waiter, Washer man, Barber, Domestic Servant, Chowkidar, Private Guard, Safai Karamchari etc.
11. **Skilled Workers:** Driver, Mechanic, Electrician, Plumber, Jeweller, Tailor, Cobbler, Carpenter, Sailor
12. **Semi-skilled workers:** Artisans, bricklayers, potters, stone cutters, furniture, basketry, mat makers etc.
13. **Wage labourer:** Rickshaw pullers, loaders, construction workers etc.
14. **Farmer:** tilling own land or someone else's land
15. **Agricultural Labourer:** Landless farm labourers
16. **Dairy/Fish/Poultry/Animal Husbandry work**
17. **Student (maybe working part time)**
18. **Housewife / Househusband / Live at home (maybe doing some small work to earn some money)**
19. **Unemployed or looking for employment**
97. Any other work (*specify*) _____
98. Did not tell
99. NA

Z8a. Up to what level has your father studied? (*Do not read the answer categories*)

00. Non-Literate/never gone to school
01. Below Primary
02. Primary pass/ Middle fail
03. Middle pass but matric fail
04. Matric pass (did not study after class 10)
05. Intermediate/ College but no degree
06. Graduate/pursuing graduation
07. Post Graduate
08. Professional Degrees: CA, MBA, LLB, MBBS etc.
09. Higher Research/PhD
97. Any Other (Specify) _____
98. No response

Z8b. Up to what level has your mother studied? (*Do not read the answer categories*)

00. Non-Literate/never gone to school
01. Below Primary
02. Primary pass/ Middle fail
03. Middle pass but matric fail
04. Matric pass (did not study after class 10)
05. Intermediate/ College but no degree
06. Graduate/pursuing graduation
07. Post Graduate
08. Professional Degrees: CA, MBA, LLB, MBBS etc.
09. Higher Research/PhD
97. Any Other (Specify) _____
98. No response

Z9a. *(If Urban)* What kind of house does the respondent live in? *(Try to decide for yourself, if possible don't ask)*

0. In a PG
1. House/Flat/Bungalow
2. House/Flat with 5 or more rooms
3. House/Flat with 4 rooms
4. Houses/Flat with 3 rooms
5. Houses/Flat with 2 rooms
6. House with 1 room
7. Mainly Kutcha house
8. Slum/Jhuggi/Jhopri
99. NA.

Z9b. *(If rural)* What kind of house does the respondent live in? *(Try to decide for yourself, if possible don't ask)*

1. Pucca (both wall and roof made of pucca material)
2. Pucca-Kutcha (Either wall or roof is made of pucca material and other of kutcha material)
3. Kutcha/Mud houses (both wall and roof are made of kutcha material)
4. Hut (both wall and roof made of grass, leaves, un-burnt brick or bamboo)
99. NA.

Z10. Are you married?

1. Yes
- 2.No
- 3.Divorced
- 4.Widow/ Widower
- 5.Separated
- 98.Did not answer/ No response

Z11. What is your religion?

- 1.Hindu
- 2.Muslim
- 3.Christian
- 4.Sikh
- 5.Buddhist/Neo-Buddhist
- 6.Jain
- 7.Parsi
- 8.No religion
97. Other (give details) _____
- 98.No answer

Z12. What is your caste group?

1. Scheduled Caste (SC)
2. Scheduled Tribes (ST)
3. Other Backward Classes (OBC)
4. Other (General)
- 98.Don't know

Z12a. What is your Caste/Jati-biradari/Tribe name? *(Note down the exact answer)*

_____ 98. No response

Z13. Do you or anyone else in your household have these items?

	Yes	No
a. Car/Jeep/Van	1	2
b. Scooter/Motorcycle/Moped	1	2
c. Air Conditioner	1	2
d. Computer/Laptop/iPad	1	2
e. Electric fan/cooler	1	2
f. Washing Machine	1	2
g. Fridge	1	2
h. TV	1	2
i. Bank/Post Office Account	1	2
j. ATM / Debit Credit Card	1	2
k. LPG Gas	1	2
l. Internet connection at home (except mobile)	1	2
m. Toilet inside the house (ask only in slums/shanties/huts)	1	2

Z14. Overall, how much does it cost each month to meet your family's monthly needs?

(First, write the answer in the blank space given below, and then find the correct answer from the given options and click on it) _____

1.1000 to 2000

2.2001 to 3000

3.3001 to 5000

4.5001 to 7500

5.7500 to 10,000

6.10,001 to 15,000

7.15,001 to 20,000

8.20,001 to 30,000

9.30,001 to 50,000

10.50,000 to 1 lakh

11. More than 1 Lakh

98. Did not tell/No Response

Z15. And keeping all family members in mind, please tell me, what is the total monthly income of your family? *(First, write the answer in the blank space given below, and then find the correct answer from the given options and click on it)* _____

1.1000 to 2000

2.2001 to 3000

3.3001 to 5000

4.5001 to 7500

5.7500 to 10,000

6.10,001 to 15,000

7.15,001 to 20,000

8.20,001 to 30,000

9.30,001 to 50,000

10.50,000 to 1 lakh

11. More than 1 Lakh

98. Did not tell/No Response

Z16. Can you tell me your phone number? (If not told then code 0000000000)

Z17. GPS.....