Fisheries Professionals of India: Gendered analysis of profile, academic performance and career growth

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Higher Fisheries Education in India

• Higher education in fisheries science is organised as 4 Years BFSc, 2 Years MFSc and 3 to 5 Years PhD programs

• 27 Colleges offer BFSc is a 4 year professional degree program offered in as on AY 2018 - **1005 seats** while a dozen Colleges offer MFSc and PhD programs with **385 and 165 seats** : ICAR/UGC governed

• In addition, several general Universities offer multitude of Programs related to fisheries and aquaculture across India : UGC governed

• Need to map the **students profile** to make **learning more relevant** & ensure **gender equity** among others

• National level study funded by ICAR-Education Division
Students’ General Profile

• All India level study conducted across 20 Fisheries Colleges covering 1063 students (2016-17)

• 42.36 % of the students were girls

• Around two-third (59.32 %) of students hailed from rural areas while 26% belonged to SC/ST category

• 52% had their schooling with medium of Instruction other than English

• Most students (72.71 %) hailed from households with annual income of < 2 lakhs
Composition of Fisheries Students Surveyed

<table>
<thead>
<tr>
<th>Course</th>
<th>Boys (%)</th>
<th>Girls (%)</th>
<th>Total Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>MFSC</td>
<td>54</td>
<td>46</td>
<td>237</td>
</tr>
<tr>
<td>IV BFSC</td>
<td>59</td>
<td>41</td>
<td>268</td>
</tr>
<tr>
<td>I BFSC</td>
<td>58</td>
<td>42</td>
<td>558</td>
</tr>
<tr>
<td>ALL STUDENTS</td>
<td>57</td>
<td>43</td>
<td>1063</td>
</tr>
</tbody>
</table>

(N=1063) MFSc: 237  IV BFSc: 268  I BFSc: 558
Place of Residence

- **M-Boys (%)**
- **M-Girls (%)**
- **B-Boys (%)**
- **B-Girls (%)**

![Bar Chart](chart.png)

Legend:
- **Urban**
- **Rural**
Medium of School Education

- **M-BOYS (%)**: 42% (English), 58% (Indian Languages)
- **M-GIRLS (%)**: 46% (English), 54% (Indian Languages)
- **B-BOYS (%)**: 39% (English), 61% (Indian Languages)
- **B-GIRLS (%)**: 37% (English), 63% (Indian Languages)
Parents Household Income (INR / Annum)

- **M-BOYS (%):**
  - < 2 lakhs: 69
  - 2-5 lakhs: 6
  - > 5 lakhs: 25

- **M-GIRLS (%):**
  - < 2 lakhs: 55
  - 2-5 lakhs: 16
  - > 5 lakhs: 29

- **B-BOYS (%):**
  - < 2 lakhs: 79
  - 2-5 lakhs: 14
  - > 5 lakhs: 7

- **B-GIRLS (%):**
  - < 2 lakhs: 68
  - 2-5 lakhs: 8
  - > 5 lakhs: 24
Mother’s Education

- Graduation: B-Boys (18%), B-Girls (35%)
- Upto 12th Std.: B-Boys (31%), B-Girls (34%)
- Upto Primary: B-Boys (24%), B-Girls (20%)
- No Schooling: B-Boys (18%), B-Girls (18%)

% of M-Boys and M-Girls for each education level:
- Graduation: M-Boys (40%), M-Girls (34%)
- Upto 12th Std.: M-Boys (34%), M-Girls (34%)
- Upto Primary: M-Boys (21%), M-Girls (14%)
- No Schooling: M-Boys (31%), M-Girls (12%)
Students’ Social Category

<table>
<thead>
<tr>
<th>Category</th>
<th>M-BOYS (%)</th>
<th>M-GIRLS (%)</th>
<th>B-BOYS (%)</th>
<th>B-GIRLS (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Category</td>
<td>24</td>
<td>37</td>
<td>58</td>
<td>59</td>
</tr>
<tr>
<td>Backward Classes</td>
<td>43</td>
<td>43</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Schedule Castes</td>
<td>18</td>
<td>12</td>
<td>18</td>
<td>11</td>
</tr>
<tr>
<td>Schedule Tribes</td>
<td>14</td>
<td>8</td>
<td>9</td>
<td>12</td>
</tr>
</tbody>
</table>

- M-BOYS (%): Males in General Category
- M-GIRLS (%): Males in Backward Classes
- B-BOYS (%): Males in Schedule Castes
- B-GIRLS (%): Males in Schedule Tribes
Students’ Religion

<table>
<thead>
<tr>
<th></th>
<th>Hindus</th>
<th>Muslims</th>
<th>Christians</th>
<th>Others</th>
</tr>
</thead>
<tbody>
<tr>
<td>M-BOYS (%)</td>
<td>88</td>
<td>6</td>
<td>8</td>
<td>2</td>
</tr>
<tr>
<td>M-GIRLS (%)</td>
<td>72</td>
<td>15</td>
<td>4</td>
<td>6</td>
</tr>
<tr>
<td>B-BOYS (%)</td>
<td>90</td>
<td>5</td>
<td>8</td>
<td>4</td>
</tr>
<tr>
<td>B-GIRLS (%)</td>
<td>82</td>
<td>10</td>
<td>8</td>
<td>10</td>
</tr>
</tbody>
</table>
Students' Career Choices

First Priority
- Higher Studies: 43%
- Government Job: 46%
- Private Sector: 6%
- Bank: 3%
- Self-Employment: 2%

Second Priority
- Higher Studies: 26%
- Government Job: 42%
- Private Sector: 10%
- Bank: 19%
- Self-Employment: 3%

N=1063; in%
Students’ Primary Career Choices

- Higher Studies
- Govt. Job
- Pvt. Job
- Self Employment
- Others

M-Boys (%)
M-Girls (%)

B-Boys (%)
B-Girls (%)

Bar charts comparing career choices for M-Boys and M-Girls, and B-Boys and B-Girls.
## Students Career Choices

<table>
<thead>
<tr>
<th></th>
<th>1st Priority</th>
<th>2nd Priority</th>
<th>3rd Priority</th>
<th>4th Priority</th>
<th>5th Priority</th>
</tr>
</thead>
<tbody>
<tr>
<td>Higher Studies</td>
<td>35.5</td>
<td>9.7</td>
<td>4.3</td>
<td>5.8</td>
<td>3.8</td>
</tr>
<tr>
<td>Government Job</td>
<td>38.1</td>
<td>15.5</td>
<td>3.9</td>
<td>2.4</td>
<td>1.1</td>
</tr>
<tr>
<td>Private Sector</td>
<td>4.6</td>
<td>3.9</td>
<td><strong>12.4</strong></td>
<td><strong>13.4</strong></td>
<td>4.9</td>
</tr>
<tr>
<td>Bank</td>
<td>2.5</td>
<td>7.1</td>
<td>10.8</td>
<td>8.4</td>
<td>8.6</td>
</tr>
<tr>
<td>Self-Employment</td>
<td><strong>1.4</strong></td>
<td><strong>1.0</strong></td>
<td>2.9</td>
<td>&lt;1</td>
<td>&lt;1</td>
</tr>
</tbody>
</table>

*N=1063; in%*
Reason for Joining Fisheries Science Program
Fair and Equal Treatment of Boys & Girls in College: What students perceive?
Will they pursue higher studies in same College/University?

- M-Boys (%): 60
- M-Girls (%): 70
- B-Boys (%): 50
- B-Girls (%): 40

Legend: No
Prospects of getting a job after graduation

<table>
<thead>
<tr>
<th>Not Good</th>
<th>Good</th>
</tr>
</thead>
<tbody>
<tr>
<td>B-Boys (%)</td>
<td>B-Girls (%)</td>
</tr>
<tr>
<td>M-Boys (%)</td>
<td>M-Girls (%)</td>
</tr>
</tbody>
</table>

The bar chart shows the percentage of prospects for getting a job after graduation, categorized by gender and job outlook.
Employable Skills Perception Index (ESPI)

<table>
<thead>
<tr>
<th>ESPI Category</th>
<th>Students Perception (%)</th>
<th>Teachers Perception (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Poor / Low (&lt;0.33)</td>
<td>0.28</td>
<td>2.3</td>
</tr>
<tr>
<td>Average / Medium (0.33-0.66)</td>
<td>54.67</td>
<td>73.3</td>
</tr>
<tr>
<td>Good / High (&gt;0.66)</td>
<td>45.04</td>
<td>24.4</td>
</tr>
</tbody>
</table>

**ESPI Mean Score:** 0.66 (66%) for Students, 0.57 (57%) for Teachers

- **Masters & PhD students** had significantly higher ESPI score than BFSc (Final/First) students
- Both **girls** and **boys** had similar ESPI score
- **Neither household income nor rural/urban background** significantly influence students ESPI score
- Teachers’ qualification, cadre and gender didn’t affect their perception of ESPI

*N=1063*
Student Expectations

• 55% of students don’t want to continue their higher studies in same College/University

• 61% students expect more than ₹ 30,000 as starting salary in first job; expectations of both boys and girls were similar

• Students rated Course Curriculum (58%) and Infrastructure (51%) as average, and feel as not adequately imparting practical / employable skills
Methodology

- **Data :-**
  - 1995-97 to 2015-17 batch : 1186 M.F.Sc Students
  - 1997-00 to 2017-20 batch : 764 Ph.D students
  - Total Data sets = 1950

- **Data Sources :-**
  - CIFE Alumni directories
  - Facebook (Alumni association, Individual accounts)
  - Alumni details from different Divisions
  - Personal phone calls and interaction with key informants across various batches

- **Challenges faced during data collection :-**
  - Since data is collected from 1995 onwards, Discipline wise data availability became a major challenge
  - Specially for Mariculture and Inland Aquaculture students, who studied at CMFRI and CIFA, it was time consuming to collect reliable data
Students details –

Total M.F.Sc Student = 1186 (Male-833, Female-353)

Successful Students = 1108
Discontinued = 74
Expired = 4

Total Ph.D students = 764 (Male-535, Female-229)

Successful Students = 271
Continuing = 137
Discontinued = 353
Expired = 3
M.F.Sc Students details:

Successful Students = 94.26%
Successful Students = 46%

\[ v_r = \sum_{t=r}^{T} \frac{I(t)}{(1+r)^{t-r}} \]

Where,

- \( V_r \) = Human capital value of a person \( T \) years old
- \( I(t) \) = Person’s annual earning up to retirement
- \( r \) = Discount rate specific to person
- \( T \) = Retirement age

To valuate ICAR-CIFE student human resource capital in quantitative terms
Jobs – Categorised into

1. Banking services
2. Aqua Industry
3. Entrepreneurship
4. Krishi Vigyan Kendra
5. State Civil Service
6. General Universities
7. State Agricultural Universities – APs
8. Private Jobs (Outside Fisheries Sector)
9. Temporary researcher / Teaching Staffs
10. Jobs at Department of Fisheries
11. ICAR- Agricultural Research Service

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Job Types</th>
<th>Frequency</th>
<th>Mean Monthly Salary (INR)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>ICAR-ARS</td>
<td>349</td>
<td>61,000</td>
</tr>
<tr>
<td>2.</td>
<td>Jobs at Department of Fisheries</td>
<td>329</td>
<td>33,789</td>
</tr>
<tr>
<td>3.</td>
<td>State Agricultural Universities - APs</td>
<td>85</td>
<td>56,200</td>
</tr>
<tr>
<td>4.</td>
<td>Banking services</td>
<td>79</td>
<td>46,163</td>
</tr>
<tr>
<td>5.</td>
<td>Industry / Private Sector</td>
<td>72</td>
<td>23,677</td>
</tr>
<tr>
<td>6.</td>
<td>General Universities</td>
<td>48</td>
<td>39,479</td>
</tr>
<tr>
<td>7.</td>
<td>Temporary Research/ Teaching Staff</td>
<td>39</td>
<td>22,744</td>
</tr>
<tr>
<td>8.</td>
<td>Private Jobs (outside fisheries sector)</td>
<td>14</td>
<td>40,464</td>
</tr>
<tr>
<td>10.</td>
<td>Entrepreneurship</td>
<td>12</td>
<td>51,167</td>
</tr>
<tr>
<td>11.</td>
<td>State Civil Service</td>
<td>11</td>
<td>35,509</td>
</tr>
</tbody>
</table>
Placement details of students

- ARS: 32%
- Bank: 7%
- Dof: 31%
- Ent: 1%
- GU: 5%
- Hm: 2%
- Industry: 7%
- KVK: 1%
- Opj: 1%
- SAU: 8%
- Scs: 1%
- Trts: 4%
## Present Value of CIFE’s Human Capital

Values in INR

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Job Types</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>ARS</td>
<td>350,875.32</td>
</tr>
<tr>
<td>2.</td>
<td>Bank</td>
<td>265,529.21</td>
</tr>
<tr>
<td>3.</td>
<td>Department of Fisheries</td>
<td>194,356.50</td>
</tr>
<tr>
<td>4.</td>
<td>Entrepreneurship</td>
<td>414,686.32</td>
</tr>
<tr>
<td>5.</td>
<td>General Universities</td>
<td>227,086.31</td>
</tr>
<tr>
<td>6.</td>
<td>Industry</td>
<td>136,192.21</td>
</tr>
<tr>
<td>7.</td>
<td>Krishi Vigyan Kendra</td>
<td>173,800.53</td>
</tr>
<tr>
<td>8.</td>
<td>Private Jobs (outside fisheries sector)</td>
<td>232,752.77</td>
</tr>
<tr>
<td>9.</td>
<td>State Agricultural Universities</td>
<td>323,265.46</td>
</tr>
<tr>
<td>10.</td>
<td>State Civil Service</td>
<td>204,250.22</td>
</tr>
<tr>
<td>11.</td>
<td>Temporary Research &amp; Teaching Staff</td>
<td>130,822.36</td>
</tr>
</tbody>
</table>

Total Expenditure = 2.3 billion INR

Total Value of Students = 12 billion INR

Service to nation (as profit) = 9.7 billion INR (4.2 times the investment)
• After completion of MFSc from CIFE, students’ minimum worth is Rs. 2,41,238 (taking average value of all job categories)

• **Contribution of CIFE towards Fisheries HRD is 0.04 (10%), but if we consider only PG education, then its contribution would be as high as 34%.**

• Only 1% of passing students become entrepreneurs, though they earn much higher than other job categories i.e. Rs. 4,14,686 - **Scope for Entrepreneurship**

• Negligible unemployment of CIFE graduates (<3%)

• **The nation is getting 4.2 times the investment made on CIFE’s students**

• **Scope to increase no. of PG students and increase the investment especially Fellowship to attract bright students**
Ratio of Male and Female Students

Gender (1995-97 to 2005-07)

<table>
<thead>
<tr>
<th></th>
<th>MALE (%)</th>
<th>FEMALE (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>UR</td>
<td>69</td>
<td>87</td>
</tr>
<tr>
<td>OBC</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>SC</td>
<td>20</td>
<td>10</td>
</tr>
<tr>
<td>ST</td>
<td>8</td>
<td>1</td>
</tr>
</tbody>
</table>

Gender (2006-08 to 2015-17)

<table>
<thead>
<tr>
<th></th>
<th>MALE (%)</th>
<th>FEMALE (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>UR</td>
<td>38</td>
<td>42</td>
</tr>
<tr>
<td>OBC</td>
<td>33</td>
<td>43</td>
</tr>
<tr>
<td>SC</td>
<td>19</td>
<td>10</td>
</tr>
<tr>
<td>ST</td>
<td>11</td>
<td>5</td>
</tr>
</tbody>
</table>
Discipline wise distribution of Male & Female Students


- **FEX / FEC / FBM**
  - Female: 6
  - Male: 3

- **FGB / FBT**
  - Female: 3
  - Male: 5

- **PHT**
  - Female: 7
  - Male: 13

- **IAC / MC / FWA / AQC**
  - Female: 47
  - Male: 50

- **FRM**
  - Female: 18
  - Male: 26

- **UNKNOWN**
  - Female: 9
  - Male: 12

**Discipline (2006-08 to 2015-17)**

- **FEX / FEC / FBM**
  - Female: 14
  - Male: 15

- **FGB / FBT**
  - Female: 10
  - Male: 15

- **AAHM / FPM / AEM**
  - Female: 15
  - Male: 18

- **FNB / FNBP / FPB / FNFT / FNT**
  - Female: 9
  - Male: 13

- **PHT**
  - Female: 7
  - Male: 16

- **IAC / MC / FWA / AQC**
  - Female: 18
  - Male: 18

- **FRM**
  - Female: 10
  - Male: 12

- **UNKNOWN**
  - Female: 4
  - Male: 4
State wise distribution of Male & Female Students

**State (1995-97 to 2005-07)**

New Delhi/A&N/Lakshadweep
- Female: 0%
- Male: 2%

Manipur
- Female: 0%
- Male: 2%

Assam
- Female: 0%
- Male: 0%

J&K
- Female: 0%
- Male: 2%

UP/Uttarakhand
- Female: 0%
- Male: 2%

MP/Chattisgarh
- Female: 2%
- Male: 2%

Maharashtra
- Female: 0%
- Male: 0%

AP/Telangana
- Female: 0%
- Male: 0%

Kerala
- Female: 0%
- Male: 0%

**State (2006-08 to 2015-17)**

FOREIGN STUDENTS
- Female: 0%
- Male: 0%

NEW DELHI/A&N/LAKSHADWEEP
- Female: 2%
- Male: 2%

MIZORAM/ARUNACHAL/NAGALAND/SIKKIM/MEGHALAYA
- Female: 2%
- Male: 2%

MANIPUR
- Female: 2%
- Male: 2%

TRIPURA
- Female: 2%
- Male: 2%

ASSAM
- Female: 2%
- Male: 2%

WB
- Female: 2%
- Male: 2%

PUNJAB/HARYANA/HP
- Female: 2%
- Male: 2%

J&K
- Female: 2%
- Male: 2%

GUJARAT
- Female: 2%
- Male: 2%

RAJASTHAN
- Female: 2%
- Male: 2%

UP/UTTARAKHAND
- Female: 2%
- Male: 2%

BIHAR/JHARKHAND
- Female: 2%
- Male: 2%

MP/CHATTISGARH
- Female: 2%
- Male: 2%

ODISHA
- Female: 2%
- Male: 2%

MAHARASHTRA
- Female: 2%
- Male: 2%

KARNATAKA
- Female: 2%
- Male: 2%

AP/TELANGANA
- Female: 2%
- Male: 2%

TN
- Female: 2%
- Male: 2%

KERALA
- Female: 2%
- Male: 2%

Legend:
- FEMALE (%)
- MALE (%)
Careers of Male & Female Students

Job (1995-97 to 2005-17)

- **Others**
  - Female: 22%
  - Male: 26%
- **Private Jobs (Other Than Fisheries)**
  - Female: 12%
  - Male: 17%
- **Higher Studies**
  - Female: 17%
  - Male: 13%
- **Temp. T&R Positions**
  - Female: 30%
  - Male: 9%
- **Civil Services**
  - Female: 7%
  - Male: 8%
- **Entrepreneurs**
  - Female: 3%
  - Male: 10%
- **Banking**
  - Female: 17%
  - Male: 25%
- **Industry**
  - Female: 17%
  - Male: 25%
- **Development Staff**
  - Female: 25%
  - Male: 20%
- **Asst. Prof / Lecturer**
  - Female: 25%
  - Male: 20%
- **Scientists**
  - Female: 25%
  - Male: 20%

Job (2006-08 to 15-17)

- **Others**
  - Female: 22%
  - Male: 26%
- **Discontinued**
  - Female: 5%
  - Male: 6%
- **Fisheries**
  - Female: 1%
  - Male: 5%
- **R & R Positions**
  - Female: 1%
  - Male: 5%
- **Civil Services**
  - Female: 2%
  - Male: 4%
- **Entrepreneurs**
  - Female: 0%
  - Male: 0%
- **Banking**
  - Female: 1%
  - Male: 3%
- **Industry**
  - Female: 0%
  - Male: 0%
- **Development Staff**
  - Female: 22%
  - Male: 27%
- **Asst. Prof / Lecturer**
  - Female: 4%
  - Male: 6%
- **Scientists**
  - Female: 28%
  - Male: 31%
Broad Inferences
Acknowledgements

DDG (Education), ICAR; Director, ICAR-CIFE; ADG (HRD), ICAR

Dr. S.K. Chakraborthy, Dr. Bhawesh Sawant T., Dr. Babitha Rani, Dr. Gireesh Babu P, Dr. A Pavan Kumar, Dr. Kundan Kumar, Mr. Shashi Bhusan, Dr. Muzhid Khan, Ms. Shamna N

Deans of All Fisheries Colleges and Project Staff

Pritam Tripathi
THANK YOU
<table>
<thead>
<tr>
<th>No.</th>
<th>College Name</th>
<th>Location</th>
<th>Estd</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>College of Fisheries</td>
<td>Mangalore, Karnataka</td>
<td>1969</td>
</tr>
<tr>
<td>2</td>
<td>Fisheries College and Research Institute</td>
<td>Thoothukudi, Tamil Nadu</td>
<td>1977</td>
</tr>
<tr>
<td>3</td>
<td>College of Fisheries</td>
<td>Panangad, Kerala</td>
<td>1979</td>
</tr>
<tr>
<td>4</td>
<td>College of Fisheries</td>
<td>Rangailunda, Orissa</td>
<td>1981</td>
</tr>
<tr>
<td>5</td>
<td>College of Fisheries</td>
<td>Ratnagiri, Maharashtra</td>
<td>1981</td>
</tr>
<tr>
<td>6</td>
<td>College of Fishery Science</td>
<td>Pantnagar, Uttaranchal</td>
<td>1985</td>
</tr>
<tr>
<td>7</td>
<td>College of Fisheries</td>
<td>Dholi, Bihar</td>
<td>1986</td>
</tr>
<tr>
<td>8</td>
<td>College of Fisheries</td>
<td>Raha, Assam</td>
<td>1988</td>
</tr>
<tr>
<td>9</td>
<td>College of Fisheries</td>
<td>Veraval, Gujarat</td>
<td>1991</td>
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