Indian Economy · GS - III

Comment on the challenges for inclusive growth which include careless and useless manpower in the Indian context. Suggest measures to be taken for facing hese challenges.

EXAM YEAR	PAPER	SUBJECT
2016	GS - III	Indian Economy

MARKS	WORD LIMIT
12.5	~200 words

Answer Hint

Inclusive growth; human capital; skill mismatch; underemployment; education quality; healthcare; vocational training; productive employment

Model Answer

Introduction

Inclusive growth ensures that economic progress creates opportunities across regions and social groups. India's challenge is not simply the availability of manpower but ensuring that its workforce is healthy, skilled, productive and employable.

Major Challenges

- **Skill mismatch:** Education and training often fail to meet industry requirements.
- **Poor learning outcomes:** Weak foundational literacy and numeracy reduce employability.
- **Underemployment:** Many workers remain in low-productivity agriculture or informal activities.
- **Health and nutrition deficits:** Poor health reduces learning capacity and workplace productivity.
- **Gender disparities:** Unpaid care work, safety concerns and unequal opportunities restrict women's workforce participation.

- **Regional inequalities:** Industrial and educational opportunities are concentrated in certain regions.
- **Technological change:** Automation can displace workers whose skills are not updated.

Measures to Address These Challenges

- Improve school education, foundational learning and higher-education quality.
- Expand vocational training, apprenticeships and industry-linked skill programmes.
- Strengthen healthcare, nutrition and sanitation to improve workforce capabilities.
- Promote labour-intensive manufacturing, MSMEs and rural non-farm employment.
- Improve women's access to childcare, safe transport, training and formal jobs.
- Support entrepreneurship, digital literacy and lifelong reskilling.
- Strengthen social security and job-matching services for informal and migrant workers.

Conclusion

India's demographic potential will be realised only when people have the capabilities and opportunities to contribute productively. Investing in human capital and decent employment is central to inclusive growth.

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