

## Problem Statement

To critically analyze whether the current system of education in India will be able to transform the bulge in working age population of India resulting from a demographic transition, into a skilled and productive labour force for achieving demographic dividends.

## Objectives

- (a) To study the changing demographic structure of India.
- (b) Analyse impact of the 'Bulge' on developing India and highlight the importance of education as a key driver.
- (c) Examine and analyse various facets of the current education system to meet the requirements.
- (d) Bring out the shortcomings/challenges and suggest measures to improve the education system and reap the 'Dividends'.

## Research Questions

Given the current trends and situation, can the current education system in India enable effective transformation of population bulge in the working age group into human capital, thereby realizing demographic dividend? Following specific research questions needs to be answered/analysed in the Indian context :-

- (a) What are the demographic trends which point towards India's demographic transition?
- (b) Whether the current education system, pattern, constitutional commitments and policy initiatives will enable the transformation of the 'Bulge' into a productive, skilled and employable work force?

## **Justification of Study**

India is in the midst of a major demographic transition. By 2025, India would have begun to come out of the 'demographic bonus' phase where the growth rate of working-age population exceeds that of total population. This period is expected to provide a window of opportunities to raise the productivity of labour. If appropriate policies are pursued to realize the demographic gift, India would be sitting pretty in the year 2025. Otherwise, higher levels of unemployment and its associated social evils would be on the cards.

Both empirically and theoretically there is nothing automatic about the link between demographic change and economic growth. The absorption of the Indian youth into the labour force may not be as high as one would expect. This could result from poor skills and employability of the workforce, which is severely affected by a deficit in educational attainment and health. This needs to be remedied in order to take advantage of the opportunity for growth that the demographic dividend is supposed to give India. One of the primary requirements of enabling a young population to contribute positively towards higher growth rates is educating them properly, be it primary, vocational or higher education.

Literacy is always considered to be an important key for socio-economic growth. Economic prosperity of a country entirely depends on the economic resources it has and effective utilization of human resource is an important part of economic resource. The human resource becomes very crucial for the country's economic progress and thus a proper education system plays a vital role as an enabler and driver in determining India's growth.

## **Literature Review**

A number of articles / reference material / books have been referred / studied to identify the gaps in knowledge / information. Some of the literature referred / studied are as follows:-

- (a) Nilekani, Nandan, *Imagining India – Ideas for the New Century*, New Delhi, Penguin Books, 2008.

- (b) Sarma, Sarmistha, Demographic Dividend of India – Myth or Reality, New Delhi, Kunal Books, 2012.
- (c) India's Demographic Dividend: Asset or Liability? Published: Jan 09, 2013 in India Knowledge@Wharton.
- (d) India's demographic challenge: Wasting time Published : May11, 2013 in The Economist.
- (e) Demographic dividend, from Wikipedia, the free encyclopedia.
- (f) India's 'demographic dividend' Published : May 25, 2013 in Matters India.
- (g) Seizing the Demographic Dividend – Economic Survey 2012-13.
- (h) Annual Report 2012-13 of HRD Ministry.

Divergent views and gaps which emerge from review of above said literature, warrants a critical, in-depth review and analysis.

**Gap in Literature** : The above literature review clearly highlights the existing dichotomy and apprehensions in achieving the 'boom' with the current models initiatives and system of education. Thus there exists a case for a critical analysis of the current educational system, its associated initiatives and its ability to achieve the dividends in the desired timeframe.

### **Research Methodology**

The study will be based on information obtained through extensive literature review and Questionnaire. Information collated from secondary sources will be interpreted and analysed to impart a logical flow of thought to the study and arrive at specific facets of the problem. Research methodology will include the following :-

- (a) **Data Collection Methods** : Data will be collected from secondary sources through study of research papers, articles, books, other printed matter on the subject of Ministries and various internet sites containing information on the subject. Inferences will be based on exploratory research for analysis of the information and formulation of views.
- (b) **Research Design** : Survey (cross sectional) research method will be chosen, with sample selection limited to convenient samples. Aspects of reliability,

replicate ability and validity will therefore be in line with characteristics of the research model chosen. A common set of questionnaire will be administered to sample population of approximately 100 defence services officers of all three services, in the service bracket of 20 to 25 years at the Integrated Head Quarters of The MoD, New Delhi civil administration participants attending the 39th APPPA Course at IIPA, New Delhi, and the faculty of IIPA. The respondent will have the option of choosing an option from a progressive five degrees of preference ranging from least preferred (valued 1 on the scale) to most preferred (valued 5 on the scale). The response when compiled and analysed could be measured and graded on the 5-point Likert scale. The questionnaire will have statements on varied aspects pertaining to demographic dividend and the education system of India, and approx 50 responses will be selected at random for analysis and inferences.

**Chapterisation :** The chapterisation is as follows:-

**Chapter I – Understanding the Demographic Dividend :** This chapter attempts to bring out the concept of demographic dividend, relationship between population and economic growth and the essential policy environment requirements to capitalise on the demographic dividend on offer.

**Chapter II – Literature Review :** To identify the gaps in literature and thereby derive the problem statement, justification of the study, relevant objectives and research questions.

**Chapter III – Methodology and Approach :** To cover problem statement, justification of study, objectives, data collection methods and the research design.

**Chapter IV – Changing Demographic Structure of India :** An overview of changing demographic structure in India and highlights of the report of Census 2011, to include literacy trends, population projections, analysis of census data and key facts about India's population will be discussed in this chapter.

**Chapter V - Impact of Changing Dimensions of Population in Developing India :** The changing dimension of population in India has far reaching consequences for the overall development of the nation. The various aspects of realizing this dividend in the Indian context to include delivering demographic

dividend, linkages and mechanisms between policy and socio economic influences, demographic disparities between states and projections, and importance of education will be discussed in this chapter.

**Chapter VI – Education as a Critical Driver for Realizing Demographic Dividend** : This chapter highlights the importance, role and criticality in realising the dividend.

**Chapter VII – Indian Education System – A Critical Analysis** : Education of the emerging youth bulge is a critical factor in exploiting the window of opportunity afforded by demographic transition. The characteristics of India's work force, importance of education system as a key driver, with respect to economic growth in primary, secondary, vocational, higher and technical education will be discussed in this chapter. A critical analysis of the prevailing system of education in India and the policy initiatives to include constitutional commitments, pattern, drawbacks and challenges of the education system at all levels will be addressed in this chapter.

**Chapter VIII - Findings and Recommendations** : Summarisation of the findings of the study, response to questionnaire, validation of research questions and recommendations towards improving the education system of India to capitalize on the ongoing demographic transition will be brought out in the final chapter.

Just being literate does not make people competent enough to enter the labour force in the market. Moreover enhancing additional supplementary skills is a necessity in an economy like India which has a lot of structural unemployment. When the age structure of Indian population is considered, it is clearly evident that it is favourable for economic growth as the Indian population is very young with the median age of 24 years (2013). However the population has to be converted to human capital by imparting literacy, technical skills and competencies in order to perform labour so as to produce economic value.