

Demographic Dividend and Skill Development: Re addressing the Economic Issues

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Under the new global economic climate, especially in the post COVID era, the ability to create good and viable economy will depend increasingly on the way the government culture the education system. It is so because, knowledge is the most highly valued commodity in the global economy, and the nations have little choice but to increase their investment in education. The call of the day is not merely quantity but the quality of education. This is more so because the problem today is not merely of employment but more of employability. Over the past few years, we have repeatedly placed excessive faith in India's demographic dividend as we know that India is the youngest Nation in the world. Some even take it too far, and predict how this will lead us to economic superdom. We, thus, are bandying our only card—labour—as our trump card. We are also being told that all our problems will be solved, if we fix the problem of skilling the teeming millions of young people. That is why Skill India, Start ups and Stand up India is the running policies in our country. These precepts need closer examination. Currently, less than 20 percent of our workforce is formally or non-formally skilled; the rest is unskilled. While a majority of the unskilled population is counted as employed, the reality is more than half of them are falsely counted as employed in agriculture. Hence, the moot question arises in the present scenario Is whether lack of skills hampering job creation, or is inadequate job creation a disincentive for investments in formal skilling?

Transmission of Knowledge: Emerging Challenge:

There are some challenges related to those seemingly favorable demographics, however. The first is in finding jobs for all these people. Second, and more

importantly, India's young people will need to develop the right skills for the modern job market. Acceptance of the concept of globalisation in conjunction with Information Technology, one then can visualize changing format of national economy and social culture, as there is vast change in the knowledge, attitude and work culture of the fellow citizens. No society or population can remain immune to the effects of such change. It will perhaps be more correct to state that it is changing the very basics and essentials of human relations and social life.

In the present day, movement of capital depends upon information, communication and transmission of knowledge in the global market. As knowledge is easily transmittable, it has become fundamentally supporting to Global market. **Hence**, The matrix of the problem could be seen as follows:

– Work Flexibility in the Labour Markets and Education Systems

Work in the labour market is becoming more flexible. Increasingly, worker now have more options to change their kinds of jobs and their jobs now tend to be more multitasked. Such flexibility in the job market demands pressure to increase not only the average level of education and higher education, but also for technical education for higher skills.

– Rising Pay-off to Higher and Technical Education

The pay-off to levels of higher education along with technical education is fast increasing. Worldwide, there is a clear shift towards Skill-Intensive Products and Knowledge-Oriented

Markets. Rising relative incomes for higher educated and skill oriented labour, in turn, increases the demand for university education as well as of technical education.

– **Pressure to Increase Spending on Higher and Technical Education**

Along with the increases in the demand for university and technical education, there is now the pressure to increase spending on Higher & Technical Education to generate a more educated labour force. However, in most of the developing countries, guaranteeing of the demand for additional resources for higher and technical universities is coupled with the role of both government and private sector.

– **The Consequential Decentralization and Privatization of Education System :**

In order to meet the initial increasing pressure to increase spending on Higher & Technical Education to generate a more educated labour force, decentralization and privatization of education system seems to be the immediate alternative with the governments. In this regard, it is argued that decentralization and privatization of education system is the most effective strategy for ensuring quality and flexibility in the supply of a more educated labour force in a globalized economy. In other words, the pressure to supply more educated and more technical labour force appear to have a private-sector bias.

– **The Quality of National Education**

The ultimate goal to invest more and more in human resources and in quality education and technical training at all levels is translated with increased privatization and marketization of education financing and management. Consequently, there lies the wider implication of testing of education quality and the real effect of technological change.

– **Information Technology and The Quality of Education**

The planetary role of Information technology to extend Quality education at lower cost is vital to

the development of globalized labour market. However, the extent of its effectiveness differs from country to country. The capacity of globalization to have profound impact on the transmission of knowledge on the local and regional levels is often hurdled by age long rigid and deep-rooted culture-influenced knowledge. Beyond occasionally, using computers in classrooms, the teaching methods and national curricula remains largely unchanged. However, there seems to be a common agreement to the need that the fundamental role of educational institutions should not only be to transmit skills needed in the global economy, but also to effect the future of the individuals at the local, regional and national level.

– **Cultural Transformation Through New Meaning and Value of Knowledge**

As and when individuals are exposed to and adopt higher global knowledge to enable them to be a stronger force in the labour market, there is inculcation of new meaning and value of life. Such cultural transformation seems to be inevitable. However, with such globalization, there lies the danger of many groups to be marginalized by the market values of this culture. Such groups tussle against globalized market forces that tend to threaten their traditional culture, and thus are anti-market. This there from, amount to an intellectual struggle (towards inclusive growth) over the globalized meaning and value of knowledge.

Conclusive Remarks :

Thus, interdependence and segmentation of labour market has meaningful bearing for national educational planners, especially in terms of technical education and Vocational trainings. This shows the need of readdressing the contents of globalization under which, there should be the Planetary Role of Information technology. With the use of Information and Communication Technology, it may not only change the dynamics of technical education and vocational training but also may remove the age long barriers which had been causing the under growth in the field of education and employable vocational training.
