



## Demographic Dividends - Opportunities and Challenges

### What is the issue?

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- By 2020, it is estimated that the average age in India will be just 29.
- The dependency ratio will be as low as 0.4.
- While this demography provides an opportunity, there are multiple challenges that need to be addressed.

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### What is the labour force scenario?

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- 12 million young people enter the labour force each year.
- Millions transfer out of low productivity agricultural jobs to better paying alternatives.
- There is hence a need to create a large number of jobs to accommodate these people and drive productivity up.
- But even the most liberal estimates of employment generation do not suggest that the increase is commensurate with the requirement.
- Inability to deliver as many good jobs as required is partly responsible for India's labour participation rate falling to around 50%.
- Labour force participation is the ratio of working age population that is employed to that of those not employed.

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- India has one of the lowest labour force participations (world average is 63).  
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- Women have been dropping out of the labour force in large numbers.  
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### **What are some positive trends?**

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- Despite the overall low job creation, allocation of labour is improving in areas where it is difficult to measure it, i.e the informal sector.  
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- The informal sector combines services of old and new types.  
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- Sometimes the old type gets converted into new internet based businesses.  
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- Business is also migrating to where labour is rural.  
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- Rapid growth in rural non-agricultural employment is a promising prospect for enhancing incomes.  
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- Notably, 70% of India's workforce is rural based.  
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- But agriculture labour now accounts for only around 64% of rural employment.  
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- Unfortunately, as skill shortage is a big hindrance and skill sets needs to be enhanced by training programs.  
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- India is also urbanising rapidly and the rapid growth in "census towns" again suggests a rapid pace of non-rural employment growth.  
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- Steps to increase productive employment is essential for social cohesion, sustainable growth, and to constructively harness the country's youthfulness.  
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### **What are the ways for enhancing productivity?**

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- **Short term measures** - Addressing skills shortages, and ensuring flexible adaptability to industry requirements for the immediate needs.

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- Three-month training can equip first-generation literate rural school-leavers with skills for working in retail malls and related services.

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- Also, similar three-month nano degrees can also re-train and equip industry workers with new skills that enhance their adaptability.

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- Ensuring timely delivery of completion, certificated to the concerned workers is key to this initiative.

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- This is mainly because, coordinating with multiple private agencies that are involved in the skilling programmes is proving difficult.

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- There are also other issues to be addressed like lack of common standards, which is making in-house training in one industry irrelevant in another.

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- **Medium term** - Employment elasticity in Indian manufacturing sector is estimated to be only 0.09, as compared to a world average of 0.3.

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- This points to the need for encouraging relatively low-skill labour-intensive industries like textiles, chemicals and food processing.

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- Construction already has high employment elasticity of 0.19 and hence stimulus to low income housing is needed to improve job creation.

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- The service industry will continue to be a major employer.

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- Health and education services are currently severely under-provided.

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- While their expansion at all levels will generate a lot of jobs, there is a dire need for capability enhancement of the workforce to fit the sector.

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- The Indian Medical Council that creates entry barriers and chokes the expansion in the supply of doctors and nurses needs to be reformed.

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- New teaching facilities should be judged on the basis of accreditation, and outcomes and structures for the same need to be strengthened.

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- **Long-term measures** - The quality of primary education needs to improve.  
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- This requires government schools to be freed from state control, and allowed to compete and innovate in response to community needs.  
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- It is feared that automation will destroy jobs (especially low-skill ones), and the role of robotic is slated to increase drastically in manufacturing.  
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- Even in the services sector, answering robots are already replacing workers in call centres and even IT sector is seeing some automation.  
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- But historically, although technological change makes some occupations obsolete, it also creates new jobs, and raises income levels.  
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- Hence, rising levels and quality of education are essential for seamlessly adapting to the new highly productive jobs of tomorrow.  
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**Source: Business Standard**

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