

Education Planning for Sustainable Development in India

Introduction

Sustainable development has become an essential agenda for India due to its growing population, increasing energy demands, and environmental degradation. Sustainable development means development that presents the ability of generations ahead to meet their needs. In the Indian context, sustainable development is crucial for achieving socio-economic development while maintaining environmental sustainability.

Education planning plays a crucial role in achieving sustainable development in India. Education can create awareness, empower people, and promote sustainable practices. Education planning can ensure that education is accessible, equitable, and high-quality for all learners, regardless of their background, gender, disability, or social status.

According to the United Nations Development Programme, out of 189 countries, India ranked 131 on the Human Development Index (HDI). This indicates that there is a need to improve the overall development status of the country. The growing population of India poses a challenge to achieving sustainable development, as it puts pressure on resources and increases environmental degradation. The country's energy demands are also rising rapidly, leading to a growing need for sustainable energy sources.

Education planning can help address these challenges by promoting sustainable practices, creating awareness about environmental issues, and empowering people to take action toward sustainable development. Education can be crucial in promoting sustainable practices such as waste reduction, energy conservation, and sustainable agriculture. By creating awareness about these issues, education can help individuals understand the impact of their actions on the environment and take responsibility for their actions.

In addition, education can empower people to take action toward sustainable development by providing them with the knowledge and skills to participate in decision-making processes and contribute to their communities. Education planning can ensure that education is inclusive and equitable so that all learners have access to education and are empowered to participate in sustainable development.

Educational planning is crucial for achieving sustainable development in India. Education can create awareness, empower people, and promote sustainable practices. By ensuring that education is accessible, equitable, and of high quality for all learners, education planning can contribute to sustainable development and help India achieve its development goals.

SDG 4: Education in India

Education for sustainable development (ESD) is an approach to education that promotes the integration of economic, social, and environmental perspectives in teaching and

learning. It aims to equip individuals with the knowledge, skills, and attitudes needed to create a sustainable future for themselves and the planet. ESD has been recognized as a critical element of sustainable development by the United Nations (UN) and has been incorporated into many national and international policy frameworks.

Several studies have examined the role of education in promoting sustainable development, with a particular focus on ESD. For example, the UNESCO report on Education for Sustainable Development in India highlights the importance of ESD in addressing key challenges facing the country, such as poverty, environmental degradation, and social inequality (UNESCO, 2017). The report emphasizes the need for education to promote sustainable lifestyles, support sustainable livelihoods, and foster sustainable communities.

Similarly, a study by Singh and Jain (2018) explores the role of education in achieving sustainable development goals (SDGs) in India. The study argues that education is a critical tool for achieving the SDGs. It can promote awareness, build skills, and empower individuals and communities to take action toward sustainable development. The authors suggest that ESD should be integrated into all levels of education, from primary to tertiary, and that a multi-disciplinary approach is needed to address complex sustainability challenges.

Other studies have examined the effectiveness of ESD initiatives in promoting sustainable development. For example, a study by De Silva and Tsuruta (2019) evaluates the impact of a sustainable development education program in Sri Lanka. The study finds that the program positively impacted students' knowledge, attitudes, and behavior toward sustainability and suggests that ESD can be an effective tool for promoting sustainable development.

The literature suggests that education, particularly ESD, is critical to sustainable development. Education can promote sustainable lifestyles, support sustainable livelihoods, and foster sustainable communities by equipping individuals with the knowledge, skills, and attitudes needed to create a sustainable future. However, there is a need for greater integration of ESD into all levels of education and a multi-disciplinary approach to address complex sustainability challenges.

Importance of Education Planning for Sustainable Development in India

Education planning is essential for achieving sustainable development in India as it provides the foundation for building the knowledge and skills needed to promote sustainable practices. Sustainable development requires an interdisciplinary approach integrating social, economic, and environmental considerations. Education planning can provide learners with the knowledge and skills to understand and address these complex issues.

Sustainable development is a long-term goal, and education planning can help ensure that the necessary skills and knowledge are developed and sustained over time. It can help create a sustainability culture by promoting values and attitudes that support

sustainable practices. This can be achieved by integrating sustainability concepts and practices across the curriculum.

Education planning can also help to bridge the gap between policy and practice. It can help to ensure that policy goals are translated into practical and actionable steps that can be implemented in communities. Education can also help develop the leadership skills and knowledge needed to drive sustainable development at the community level.

In addition, education planning can help to promote social inclusion and equity. Education can allow marginalized groups to participate in decision-making processes and contribute to sustainable development. It can also help address social inequality issues and promote social justice.

Finally, education planning can help to promote innovation and creativity. Sustainable development requires new and innovative solutions to complex problems. Education planning can help foster creativity and critical thinking skills for developing new and innovative solutions.

In conclusion, education planning is essential for achieving sustainable development in India. It provides the foundation for building the knowledge and skills needed to promote sustainable practices, bridge the gap between policy and practice, promote social inclusion and equity, and promote innovation and creativity. Through education planning, India can build a sustainable future for all.

Strategies for Education Planning for Sustainable Development in India

Education planning for sustainable development in India requires a comprehensive and integrated approach considering sustainability's social, economic, and environmental dimensions. Some of the strategies that can be adopted for education planning for sustainable development in India are:

- ***Integration of sustainability concepts across the curriculum:*** Sustainability concepts should be integrated into all levels of education, from primary to tertiary. This can be achieved by developing relevant curriculum content and teaching materials that promote sustainable practices and values.
- ***Teacher training and professional development:*** Teachers play a crucial role in promoting sustainable development. It is essential to have knowledge and skills in their teaching practices. Therefore, teacher training and professional development should be prioritized to ensure educators are adequately prepared to teach sustainability concepts.
- ***Community involvement and participation:*** Communities play a vital role in sustainable development. Therefore, education planning should involve community participation in decision-making processes and promote community-led initiatives for sustainable development.
- ***Collaboration and partnerships:*** Collaboration and partnerships between government agencies, non-governmental organizations (NGOs), and the private sector can help to leverage resources and expertise to promote sustainable

development. Education planning should promote collaboration and partnerships for sustainable development.

- **Technology integration:** Technology can be used to promote sustainable development by providing access to information, facilitating communication, and promoting sustainable practices. Education planning should promote integrating technology into education to support sustainable development.
- Monitoring and evaluation are essential to track progress and identify areas for improvement. Education planning should include monitoring and evaluation mechanisms to assess the effectiveness of education programs in promoting sustainable development.

In conclusion, education planning for sustainable development in India needs a comprehensive and integrated approach considering sustainability's social, economic, and environmental dimensions. Integrating sustainability concepts across the curriculum, teacher training and professional development, community involvement and participation, collaboration and partnerships, technology integration, and monitoring and evaluation can help promote sustainable development through education planning.

Challenges in Education Planning for Sustainable Development in India

Education planning for sustainable development in India faces several challenges that must be addressed to achieve the desired goals. Some of the key challenges are:

- **Limited resources:** India faces resource constraints in education planning for sustainable development. The government's allocation for education is limited, and there is a need for increased investment in education to support sustainable development initiatives.
- **Capacity building:** Capacity building is critical to achieving sustainable development through education planning. The availability of trained and skilled human resources in education is limited in India, and there is a need for increased investment in teacher training and professional development.
- **Institutional barriers:** Institutional barriers such as bureaucratic hurdles, administrative inefficiencies, and inadequate coordination among different agencies can impede education planning for sustainable development.
- **Limited access to education:** Education is limited, especially for marginalized communities in India. Education planning should prioritize including marginalized groups to ensure they have access to education promoting sustainable development.
- **Lack of awareness and understanding:** There is a lack of awareness and understanding of sustainable development concepts and practices among India's general public and policymakers. Education planning should prioritize raising awareness and promoting understanding of sustainable development to promote its adoption.
- **Political will:** Sustainable development requires long-term planning and commitment from policymakers. The lack of a political will can undermine education planning for sustainable development in India.

In conclusion, education planning for sustainable development in India faces several challenges that must be addressed to achieve the desired goals. The challenges include

limited resources, capacity building, institutional barriers, limited access to education, lack of awareness and understanding, and political will. Addressing these challenges will require a comprehensive and integrated approach involving all stakeholders in sustainable development education planning.

Case studies of Education Planning for Sustainable Development in India

Several case studies highlight successful education planning for sustainable development in India. These case studies demonstrate how education planning can contribute to sustainable development by promoting awareness, empowering individuals, and promoting sustainable practices. Some of the notable case studies are:

1. ***Green Schools Programme:*** The Green Schools Programme is an initiative of the Centre for Science and Environment (CSE) that promotes school environmental sustainability. The program helps schools adopt sustainable practices like rainwater harvesting, waste management, and energy conservation. The program has successfully promoted environmental awareness and sustainable practices among school students in India.
2. ***Solar Urja Lamp (SoUL) program:*** The SoUL program is an initiative of the Indian Institute of Technology Bombay (IIT Bombay) that promotes solar energy education in rural areas. The program trains and supports local entrepreneurs to manufacture and sell solar lamps in rural areas. The program has successfully promoted sustainable practices, reduced energy poverty, and created livelihood opportunities in rural areas.
3. ***Sustainable Development Goals (SDGs) in higher education:*** Several universities in India have integrated the SDGs into their curriculum and research activities. For example, the Indian Institute of Management Bangalore (IIMB) has developed a sustainability report that outlines its efforts to promote sustainable development. The report includes initiatives such as renewable energy, waste management, and green buildings.
4. ***Community-led initiatives:*** Several communities in India have initiated their sustainable development programs through education and awareness campaigns. For example, the Van Panchayat (forest council) in Uttarakhand state has initiated a community-led program to protect and conserve forest resources. The program involves educating local communities about sustainable forest management practices and promoting community-led initiatives for forest conservation.

These case studies demonstrate how education planning can contribute to sustainable development in India. By promoting awareness, empowering individuals, and promoting sustainable practices, education planning can contribute to the achievement of sustainable development goals.

Recommendations for Education Planning for Sustainable Development in India

Several recommendations can be considered to meet the challenges and achieve sustainable development in India. Some of the key recommendations are:

1. ***Increase investment in education:*** The government needs to increase investment in education to support sustainable development initiatives. This includes investing in infrastructure, teacher training, and curriculum development.
2. ***Enhance teacher training and capacity building:*** The availability of trained and skilled human educational resources is limited in India. There is a need to invest in teacher training and professional development to enhance capacity building for sustainable development.
3. ***Foster collaboration and coordination:*** Collaboration and coordination among different agencies, including government, civil society, and the private sector, are critical to achieving sustainable development through education planning.
4. ***Promote inclusive education:*** Access to education is limited, especially for marginalized communities in India. Education planning should prioritize including marginalized groups to ensure they have access to education promoting sustainable development.
5. ***Integrate sustainable development into the curriculum:*** To create awareness (students and educators), concepts of sustainable development and practices should be integrated into the curriculum.
6. ***Raise awareness and promote understanding:*** Education planning should prioritize raising awareness and promoting understanding of sustainable development among the general public and policymakers in India. This can be achieved through education campaigns, awareness programs, and policy advocacy.
7. ***Foster political will and commitment:*** Sustainable development requires long-term planning and commitment from policymakers. The government needs to prioritize sustainable development and allocate adequate resources to support education planning for sustainable development.

In conclusion, education planning for sustainable development in India faces several challenges, but several recommendations can be considered to overcome them. By increasing investment in education, enhancing teacher training and capacity building, fostering collaboration and coordination, promoting inclusive education, integrating sustainable development into the curriculum, raising awareness and promoting understanding, and fostering political will and commitment, education planning can contribute to the achievement of sustainable development goals in India.

Conclusion

In conclusion, sustainable development is a serious issue facing India today. Achieving sustainable development requires a comprehensive and integrated approach that includes education planning as a critical component. Education planning for sustainable development can help promote awareness, empower individuals, and promote sustainable practices.

However, education planning for sustainable development faces several challenges in India, including limited resources, inadequate teacher training and capacity building, limited access to education for marginalized communities, and inadequate awareness and understanding of sustainable development concepts and practices. Overcoming these challenges will require increased investment in education, enhanced teacher

training and capacity building, collaboration and coordination among different agencies, promotion of inclusive education, integration of sustainable development into the curriculum, raising awareness and promoting understanding, and fostering political will and commitment.

Despite the challenges, several successful case studies demonstrate the potential of education planning for sustainable development in India. These case studies highlight the importance of education planning in promoting sustainable development practices, reducing energy poverty, and creating livelihood opportunities in rural areas.

Therefore, India must prioritize education planning for sustainable development to achieve Sustainable Development Goals and ensure a sustainable future for all its citizens. This requires a collaborative effort among different stakeholders, including the government, civil society, and the private sector, to ensure that education planning for sustainable development is adequately resourced, well-coordinated, and fully integrated into national development plans.

SKILL DEVELOPMENT AND SUSTAINABLE LIVELIHOODS

Skill development is an important area of focus for Corporate Social Responsibility (CSR) initiatives in India. Here are some key points about skill development and CSR in India:

1. **Importance:** Skill development is a critical component of economic growth and job creation in India. CSR initiatives focused on skill development can help to address the skills gap in the Indian workforce and improve the employability of individuals, particularly those from marginalized communities.
2. **Focus areas:** CSR initiatives focused on skill development can be targeted towards a range of industries and job roles, including manufacturing, IT, healthcare, and hospitality. They can also be targeted towards specific groups, such as women, youth, and persons with disabilities.
3. **Programs:** CSR initiatives focused on skill development can take various forms, such as vocational training programs, apprenticeships, and entrepreneurship training. These programs can be implemented by NGOs or in partnership with government agencies and educational institutions.
4. **Evaluation:** It is important to evaluate the effectiveness of skill development programs to ensure that they are meeting their objectives and making a positive

impact. Evaluation can include measuring the number of individuals trained, their employment outcomes, and the quality of the training provided.

5. **Collaboration:** Collaboration between companies, NGOs, and government agencies is important for successful skill development initiatives. Partnerships can help to leverage resources and expertise, and ensure that the programs are tailored to the needs of the community.
6. **Reporting:** Companies are required to report on their CSR activities in their annual report, including details of their skill development initiatives. Reporting should include information on the number of individuals trained, the types of training provided, and the outcomes of the program.

Overall, skill development is a key area of focus for CSR initiatives in India. By addressing the skills gap in the Indian workforce, these initiatives can contribute to economic growth, job creation, and social development.

Skill development finds a place in [Schedule VII](#) which prescribes areas for CSR programs of companies that are under the ambit of mandatory CSR provisions as per [Section 135](#) of the [Companies Act 2013](#). Also, some other prescribed activities under this Schedule are directly or indirectly connected with skilling. It needs to be stated that a good number of companies have prioritized skill building under their CSR agenda of late.

According to the [McKinsey Global Institute](#), India needs to boost its rate of employment growth and create 90 million non-farm jobs between 2023 and 2030 in order to increase productivity and economic growth. The net employment rate needs to grow by 1.5% per annum from 2023 to 2030 to achieve 8-8.5% GDP growth during this period. India's current account deficit (CAD), primarily driven by an increase in the trade deficit, stood at 1.2% of GDP in 2021-22.

Why is skill development necessary?

The importance of skilling in India was understood only in the last 2 decades or so and became a national agenda with the [Skill India Mission](#) getting widely publicized. Alongside this, the Companies Act of 2013 mandated that corporations spend on social causes as defined by the Act. the surge of capital for skilling in India thus was high and consistent.

After nearly 15 years of experimentation with different models, the country is still trying to find solutions to have an impact at scale. According to the [International Labour Organisation \(ILO\)](#), based on current trends, India is staring at 29 million unskilled youth by 2030. [Accenture](#) predicts a loss to the tune of \$1.97 trillion in the next 10 years as an outcome with agility and scale.

Considered one of the most important factors of job creation, it helps in avoiding bottlenecks and ceilings to growth. With globalization, knowledge, and competition

being intensified, there is a constant demand for a skilled workforce in the market for better socio-economic development.

The criticality of a skilled workforce in India can be registered in a twofold manner:

- Demographic point of view: India has a unique demographic advantage with more than 60% of the population being in the young age group. But in order to get dividends from such a large workforce, employability has to be improved.
- Macroeconomic point of view: high rates of employment will influence the development of sectoral growth and ultimately increase the GDP of India

Skilling ecosystem in India

- Industry-led training: the industry needs to take the lead in creating the talent pool pipeline for their sector by supporting curricula, providing infrastructure, and creating a trainer pool. They must focus on the core skills that are needed for an untrained person to make it to the selection stage and prepare him to acquire the skills needed to learn the job
- Apprenticeship/internships: these are needed to become even more mainstream for skilled youth. While certain sectors such as manufacturing have gained from the National Apprenticeship Program, the scheme needs to be relooked to make it more attractive to the services sectors. There are many government-instituted schemes and programs implemented by the Ministry of Skill Development and Entrepreneurship that cater to such needs:

- [Capacity Building Scheme](#)
- [Vocational Training Programme for Women](#)
- [Craftsmen Training Scheme \(CTS\)](#)
- [Advanced Vocational Training Scheme \(AVTS\)](#)
- [Aspirational Skilling Abhiyan](#)
- [National Apprenticeship Promotion Scheme \(NAPS\)](#)
- [Skill Development in 47 Districts Affected by Left Wing Extremism](#)
- [Enhancing Skill Development Infrastructure in North Eastern States and Sikkim](#)
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Investment in trainers: industry-led certifications carry a lot of weight when it comes to trainers. In our past projects, we have hired trainers who were certified by the Sector Skill Councils under the NSDC. The trainers play an important role in amplifying the success rates of the placement of youth.

What are the major challenges faced by the youth of India?

- The public perception views skilling as the last option meant for those who have not been able to progress/have opted out of the formal academic system.
- Multiplicity in assessment and certification systems leads to inconsistent outcomes and causes confusion among employers.
- The paucity of trainers, and the inability to attract practitioners from the industry as faculty.
- A mismatch between demand and supply at the sectoral and spatial levels.
- Limited mobility between skill and higher education programs and vocational education.
- Very low coverage of apprenticeship programs.
- Narrow and often obsolete skill curricula.
- Declining labor force participation rate of women.
- Pre-dominant non-farm, unorganized sector employment with low productivity but no premium for skilling.
- Non-inclusion of entrepreneurship in the formal education system.
- Lack of mentorship and adequate access to finance for startups.
- The inadequate impetus to innovation-driven entrepreneurship.
- Lack of assured wage premium for skilled people.
- According to the [UN's Gender Snapshot Report 2022](#),
 - In 2020, women held less than 1 in every 3 managerial positions (28.3%). Only 47 of the 151 countries and areas with data have reached over 40% representation. At current rates, parity will not be achieved for more than 140 years.
 - Women hold only 2 in every 10 science, engineering, and information and communication technology jobs globally.
 - In 2022, women held only 26.4% of Parliamentary seats globally. In 23 countries, representation was below 10%. At the current pace of progress, parity will not be achieved until 2062.
 - By the end of 2022, around 383 million women and girls will live in extreme poverty (on less than \$1.90 a day) compared to 368 million men and boys.

- Moving forward, progress on SDG 5 will remain out of reach unless long-term structural barriers to gender equality, including discriminatory norms, laws, and practices are addressed and dismantled.

OUR INTERVENTION IN ENHANCING SKILL CAPACITY:-

With education and skill development emerging as the most preferred form of CSR activity, there is an influx of strategic contributions to capacity building and community development through partnerships, collaborations, and outsourcing of CSR activities. The increased awareness of employment and entrepreneurship has resulted in the need for upskilling.

MONITORING AND EVALUATION



MOBILISATION

DOOR-TO-DOOR IDENTIFICATION, PAMPHLET DISTRIBUTION AND DISPLAY BANNERS IN PUBLIC PLACES.

COUNSELLING & SELECTION OF CANDIDATES

BRIEF ABOUT THE INDUSTRY, ROLES AND RESPONSIBILITIES TO BE HANDLED AT JOB



DOCUMENTATION & ENROLMENT OF

VERIFYING DETAILS OF THE CANDIDATES & ENROLLING THEM FOR COURSEWORK, ENSURING AUTHENTICITY AT EACH STAGE

INITIATION OF TRAINING

REGULAR SESSIONS, GUEST SESSIONS AND ON-JOB TRAINING



ASSESSMENT

MONTHLY AND FINAL: EVERY MONTH, TESTS WILL BE CONDUCTED TO ASSESS THE PERFORMANCE OF THE CANDIDATES

CERTIFICATION FOR THE COMPLETION OF THE COURSEWORK

THEY ARE CERTIFIED BY THE NATIONAL SKILL DEVELOPMENT COUNCIL (NSDC)



PLACEMENT SUPPORT AND POST PLACEMENT TRACKING

AFTER SUCCESSFULLY CAPTURING PLACEMENT DETAILS OF PLACED CANDIDATES THEY ARE TRACKED TO ENSURE GENUITY



Aligned with our beliefs in an inclusive and sustainable workforce, our experience in implementing CSR projects dates back to the year 2007. With our on-ground team of over 15 professionals, we approach the projects in a holistic manner, collecting on-ground data, analyzing the trends, and assessing the needs of particular sectors. Below is the methodology we execute for our solution and result-oriented projects:

- **CSR Policy Formulation Advisory:** identification of the problems, geographical area, and the number and nature of stakeholders with requisite fieldwork.
- **Need/Baseline Assessment:-** it is a crucial element in the formative stage of the research and provides information on the situation the project aims to change. Here, quantitative data is collected for certain chosen areas/indicators with extensive fieldwork, surveys, and official statistics, and a case for intervention is created.
- **Project Conceptualisation:** it is a shared vision and purpose which would be translated into action plans. It comprises outcomes and objectives to be attained at different levels of implementation and also includes timelines to formalize commitments. A detailed, step-by-step procedure is mentioned below:
 - Analysis of the current trends, and situations.
 - Setting aims and objectives with a focused and uniform approach.
 - Giving details of desired outcomes in the respective areas.
 - Expected expenditure and required budgetary allocations.
 - Identification of the beneficiaries and their problems.
- **Field-level Project Implementation:** once the plan is devised, this stage puts the plan into action to produce deliverables. During this phase, the project manager establishes how closely a team is meeting the project objectives, making necessary changes and keeping the project on track. The on-ground team works in coordination with the project manager thus, establishing a clear line of communication to avoid any discrepancies.
 - Since skill development comprises various areas ranging from vocational and on-job training to higher education, each project needs to have an approach that best appeals to the beneficiaries.
- **Monitoring, Evaluation, and CSR Reporting**
 - **Monitoring:** this step involves tracking the project implementation, progress toward the project goals, and external factors which may or may not be relevant to the campaign.
 - **Evaluation:** it brings together the monitoring data and findings from external/additional research to assess the effectiveness of the project. It is a time-

bound and specific intervention usually carried out at the end of major completions of the project. It helps in determining the accomplishment of the objectives and makes a case for whether the project is feasible or not.

- **CSR Reporting:** this module can vary from sector to sector and has a very specific purpose to serve. The functions carried out in such reporting are
 - **Mobilization:** door-to-door identification, pamphlet distribution, and display of banners in public places.
 - **Counseling and selection of candidates:** brief about the industry, explaining roles and responsibilities to be handled at the different stages of the tenure of the jobs
 - **Documentation and enrolment of candidates**
 - Initiation of training
 - Regular sessions
 - Guest sessions
 - **On-job training**
 - **Assessment:** monthly and final
 - Every month, tests will be conducted to assess the regular performance of the trainees.
 - **Certification** for the completion of the coursework.
 - Placement & Support for entrepreneurship Development
 - Post Placement Tracking

• **SOCIAL AUDIT AND IMPACT ASSESSMENT:**

- **Social Audit:** It is a technique to understand, measure, verify, report on and improve the social performance of the organization. After the implementation of the project, regular social audits at defined intervals are carried out to assess the periodic progress of the project. Usually quarterly, it helps in making the necessary changes that may be required in the event of non-performance of the project or its objectives. Some of the key objectives of social audits are:
 - Assess the physical and financial gaps between needs and resources
 - Increasing the effectiveness of the project by making the required changes
 - Updating the project guidelines in the event of new laws or regulations.

- Constant analysis of the indicators to avoid any deviation from the targeted deliverables.

- **Impact Assessment:**

- It is used to identify and manage the social impact of certain projects. It is a holistic approach to assessing the impacts associated with plans, policies, projects, and other developments on the stakeholders, beneficiaries, and the community.
- The social effects of planned development interventions are measured so those interventions can be tweaked according to the needs and contingencies of the society, community, or even a locality where the projects are implemented.
- Such assessments can be carried out for different purposes- social, environmental, and economic.
- It also has a utility as a comparative analysis with the Baseline Assessment to assess the progress made; before and after the intervention.

- **Endline assessment:** The end-line assessment is an ongoing process to ensure the sustainability of trainee and industry needs matching. We will continue working on process improvements of the project, outcome of the project, feedback from industry and trained women in the sector, placement of trained women in the Sector, and socio-economic benefit of trained women's families

○ Our commitment to skilling in India is based on the broader theme of increased employability, inclusivity and livelihoods. Numerous initiatives have been put in place to realize this aim. Working in a result-oriented approach, with a dedicated team of over 35 people covering the states of Assam, Jharkhand, Tamil Nadu, and Delhi, we ensure that training and skilling are not compromised in any manner and that it does not prove to be counterproductive to the hiring companies. We aspire to dominate the integrated Global Value Chain (GVC) with a skilled workforce.

The development of skills can contribute to structural transformation and economic growth of a country helping it to be more competitive. Investment in a high-quality workforce can help in a prosperous cycle of employability and productivity where relevant and quality skills enable productivity growth and foreign direct investment, which result in more and better jobs for the current workforce and more public and private investment in education and training systems.

According to the [World Bank](#), there are some key issues countries need to tackle for skill development:

- Access and completion
- Quality
- Relevance
- Efficiency

To know more about these issues, visit the following website: <https://www.worldbank.org/en/topic/skillsdevelopment>

Incremental human resource requirements across sectors

Commissioned by the [NSDC](#), the report was to understand the sectoral and geographical spread of incremental skill requirements across high-priority sectors between 2013-17 and 2017-22.

The research provides a detailed overview of the sectors

- From a skills perspective
- Assesses the demand for skills
- Highlights key job roles
- Maps the available supply-side infrastructure
- Suggests actionable recommendations with key stakeholders in the system experts, 500 job roles and 1500+ trainees, Sector Skill Councils, and GoI

		ESTIMATES IN M	
SECTOR	HUMAN RESOURCE REQUIREMENTS		INCREMENTAL HUMAN RESOURCE REQU
	2017	2022	(2017-22)
AGRICULTURE	229	215.5	-13.5
BUILDING CONSTRUCTION & REAL ESTATE	60.4	91	30.6
RETAIL	45.3	56	10.7

		ESTIMATES IN M	
SECTOR	HUMAN RESOURCE REQUIREMENTS		INCREMENTAL HUMAN RESOURCE REQU
	2017	2022	(2017-22)
LOGISTICS, TRANSPORATION & WAREHOUSING	23	31.2	8.2
TEXTILE & CLOTHING	18.3	25	6.7
EDUCATION & SKILL DEVELOPMENT	14.8	18.1	3.3
HANDLOOM & HANDICRAFT	14.1	18.8	4.7
AUTO & AUTO COMPONENTS	12.8	15	2.2
CONSTRUCTION MATERIAL & BUILDING HARDWARE	9.7	12.4	2.7
PRIVATE SECURITY SERVICES	8.9	12	3.1
FOOD PROCESSING	8.8	11.6	2.8
TOURISM, HOSPITALITY & TRAVEL	9.7	14.6	4.9
DOMESTIC HELP	7.8	11.1	3.3
ELECTRONICS & IT HARDWARE	6.2	9.6	3.4
HEALTHCARE	4.6	7.4	2.8
IT & ITES	3.8	5.3	1.5
TELECOMMUNICATIONS	2.9	5.7	2.8
PHARMACEUTICALS	2.6	4	1.4

As per the [Economic Survey of India 2021-22](#) released by the [Ministry of Finance](#), following trends in urban employment were observed:

URBAN EMPLOYMENT	
ACCORDING TO PLFS DATA (MOSPI)	ACCORDING TO EPFO PAYROLL DATA
<ul style="list-style-type: none"> After rising to 20.8 % in the Q1 of 2020-21, the unemployment rate (UR) for the urban sector gradually declined to 9.3 % in Q4 of 2020-21 with the revival of the economy. The LFPR and WPR in the urban sector also declined significantly during Q1 (36.4% and 43.7% respectively) but showed a swift recovery in the subsequent quarters (47.5% and 43% respectively). 	<ul style="list-style-type: none"> The EPFO data covers the low-paid workers in me The net addition in EPFO subscriptions is an indic and the coverage of social security benefits to the organi

- Labour Force Participation Rate (LFPR): LFPR is defined as the percentage of persons in the labor force (i.e. working or seeking or available for work) in the population.
- Worker Population Ratio (WPR) : WPR is defined as the percentage of employed persons in the population.
- Unemployment Rate (UR): UR is defined as the percentage of persons unemployed among the persons in the labor force.

Latest Periodic Labour Force Data

RATES	RURAL			URBAN	
	MALE	FEMALE	PERSON	MALE	FEMALE
PLFS 2020-21					
LFPR	57.1	27.7	42.7	58.4	18.6
WPR	54.9	27.1	41.3	54.9	M17.0
UR	3.9	2.1	3.3	6.1	8.6
PLFS 2019-20					

LFPR	56.3	24.7	40.8	57.8	18.5
WPR	53.8	24.0	39.2	54.1	16.8
UR	4.5	2.6	4.0	6.4	8.9

LFPR- Labour Force Participation Rate

WPR- Worker to Population Ratio

UR- Unemployment Rate

Source- [National Statistics Office \(MoSPI\)](#)

Potential of the Corporate Sector

The corporate sector can derive several strategic benefits by getting involved in skill-building activities. The CSR agenda of companies get realized well as their skill development efforts reach out to the capability-deprived youths and create a positive impact sustainably across communities. The availability of skilled manpower makes it easy for companies to increase their efficiency and productivity and reduce their operational cost. By up-skilling and re-skilling the youths, companies get future-ready.

The corporate sector has adequate scope for involvement and contribution to realizing the SDGs. Therefore, leading agencies and experts working on sustainable development mission urge companies to lend their support toward the accomplishment of these global goals. Skill development is given due importance in this sustainable agenda.

Some of the [Sustainable Development Goals \(SDGs\)](#) that the corporate sector can contribute to, are

- SDG 4.3: equal access to affordable and quality technical and vocational education.
- SDG 4.4: increasing the number of youth who have relevant technical and vocational skills for employment and entrepreneurship
- SDG 8: targets decent work and employment which is not achievable without skilled manpower.

India is one of the youngest nations in the world as 54% of its population is below 25 years of age, and more than 62% of its population is in the working age group (15-59 years). The average age of the population in India is around 29 years, much lower in comparison to developed countries like the US, Japan, and European nations. In the next 15 years, the labor force in industrialized countries will decline by 4% whereas in India it will increase by more than 30%.

This can be seen as a challenge and a burden as well as an opportunity as a “demographic dividend”. In order to avoid this “demographic dividend” turning into a “demographic disaster”, the workforce should be imparted with employable skills and knowledge, as a skilled workforce is vital for socio-economic development. Without exaggeration, it can be said that India has the potential to be the skill capital of the globe.

Invest in Her, Invest in Our Future: Why Women's Empowerment is key to Sustainable Development in India

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Introduction

The world is facing a multitude of challenges, from climate change and poverty to inequality and social injustice. One of the most potent tools for tackling these challenges lies in empowering women. Investing in women is not just a matter of social justice; it is a strategic investment in a brighter, more sustainable future. This blog explores the critical role of **women's empowerment**

in achieving sustainable development, particularly within the context of India, highlighting inspiring initiatives and case studies from grassroots to corporate levels.

Why is Women's Empowerment Crucial for Sustainable Development?

Empowering women is about more than just achieving gender equality; it's about unleashing the full potential of half the world's population. This translates to a more prosperous, just, and resilient world. Here's why:

1. **Economic Growth:** Studies consistently show that countries with higher levels of gender equality experience stronger economic growth. This is because when women have equal access to education, healthcare, and employment opportunities, they contribute significantly to the economy, leading to increased productivity and innovation.
2. **Sustainable Consumption and Production:** Women are often at the forefront of sustainable practices, particularly in rural communities. They are deeply involved in **agriculture, resource management, and household decision-making. Empowering women in these areas leads to more responsible and sustainable** consumption and production patterns.
3. **Improved Health and Education Outcomes:** When women are empowered, they make critical decisions about their own health and the health of their families. This leads to better health outcomes for children, reduced maternal mortality rates, and improved access to education.

4. **Climate Change Resilience:** Women are particularly vulnerable to the effects of climate change. **Empowering women in climate-related decision-making** strengthens community resilience and allows them to adapt to the changing environment.
5. **Peace and Security:** Gender equality fosters a more peaceful and secure society. Women are often key agents of peacebuilding and conflict resolution. Their involvement in peace processes is crucial for achieving lasting stability.

The Power of Education: Empowering Women Through Knowledge

Education is the bedrock of **women's empowerment**. It unlocks opportunities, breaks down barriers, and fosters critical thinking. In India, the focus on **girls' education** has been a key driver of progress:

1. **Data inconsistencies:** Ensuring the accuracy and reliability of data collected is a significant challenge due to varying methodologies and resource constraints. Inconsistent data can lead to flawed conclusions and ineffective interventions. Moreover, poorly designed evaluations can lead to inaccurate data and misinterpretations of results. A failure to properly monitor progress can also miss opportunities to identify trends and make adjustments.
2. **Lack of resources:** Financial, human, and technical resources are often insufficient, impacting the comprehensiveness and depth of **MEL activities**. According to a PWC report on 'Challenges and solutions in monitoring & evaluating international development cooperation' most International development organisations and their M&E experts are

faced with tight budgets. M&E departments are reporting a lack of resources to perform adequate data collection and analysis.

3. **Lack of alignment in Theory of change and program implementation:** The complexity of development projects, which often involve multifaceted interventions with numerous variables, further complicates the **MEL process**. The major obstacle is also the lack of alignment between the theory of change and data collection as tracking multiple indicators and outcomes requires sophisticated tools and expertise.
4. **Lack of capacity building initiatives of team members:** A lack of capacity and expertise in MEL can hinder the effectiveness of the process. Continuous training and capacity-building initiatives are essential to develop the skills required for effective MEL.

Case Study: Beti Bachao Beti Padhao (Save the Daughter, Educate the Daughter)

This government initiative launched in 2015 aims to address the declining child sex ratio and promote girls' education. It works at multiple levels, including raising awareness, improving healthcare facilities, and providing financial assistance for girls' education. While the program is still in its early stages, it has raised **awareness about the importance of girls' education** and addressed **gender discrimination**.

Case Study: The Rise of Women in STEM Fields

While challenges remain, there's a growing number of Indian **women pursuing careers in Science, Technology, Engineering, and Mathematics (STEM) fields**. This signifies a shift in

societal perceptions and a recognition of women's capabilities. Organizations like the Indian Academy of Sciences and the Department of Science and Technology are actively promoting women's participation in STEM.

Breaking Barriers: Empowering Women in the Workplace

Equal access to employment opportunities is essential for **women's economic empowerment**. However, gender disparities in the workplace remain a significant challenge. Here's how India is tackling this:

Case Study: Women on Boards

Several initiatives are pushing for increased representation of women on corporate boards. This includes government regulations like the [Companies Act of 2013](#), which mandates that listed companies have at least one woman director on their boards.

Case Study: Microfinance and Self-Help Groups (SHGs)

Microfinance institutions and Self-Help Groups (SHGs) play a vital role in **empowering women in rural India**. These groups provide access to credit, financial literacy, and skills training, enabling women to start their own businesses and create economic independence.

From Grassroots to Global: Empowering Women for a Sustainable Future

Empowering women is a collective effort, requiring the participation of government, civil society organizations, businesses, and individuals. Examples abound:

Case Study: The Role of NGOs in Empowering Women

Numerous NGOs work tirelessly to empower women across India. Organizations like The [Self Employed Women's Association \(SEWA\)](#) focus on providing **economic security and social justice for women workers**, while others, like [Pratham](#), focus on improving the quality of education for girls.

Case Study: UN Women's Initiatives in India

[UN Women](#), the United Nations entity dedicated to gender equality, is actively involved in supporting **gender equality initiatives in India**. They work with the government, civil society organizations, and the private sector to promote gender equality through various programs and partnerships.

Case Study: Women-Led Businesses

The rise of women entrepreneurs is a testament to their entrepreneurial spirit and drive. Companies like [Nykaa \(cosmetics\)](#) and [FabIndia \(textiles\)](#) are led by women who are not only successful business leaders but are also role models for aspiring women entrepreneurs.

ISDM's Role in Empowering Women for Leadership

The [Indian School of Development Management \(ISDM\)](#) plays a vital role in building capacity for gender equality through its [Strategic Capacity Building programs](#). ISDM's "[Women on Board](#)" course, for instance, equips women with the necessary knowledge and skills to excel in board leadership roles. This initiative contributes to increasing the representation of women in decision-making positions, fostering greater diversity and inclusion in corporate governance.

The path towards a more just, equitable, and sustainable future is paved by empowering women. By investing in their education, economic opportunities, and leadership roles, we unlock their potential and contribute to a more resilient, peaceful, and prosperous world. ISDM's commitment to capacity building programs such as "Women on Board" is a testament to the power of education and the importance of empowering women to lead and shape a brighter future for all.