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foreword

by the General Secretary



Much has been said about the skills gap issue in the Indian talent pool. While some initiatives are taken in this regard, lot more needs to be done to reduce the disparity between the demand for talent and the quality of talent available. The basic concern is whether pattern of education is making you literate or educating you. With change in time, today in India, Skill Upgradation

initiatives have gathered immense scope and are of value addition to the people who are aptly trained in a particular field.

Keeping this aspect in consideration, Navjyoti's Skill Upgradation Program is a place for widening opportunities not only in various vocational skills to youth, but providing the students an inclusive environment to explore and connect academically, spiritually and practically. At Navjyoti, apart from the vocational skills, students also avail life skill lessons, thereby build and repair their foundation and become better human beings. We truly believe that the young population has to be skilled properly which only can make them productive members of the society.

Having said that, it is a pleasure to share with you the voice of today's youth expressing their views on whether India is heading towards Demographic Dividend or Demographic Bomb. We acknowledge the contribution of all the students who have shared their articles and their Principles for extending encouragement to the students. We also thank our Advisory Board, well-wishers, foundations, institutions, faculty, students, volunteers, last but not the least, Navjyoti staff members for their generous contribution in terms of time, talent and resources.

With Gratitude

A handwritten signature in blue ink, appearing to read 'Kiran Bedi'.

Dr. Kiran Bedi, IPS (Retd.)
General Secretary, Navjyoti India Foundation

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message

from the Executive Director



Realizing that one of the biggest challenges faced by our country today is that of unemployability, Navjyoti India Foundation strives to work on a consolidated, high impact effort on its part to provide employable, value-based skills to all its students. Our curriculum not only focuses on IQ, but also addresses social quotient (SQ) and emotional quotient (EQ) through 4C model of making students competent, compassionate, conscientious and changemakers. Contextual knowledge is imparted to the students, which takes care of the 'skill gap' prevalent in the industry. We collaborate and work as a team to enhance their main skill sets, thereby developing their motivational fit, cultural fit and organizational fit.

It is a delight to share that so far, we have provided skill based education to more than 1000 students via courses like English Speaking, Information Technology, Stitching, Beauty Culture and Graphic Designing. As we envision to widen and strengthen opportunities for creating human capital, we are now expanding our reach to benefit the youth by introducing courses in retail management, automobile industry and bag making too. We also provide scholarships to deserving students to pursue higher studies by partnering with various reputed educational institutes such as Aryans Group of Colleges, TKWs Institute of Banking and Finance and ITS- Ghaziabad. Apart from this, we are tapping about 16 potential employers in various sectors such as retail, automobile, food outlets, education etc. to provide employment to our alumni.

We thank all our well-wishers to have been a constant support and enriched this journey with their valuable contributions.


Chandni Taneja
Executive Director,
Navjyoti India Foundation



"If you have to

judge people,

judge them based on

what they can do,

not on what they cannot.

Judge them based on

who they are,

not who they aren't.

Otherwise, you're judging based

on your own shortcomings."



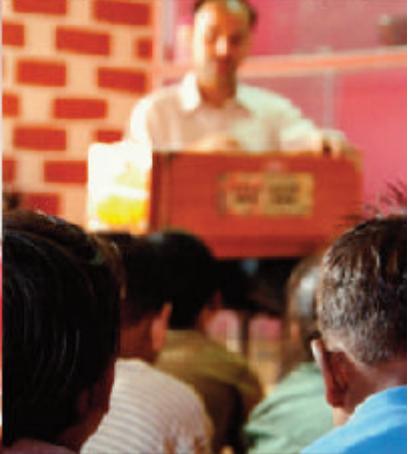
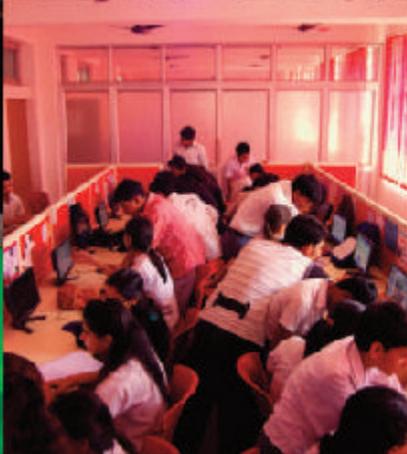
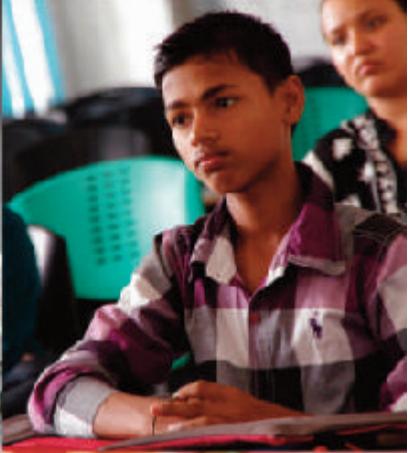
Written off from school records in class III, citing school is not the right place for her, an asylum is, Anshu had to discontinue studies and was always exposed to disheartening comments and pitiful eyes.

During an outreach programme we found out about Anshu, her talent was immediately recognized in arts. She joined Navjyoti and learnt painting under the able guidance of Mr. Keshav Kumar, an artist and a volunteer with Navjyoti from the community and linked the two. Currently, she is getting professional training from Tecnia Institute of Art and Design, Rohini.

Anshu's most precious achievement is being selected as one of the best painters in the 4th All India Annual Art Competition on September 8, 2012 organized by Bhiku Ram Jain Foundation.

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about

Navjyoti India Foundation

Navjyoti India Foundation is a voluntary organization registered under the Societies Registration Act of 1860; founded in 1988 by Magsaysay Award recipient Dr. Kiran Bedi and 15 other like-minded officials of Delhi Police, as a result of the inextricable link that existed between crime and drugs.

We began with an objective of correction, de-addiction and rehabilitation of the drug addicts as a crime prevention measure. A non-government, non-profit, voluntary organization, Navjyoti soon forayed into leading other sections towards self reliance by engaging in newer programs such as education of slum children, vocational education, rural development, women empowerment and rehabilitation of women inmates. With these projects underway, we were functioning in Yamuna Pushta (one of Delhi's largest slums then), Jahangirpuri (a sprawling resettlement colony), Sarai Rohilla, Tihar Jail Central (one of the largest prisons in the world) and more than 30 surrounding villages of Nayagaon in Sohna Block, Gurgaon, Haryana.

25 years of our existence, and we are still serving the society with the same goal of making the society crime free and making people self reliant. In the process, we have grown prudent with experience in all forms. Reminiscing, we have witnessed how people associated with us have grown with us, and traversed the path of self reliance, cultivating the zeal and curiosity that we began with in the first place in 1988.



program

Skill Upgradation

Navjyoti's Skill Upgradation program envisions widening and strengthening of opportunities for creating human capital, by enhancing employability skills of the deserving and underprivileged. At present, Navjyoti is imparting vocational training & transformative education in diverse fields like Colloquial English, IT & Computing, Graphic Designing and DTP, Classroom Learning and Management (for in-service and pre-service teachers). The 4C model of the program envisions to make the students Competent, Compassionate, Conscientious, leading them to be Change makers, role models and future torch bearers in their communities. The vision is to become a National Business School of excellence for the marginalized and the underserved.

vision

To widen and strengthen opportunities for creating human capital

mission

To provide transformative, personal and skill based education to the marginalized and disadvantaged thereby enhancing employability and self reliance

objectives

1. To provide vocational and educational opportunities to the backward and marginalized sections of the society
2. To develop programs as per the needs of the community and labor market
3. To enhance employability, thereby improving quality of life for students and community, who are under-represented and unprepared
4. Instill self reliance by providing personal development programs and create better citizens



India produces five million odd graduates annually, only a little over half are employable in any sector of the knowledge economy. Inadequate English and Computer skills are primarily holding back students, especially those from semi-urban or rural areas, or from smaller towns.

According to the National Employability Report by Aspiring Minds, when it comes to IT services and IT operations, only 13% and 16%, respectively are employable, which is a dismal figure for any country.

We, at Navjyoti, provide the youth from semi-urban and rural areas, expertise in computing and IT, right when they are in schools or starting higher studies, to lay a firm foundation and make them ready and employable.



According to the same report, which studied a sample of 60,000 Indian graduates, the drop in employability is maximum for jobs that require high competence in cognitive skills and English.

We use modern facility coupled with learning content and curriculum developed by the best in industry, in our Personality Development Course which encompasses spoken English, grooming and personality enhancement.

The idea is not just to make them proficient in English language, but also prepare these young minds for a better future by opening them up to vivid learning experiences and exercises.



According to 68th Round Survey by the National Sample Survey Office (NSSO), Ministry of Statistics and Programme Implementation, women are more self-employed in the country than men.

The share of self-employment in total workforce is 55 % for rural men, 59 % for rural women, while it is 42 % for urban men and 43 % for urban women.

We do the best of our part as an NGO, by helping young women become self-reliant through vocational courses that are designed according to the market need and community demand.

Our Beauty Culture course is a three-month basic beautician course which gives them either self-employment or wage employment.



Another vocational course that Navjyoti India Foundation offers at semi-urban centre at Karala and rural centre at Nayagaon, is Stitching and Tailoring.

In addition to stitching clothes, they are trained in making bags, stuffed toys and other household utility items. This helps them to earn a dependable livelihood.

Many of them move ahead to open in-home tailoring service and contribute majorly to family income. Others help us set up satellite centres in various villages and become instructors there, ultimately becoming a part of Navjyoti.



Navjyoti India Foundation believes that responsibility is a multifarious term. As citizens, we tend to pass the monkey to the government and the police as the ones responsible for our security and safety. Ultimately everything is a shared responsibility.

Navjyoti Beat Cadets program, based on School Police Cadet Project in Kerala, is a specialized training program for the youth of the community where they are given intensive training on the Constitution, Law Abidance, Discipline, Civic Sense and Police-Public relations. They are also trained physically to stay fit and healthy to serve the community.

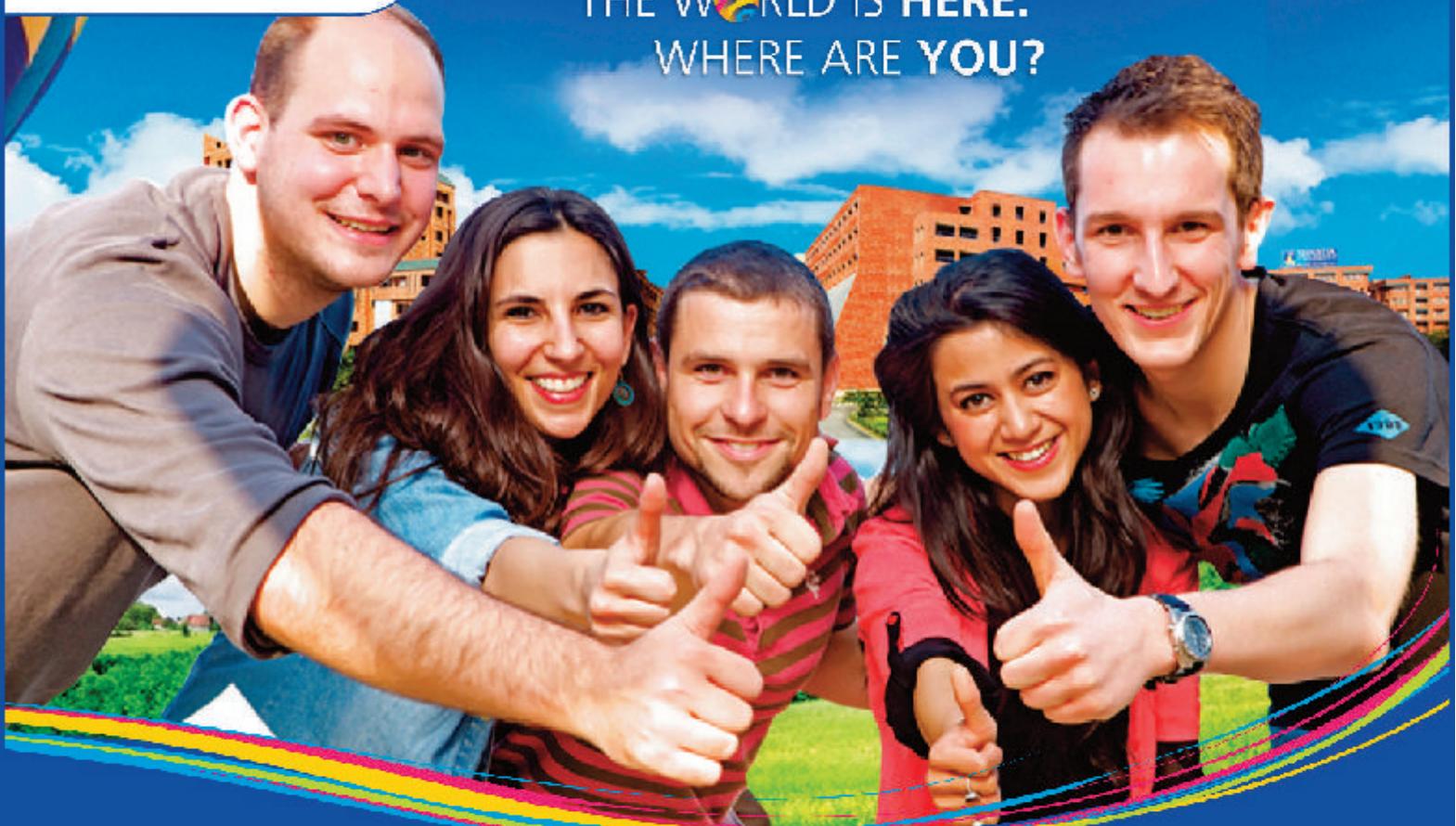
These students, both boys and girls, are taken for exposure visits to Police and Fire stations for training and are prepared to evolve into future leaders of the country.



Navjyoti India Foundation and Yamaha Technical Academy have recently collaborated to provide the youth with comprehensive technical model information from the Yamaha Factory with 'real-world' diagnostic and troubleshooting skills developed over many years of actual dealership experience.

Purpose is to develop a highly skilled technical workforce, with greater career prospects. The skill levels of manpower currently available remain low, and are not trained for the repair and diagnostics of the latest models of Yamaha motorcycles, thus the initiative, that was introduced in India in the year 2002.

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Is India
heading
towards
'Demographic
Dividend'
or
'Demographic
Bomb'?

Demographic Dividend

“India today has 560 million young people under the age of 25 and 225 million between the ages of 10 and 19. So for the next 40 years we should have a youthful working-age population. This could be a huge demographic dividend provided that we can educate our youth—offering vocational training to some and university to others to equip them to take advantage of what the 21st-century global economy offers.”

“If we get it right, India becomes the workhorse of the world.”



Demographic Bomb

“For developing countries like India, population explosion is damaging to the development of the country and its society. The developing countries are already facing a lack in their resources, and with rapidly increasing population, the resources available per person are reduced further.”

Like a bomb strikes, the population will soon explode and strike the development of the country. The repercussions will not just be economic; India will face numerous other adversities as the dependent population will outnumber the working age population.

We asked the youth, ‘Is India heading towards a Demographic Dividend or a Demographic Bomb? The following pages are a compilation of the best articles received from students from various colleges/ universities, selected by our esteemed jury.

Saral Minocha
BA-LLB (Hons.)
National Law University
Delhi

A bomb in the making

Let my position be made clear at the very outset- India is not just heading towards a demographic bomb, but has already started seeing its effects. The argument is that India's population explosion has resulted in a slow, but effective nonetheless, demographic bomb. This article shall first prove that India has indeed reached a state where the demographic bomb's effects can be evidently seen, and then suggest some measures to mitigate its consequences and bring the situation under control.

The situation right now is that India has more than 121 crore people in its territory. This number is steadily increasing as the birth rate is way greater than the death rate which is evident from the Census 2011. This steadily increasing population has resulted in some drastic effects, viz. food scarcity, water scarcity, economic weakness, crime rate, all of which are interlinked themselves.

As the demand climbs higher day by day, the PPP – Public Purchasing Parity, has reduced to ridiculously low levels

The limited land in the country now has more and more mouths to feed. This results in food scarcity which then results in the hiking of prices which results in increased dissatisfaction among people which then leads to an increased crime rate. With fresh water sources all across the world being brutally plundered, and the melting of glaciers due to global warming, the decreasing availability of potable water is resulting in severe health issues for people are reusing unclean water for drinking purposes. As the demand climbs higher day by day, the PPP – Public Purchasing Parity – has reduced to ridiculously low levels. On a macro level, the increased population has also resulted in more demand, which has

forced the Government to import more goods due to which India has had to spend more dollars. Since the expenditure of the dollars is more than what India earns, the Indian rupee is fast deteriorating, making imports more and more difficult. Within India, the increased prices of goods are leading to stagflation, stagnation and inflation which is a sign of doom for any upcoming economy. All these consequences are resulting in increasing poverty and dissatisfaction among people which results in an increased crime rate which means a messier law and order situation. India, because of her ever increasing population, has now become a part of a vicious cycle wherein the effects of population explosion are consequently leading to similar intensive effects. We are already seeing the symptoms of the demographic bomb exploding.

All these are the signs of impending doom. But, every malady is incomplete without a remedy. There are solutions to control, if not solve, this problem that we are facing. Family planning needs to be taught from the very grassroots. Contraception in rural areas needs to be more widespread. The most important role now is of the policy-makers and teachers. To ensure that this problem does not worsen, that this bomb is defused as soon as possible, policy decisions need to be made. They can be made on the lines of Chinese 2-children policy or by providing incentive to families with less than 2 children. Teachers can then educate a child to ensure that s/he contributes to the national economy without being a liability.

The conclusion is that India has already started seeing the effects of a demographic bomb. This bomb, if and when defused, can be transformed into a demographic dividend. Right now, the population is a liability– the demographic bomb, but with time and efforts, it can become an asset– the demographic dividend.



Overcoming atrocities

Out of nuclear warfare and population explosion, latter one is more dangerous. To bring about destruction by overcrowding, mass starvation, anarchy, we need only nothing except breeding. If India is appreciated for its "Harmonious Construction", on the other hand it is being criticised for its 1.21 billion population. As per the reports of Planning Commission, India is representing a hefty 17% of the earth's population. India's 2011 census showed that the population had grown by 181 million people in the prior decade. It has led to unequal distribution of income which results in ethnocentric terrorism, naxal terrorism, demand of separate homeland etc.

Reasons for India's rapidly growing population are poverty, illiteracy, high fertility rate, rapid decline in death rates or mortality rates and immigration from Nepal and Bangladesh. In 2013 reports of HRD Ministry states that only 10% of poverty has been controlled in India since independence. Food

Security Bills and various schemes have proved futile in controlling population and maintaining basic needs of present population. The tremendously increasing population has disturbed demand supply ratio; and gap between "have" and "have-not" has widened, resulting in accumulation of wealth through vague methods which is why we witness so many scams, ultimately hampering the development of the nation. As we put more and more people into the world, the value of life not only declines, it eventually disappears.

If necessity is mother of all inventions, it's also the father of all crimes. There is high rate of unemployment because there aren't enough jobs to support the population. This results in a high level of crime because the people will need to steal, if not beg and borrow, in order to survive.

This will contribute to a low GDP per Capita. In an attempt to save the people from the starvation, the government will most likely have to rely on foreign assistance. This puts the country in debt; as a result we are far behind the value of dollar. Inflation and insecure policies add on to the problem.

India is the first country in the world to have a population policy. The family planning programs significantly brought down the country's fertility rate, however, failed to achieve the ultimate goal and missed almost all its targets to bring the rate of population growth under control. Instead of controlling the environment for benefit of the population, maybe we should control the population to ensure the survival of our environment.

As we put more and more people into the world, the value of life not only declines, it eventually disappears...

Starting from grass root level, by providing the children and new mothers proper health care in rural areas, is one of the best solutions to overpopulation. Another silver bullet is to provide good basic education to all the people in the country, so that they may learn the ills

of overpopulation and exercise restraint. Family planning drives in the hinterlands of the country is one of the best government sponsored overpopulation solutions. Tackling taboos and superstitious beliefs is another challenge. Sex education needs to be made mandatory in schools. The point of population stabilization is to reduce or minimize misery.

All these efforts will lead to a stabilized economy, enhancing the living standard of the population, ultimately leading to development of the nation. And if the same continue, India has the potential to find herself under the category of 'developed nations' within just a few years.



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Demographic Dividend

Our Role

Surely, India cannot possibly be headed towards a demographic bomb.

India, unlike China, is a democracy. The very existence of our government has its foundation in the people of our country. And, not to mention, we are the land of religion. So any coercive attempts at curbing the population will only become a cause for some grievous disharmony. In such a scenario, where you cannot stop a menace, you adapt to it. And then you mold it in your favor.

Being one of the fortunate few of our country to receive a university education, it will be irresponsible of me to believe that India is headed towards a demographic bomb, because it is not. Surely, excess of anything is harmful. And an excess of people, vying for the same resources, is pure malicious. It is detrimental to any development efforts made while simultaneously degrading the quality of services presently available.

A solution to this end is to ensure that the people vying for the resources deserve them; that they have contributed their fair share to the national economy. And this shouldn't be difficult as, statistically, our country has at least 550 million potentially able-bodied and resourceful people for the next four decades. Thus, there's reason to be hopeful as, if tread on carefully and oriented in the right direction, our sole burden can turn into our greatest asset.

To thwart a potential demographic bomb it is imperative to ensure that every adult is capable of carrying out some work, either of academic nature or otherwise. But educating or training the target population alone is not the solution to India's depleting skilled human resource. The virtual absence of middle level work opportunities, the departure of Indian culture from Indian homes, the focus on liberalizing trade and its negative impact on the rural demographics, etc. is compelling people to give up their traditional occupations. In the absence of viable career choices and loss of alternate sources of income, an educated person is as good as an uneducated

one. In their shoes, would you still believe in skills?

Any coercive attempts at curbing the population will only become a cause for some grievous disharmony. In such a scenario, where you cannot stop a menace, you adapt to it. And then you mold it in your favor.

A greater influx of the rural population into urban cities definitely pressurizes the resources and reduces the quality of life. But that is how a civilization evolves and has always evolved in the past. That said, the government's MNREGA comes to the mind which has seemingly disrupted the cycle. Getting paid does not correspond to working anymore. And this is creating a huge burden on the industries as well as the national budget, besides eliminating any vestiges of work ethics from a major section of the Indian population.

Such problems notwithstanding, the general apathy among the educated people with regards to the plight of the not so fortunate is a matter of concern. We need to understand that the onus lies with us to ensure equal opportunity for all, to work to create more work opportunities for the citizens of our country, and to not run from it on the first sight of greener pastures. It is on us, as the learned people of an independent country, to not get swayed by the shifty politics plaguing the country and to demand for sensible and effective policies and increased accountability. It is both a privilege, and a burden that we must carry.

India was a rich country, but even now it isn't poor. It is just that the resources are depleting because they are being fed to people who aren't contributing to the economy. Or because they are simply being fed, to a certain group of people, period.

What is needed is for India to start putting the interests of its own people before those of the members of the “free trade” agreement because we are still trying to gain a foothold of our own in the world economy, because we are still incapable of providing work to our own people, and because we have a huge population that cannot be simply left idle.

The threat of a reduced working population is not something that India needs to worry about for the next couple of decades. What it needs to worry about is to engage it effectively. An idle ignorant population is a ticking bomb, and a definite end in itself. So while it will be painful to see the good people of India choking the life out of their own country, it will be as much a fault of

yours and mine as much as anyone else, should India chose to do this to herself.

We are standing at a threshold where we can steer the future of our nation in the direction we choose to. The population will increase as it always has, but instead of taking it as a burden, we need to plan ahead to achieve its effective mobilization. Whether it will end in a demographic bomb or a demographic dividend is hard to say, as each is as much a possibility as the other. Since this all has to do with future projections, I would like to envision a time of absolute demographic dividend for India as a failure to achieve that will mean the failure of each of her ‘educated’ citizens.



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Demographic Bonus!

Can India capitalize?

The demographic dividend is the accelerated economic growth that may result from a decline in a country's mortality and fertility and the subsequent change in the age structure of the population. With fewer births each year, a country's young dependent population grows smaller in relation to the working-age population. With fewer people to support, a country has a window of opportunity for rapid economic growth if the right social and economic policies are developed and investments made.

Earlier it was held that increase in population would depress the wages and lead to shortage of food which will lead to starvation and famines; however, with the explosion of the world population from 2.5 billion in 1950 to 6 billion in 2000, the per capita incomes have grown exponentially instead of declining. It is based on a simple argument that as the stock of human population grows so does the human capital, which is a significant contributor to economic growth. Demographic transition societies experience modernization and progress from a pre-modern regime of high fertility and high mortality rates to a post-modern where these rates become low. As per Sh. Bikram Sen, former Indian Census Board Director "It is an advantage for India now because the country is entering the demographic dividend phase while China is exiting it."

Benefits of this Demographic dividend that India is looking forward to are:

- Bigger labour force who are able to contribute positively for the economic growth
- Greater female emancipation. Lower fertility and longer lives create conditions for greater female empowerment as they find more time to break away from their traditional roles within the household and join labour force
- It manifests an increase in saving rate. With fewer number of dependents, the resources consumed by dependents would be saved
- The transition also brings a change in the quality of life of people. Having longer lives,

lesser children and a better quality of life, the attitudes and values of people also change

However, for India, there is nothing automatic about this dividend. This dividend could turn the tables on us if favourable institutional environment and policies are not put in place.

The major challenges are:

- Without employment opportunities the increase in workforce will be of little use. It is important that they are provided with productive employment opportunities.

- Reducing fertility and mortality rates is an important aspect of demographic transition. Therefore, it is imperative that family planning and public health awareness programmes are encouraged. The involvement of youth volunteers

in creating awareness about HIV and AIDS, maternal mortality, birth registration, sanitation and other social issues is need of the hour.

- A serious challenge is posed by the neglect of the girl child, high maternal mortality, sex-selective female abortions, and female infanticide. We can not think of economic growth when half of our population is left in lurch. Empowerment of women is necessary to ensure that they register their contribution.

It is important that young population is imparted necessary education and skills. The National Association of Software and Services Companies (Nasscom) has published a study saying that only 25% of information technology (IT) graduates are employable. Similar is the case with pass outs from management schools.

Thus, it is policies and institutional environment that a country provides to its increasing workforce that decide whether the chance is sized to create rapid economic growth or not. With more than one-third of the country's population below 15, children and youth should become the focal point of national development efforts if India is to take advantage of the Demographic Dividend.

The involvement of youth volunteers in creating awareness about HIV and AIDS, maternal mortality, birth registration, sanitation and other social issues is need of the hour



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Just in case...

Asha says she didn't even tell her husband that she was going to get sterilized. The 29-year-old domestic worker from the busy New Delhi suburb of Noida says she knew her husband and family would disapprove of her having the procedure. With the couple already struggling to feed their three children, she just doesn't understand why they wanted her to have another baby. Asha is a resident of Uttar Pradesh, India's most populous state with a population of 190 million and growing. With a total fertility rate of 3.8 (TFR being the average number of children a woman bears during her lifetime), the state is a perfect example of everything that's wrong with India's health infrastructure. It's also an unlikely place for Asha's 'no more kids' resolve...

Under the guidance of Indian Health Minister Ghulam Nabi Azad, who seems to have brought to the role, a genuine enthusiasm for reform, India has in recent months shown a delayed but welcome focus on the challenge of stabilizing the population.

Still, it's a complex and emotive issue. To begin with, the sheer scale of the task of managing population growth in a country that now has 17 percent of the world's population is extremely daunting. The task has been complicated over the years by the changing perceptions of population and family planning. About 100 million Indians are above the age of 60, the world's second-largest senior population after China. That number will rise sharply to 170m in the next 13 years, when about 70m Indians- slightly more than the population of France- will be over 70 years old.

Most of these retirees come from India's middle-class or more affluent groups, where better long-term nutrition and healthcare has extended life-spans far beyond the current national average of 66 years. Overall, India remains a young country. The elderly account for just 9 per cent of the population with their ranks expected to rise to about 14 per cent by 2025. But many urban Indians find it increasingly tough to care for their elders at home, as a result of rising migration, more women entering the workforce and soaring property prices.

Indian government, and society, is only beginning to recognise the challenge. "We used to take

great pride in our family system," says Mathew Cherian, Chief Executive Officer of HelpAge India, a national charity. "The joint family is under stress, almost non-existent in some places, but we have not put into place any other system for caring for the elderly."

In 2007, New Delhi passed a law derided by critics as "legislative love" that made it a crime for adult Indians to fail to take care of their aging parents. Many seniors do complain of neglect to special tribunals. But new care models are also emerging. Traditionally, ideas of specialised senior housing, such as retirement homes or assisted living facilities have evoked horror among elderly Indians, who equate them to abandonment. But increasingly they are also seen as practical solutions to difficult problems.

"Elderly homes are a must," says Kamla Nath, who struggles to care for her fragile, and often depressed, 79-year-old husband, and is considering moving him to a senior living facility. "I would like to go with him there." Property developers see growing demand. According to Jones Lang LaSalle - the real estate consultancy, India has about 30 privately run, non-charitable senior living projects, and another 30 in the pipeline.

India's key to future success - its youth - is a ticking time bomb. It is a growing mass of largely undernourished, undereducated, unemployable young people who aspire for a better life but don't have the means to get there. Why? Because they aren't qualified for the job market, and even if they are, jobs don't exist.

Now let's disclose some of the amazing facts revealing India of the 21st century: 40% children in India are malnourished; 48% underweight; 45% stunted; 70% children under 5 are anaemic; 30% of adults have chronic nutrition deficiency; 55% women are anaemic.

This was about nutrition and wealth, let's now focus on education: 96% gross enrolment ratio in primary education with 27 million children entering primary education, out of which: 40% drop-out rate by class VIII, 80% drop-out rate by class XII. The number one reason for female drop out is the lack of separate toilets. 75% is the proportion of children by class V who cannot do simple division.

With this disaster in education, let's move to the employment statistics: Rs.19,00,000 is the cost of creating a single job in the manufacturing sector. India's formal sector comprises of only 30 million job, 7% of the total labor force of 430 million. 20 million is the number of jobs India needs to create annually.

Could the voices of the young change this? There

is a rising level of political involvement. A recent survey by CSDS and Konrad Adenauer Stiftung, a German think-tank, found that nearly twice as many of today's 18 to 33-year olds say they are interested in politics as did in 1996. Some 20% of young rural men participate in protests, as do 22% of college-educated young men.

The lack of political resolve and of a clear signal from voters mean India is unlikely to summon up the single-minded dedication with which South Korea, Taiwan and China created industrial jobs. Its demographic dividend will yield only a fraction of what it could, and the problem of low-quality employment will fester. That would be an immense waste. Most policymakers and well-off people would deny that it is a deep threat, though. The country's religions, its distinctive mix of hierarchical culture and populist politics and its durable family structures will ensure social stability, they say.

They are probably right. They might want to pay their security guards a little more, though. Just in case.

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India awaits its rescue

No doubt, India is a land of diverse cultures, but the diversity in population has forced our motherland to create new places to live. With a population of over 1.21 billion people and only 30 million people (15-64 age group) getting employed, there is a serious need to check the growing population bomb that our country is heading towards.

India's only key to success, its "youth" today is largely undernourished, under-educated and unemployable. The youth has become a ticking time bomb. Illiteracy and poverty have hit the country as plague. A plague caused due to untimely emergency of the post independence era and unplanned development. As evident, colonial India, the post-independence India and "THE" India today, are each in sharp contrast to each other.

2011 India suffers with over 1.21 billion people. More than 50% of its population is below the age of 25 and more than 65% are below the age of 35. Literacy rate counts to 74.04%. 40% of children are malnourished. 55% of women are anaemic. And out of eligible workforce of 430 million people only 30 million are employed.

Numbers have their history, but the government

has another. Of all the promises made at the time of elections, none have been ever fulfilled satisfactorily which may, or might bring a new and better phase in the lives of the so-called common man.

With the lack of adequate resources in terms of food, shelter, proper education and job infrastructure and opportunities, sanitation and hygiene facilities, the exploding population is nothing but a liability to our motherland. Also no proper implementation and monitoring of government laws, policies and schemes only add up to the burden.

The need is to educate and aware the masses about the importance of education and about family planning, to help the nation progress

What is required is not perhaps new laws and policies or schemes but strong monitoring on the implementation and the subsequent follow up on them. The need is to educate and aware the masses about the

importance of education and about family planning, to help the nation progress. Government now should devise mechanisms for better human and other resource management. And this is only achievable if the population is given adequate opportunities to a new doorway to life - education and subsequent job to utilize their capabilities to built a better and brighter future of our motherland. The working age population can be an asset only if their potentials are brought to fruition!



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The debate continues...

In 1952, the Indian Government was one of the first in the world to formulate a National Family Planning Programme to promote a small family norm and support population control and development programmes. But the family planning programme failed to achieve the objectives it was supposed to, and population continued to increase in 1960s, 70s, and 80s exponentially due to little decrease in the birth rates. Contrary to this, neighbor China strictly pursued 'one child norm' which effectively reduced the birth rate and thereby the population growth rate. Other developed countries like US, Japan and those in European Union achieved population stabilization quite early before the middle of 20th century and few of them are facing the population reduction now. This failure of India on the population front and success of other countries now turning into an opportunity for India, the demographic dividend.

Due to decline in the birth rate in the developed countries, in coming decades, increase in the old age population will increase the dependency ratio, straining their economy and forcing them to outsource more.

Here comes India whose working age population will surge to maximum between 2020-2050, thanks to the unsuccessful family planning programme in 20th century! India is amongst the youngest nations in the world and even in next 15 years, half of India's population will be below the age of 30.

But demographic advantage does not mean more people but more prosperous and productive people. An unemployed, uneducated or unskilled Indian cannot reap the benefits of demographic dividend.

Currently, most of the Indian work force is unskilled while the future jobs originating from the developed world will be skilled ones.

Therefore, to gain the benefits of demographic dividend, India must impart required skills to its workforce. Its workforce needs to be educated, equipped with required skills and healthy.

India's schools are mostly representation of poor quality. Teachers are inadequately prepared, weakly motivated, poorly paid, and frequently absent. The overall quality of the higher education system is well below global standards and it has shown no significant sign of improving. High-tech employers complain that a large majority of engineering and other graduates are inadequately trained and must be "re-educated," at considerable expense, by their employers or not hired at all. Large firms such as IBM, Infosys and Wipro have set up their own in-house academies to prepare employees for productive work. India now educates only 10 per cent of the age group in higher education. Dropout rates among that 10 per cent are high. A growing number now attends low-quality colleges and other institutions that are not funded by the government - some of which are little more than teaching shops and degree mills.

In health sector too, the public expenditure reached barely 2 percent of GDP, which is less than adequate to provide health facility access to every citizen in the remotest corner of the country. Majority of the children, the future work force are malnourished, tuberculosis is endemic to India, and hundreds die every year due to Japanese encephalitis in eastern UP and Bihar, polio is yet to be eradicated from country, many communicable and non communicable diseases take heavy toll every year in India.

Thus the dreams of huge income inflows due to demographic dividends in the future get shattered once one realizes the stock of educational and health infrastructure of the country. Thus India needs to really push hard on educational and health fronts and must try its every bit to inculcate the required skills in its workforce to make it as competent as its counterparts in the developed world. It not only needs the suitable strategy to answer the challenges but also a proactive challenge in the execution of these strategies.

During the boom of the 1990s and 2000s, it became fashionable to talk of India's forthcoming "demographic dividend". This was quite a turnaround. In the 1960s and 1970s, the booming populations of states like Bihar were seen as a curse. In the 1990s, though, economic liberalizers evoked the experiences of East Asia and the demographic dividend it benefited from when previously high fertility rates began to decline. Working-age populations rose at the same time as the ratio of dependants to workers fell. An associated rise in the rate of saving allowed more investment, helping pay for the vast expansion in manufacturing that employed those workers and lifted hundreds of millions of people out of poverty. In the mid 2000s the prospect of a similar dividend in India, where the fertility rate had dropped a lot in the 1980s and 1990s, was a key reason for investors' optimism. The timing

In the 1990s economic liberalizers evoked the experiences of East Asia and the demographic dividend it benefited from when previously high fertility rates began to decline. Working-age populations rose at the same time as the ratio of dependants to workers fell. An associated rise in the rate of saving allowed more investment, helping pay for the vast expansion in manufacturing that employed those workers and lifted hundreds of millions of people out of poverty.

was particularly encouraging: India's labour force was due to soar as China's began to decline.

India's leaders have long said they are committed to employment, but have shown little stomach for the economic upheaval rapid job creation entails. China's policymakers accepted that the process of adding jobs overall often destroyed jobs in particular industries and places. For years India's politicians have preferred economic palliatives such as NREGA, a giant scheme that guarantees work for the rural poor, and subsidies for the needy.

Now India's borrowing has soared to queasy levels and welfare spending is being squeezed. There are worries that joblessness could be feeding the spasmodic unrest seen in some cities

since 2011. Not all protesters were young. And their motivation varied from support for the anti-corruption guru Anna Hazare to disgust at a series of rapes in Delhi. But the protests added to a sense of youthful volatility.

Thus from all the above points we can say that India cannot be termed as strictly as a demographic bomb or a demographic dividend because both the contentions are equally forceful against each other but in order to stabilize the present condition, only efforts from the elite class can help which has still not heard the wake up call.



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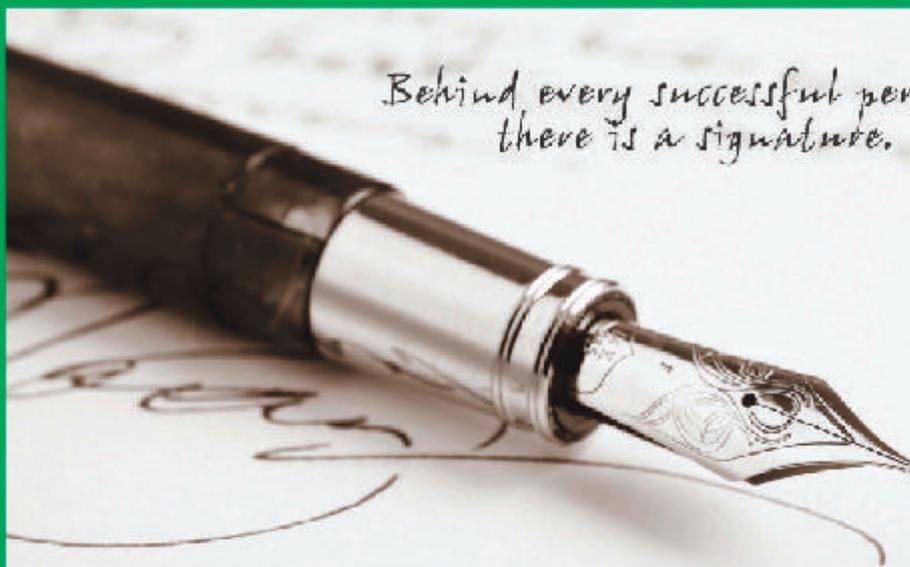
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Divert Course, Bomb Ahead!

India is a country that needs no introduction on the world stage. We have been actively participating in global events and politics from before we were a 'Nation'. In fact, we have been a driving force in many issues, both local and global. Global Warming, World Peace, Free Trade, Secularism, Regional Co-operation, Nuclear Disarmament, Criminal Reforms are just the few that come to mind immediately. India has produced several world renowned figures who have taught mankind valuable lessons and achieved near-impossible feats.

Yet, resting on past glories or expecting that good performance in some area will negate poor performance in others, does not work. Continuous hard work in all spheres is necessary to ensure peace, balance, happiness and survival, and this applies to countries also. While we face external problems with diligence and passion, there are internal threats which need our urgent attention. One of them, as everyone is aware, is overpopulation.

The second most populous country in the world, and well on its way to gaining the top spot, we are far behind in the transition of dependant masses into competent and specialized workforces that can drive the economy forward.

Before using India's census data to logically arrive at this conclusion, a simple example to vindicate my reasoning and statements will be in order. Take a family of five with one person working and four others dependant on him. Say, an office going person with an old mother and two siblings, one of them an unemployed adult. Unless the salary is exceptionally good or their father left them ample money, it does not seem like an easy life. Now consider the same situation with both of them working and contributing to the household income. That seems much better now, does it not? The conclusion is that with more people working and less people depending on them their economic situation becomes better.

Now imagine the same for a country like India with its 1.21 billion strong population. For an economy to function at its maximum capacity it is necessary that every member contributes to their maximum capacity. To be functional it needs that the workers provide at least enough to cover expenses, which includes the expenses of taking care of the dependent population, say children. The working population of India as per the Census in 2001 was 39.1% of the total population and in 2011 was 39.8% of the total population. Which means that around 40% of people in the country are working to take care of themselves, the economy, as well as the other 60% depending on them. Even if some from the 60% non-working are people able to take care of themselves, that number cannot be very large, and those are still people not contributing to the economy's growth when they can. Also, note that 25% of the 39.8% workers, or approximately 10% of the population are marginal workers, working for six months or less every year. An example of such workers is farmers, who rely on employment programs like MNREGA or other people for the rest of the year.

The sort of work and the wages workers get in India, as well as the unemployment and under-employment rates of the country are another set of impediments that one needs to consider. Due to low literacy rates leading to poor job opportunities and lack of high paying jobs, or jobs in general, the condition is only worsened. The 2007-2008 report of the National Sample Survey Organization(NSSO) states that India's unemployment rate in 2007 was 8%. Keeping it constant, that would mean that in 2013 almost a 100 million people in the country are unemployed. But we will not delve deeper into this as one far more worrying topic is still left for discussion.

Before concluding I would like to introduce another modern concept regarding population dependency :'The Demographic Shift'.

Basically, 'Demographic Shift' or 'Population ageing' refers to the large share of senior citizens in the population brought about by the increased life expectancy due to medical advances and lifestyle changes. Thus the total youth population of a country will, in 40-50 years, be the senior citizen population of that country. For India, taking the age group data of 2001, where 16.9% Indians were children below the age of 6 and 19.4% were children between ages 6-14, we can estimate that the number of senior citizens in India in 50-60 years would be the total of these figures, approximately 350 million people. Compared to 3 million people in the 60+ age group in 2001, that is a lot more non-working Indians.

It is not necessary to explain the problems this may pose. It's sufficient to say that economically, India is headed towards a not-so-bright future unless we start preparing now. However, in this writer's opinion, if India maintains its present course we must be aware, for there is a bomb ahead, a population bomb.

While not trying to be rude or harsh to them, we must face the fact that the dependent population of the country will rise by an alarming number as the youth of today grow older. Unless the economic future of the country and its people is made secure, they will need economic support.



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A challenging opportunity

Demographic Dividend is freeing up of resources for a country's economic development and the future prosperity of its populace as it switches from an agrarian to an industrial economy. In the initial stages of this transition, fertility rates fall, leading to a labor force that is temporarily growing faster than the population dependent on it. All else being equal, per capita income grows more rapidly during this time too.

It is true that India is a young Nation and that's a huge plus, but just being young will not suffice. We have got to be healthy, educated as well as skilled.

Ten years ago, the India's population officially crossed one billion. Somewhere along the line, however, economists discovered a silver lining: The world was aging, but India was growing younger. There was a "demographic dividend" that the country could hope for, and ultimately exploit. An April 2012 International Monetary Fund (IMF) paper titled, 'Asia and the Pacific: Managing Spillovers and Advancing Economic Rebalancing,' noted that "in many Asian countries, aging populations are now causing, or are about to cause, a decline in the working-age ratio. The Japanese workforce has been shrinking since 1995, and the Korean workforce will start to decline beginning 2015. China's working-age ratio will peak in 2013 and then decline by a substantial amount in the next few decades. The second most populous country in the region (and the world) affords grounds for cautious optimism. India's demographic transition is presently well underway, and the age structure of the population there is likely to evolve favorably over the next two to three decades." The demographic dividend could add 2 percentage points to per capita GDP growth per annum, according to the IMF.

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. If the number of unemployed engineers is at 75% as claimed by Nasscom, "there would be civil war," AICTE

chairman S.S. Mantha told the media recently. The IT sector has been the biggest recruiter in recent years and has attracted many studies.

A report by Aspiring Minds, a Gurgaon-based employability assessment firm, highlighted the skills gap, particularly in the product space. According to the report, titled "The National Employability Report, Engineering Graduates, Annual Report-2012," although India produces more than 500,000 engineers annually, only 2.68% meet the skill requirements of the IT products sector. The report estimated that nearly 92% of engineering graduates in India lack computer programming and algorithms skills and around 56% lack soft skills and cognitive skills.

The report further noted that only a very small percentage of engineers have the competence to apply engineering mathematics to solve problems. "There is a clear and measurable distinction between the talent required to develop IT products vis-à-vis typical IT services talent. While we observe employable talent is spread across all kinds of colleges, building India's prowess in IT products would require significant focus and investment in training and evaluating students in core technology," Himanshu Aggarwal, CEO of Aspiring Minds said in the report.

Sanjay Modi, managing director of online recruitment firm Monster.com for India, the Middle East and Southeast Asia, suggests that there is a lack of adequate communication and collaboration between the government, academia and industry in India. "For instance, while business has changed drastically in the past 10 years, the curriculum in educational institutions is the same as it was a couple of decades ago. And the sheer process of bringing in any change in the curriculum is so tedious that it simply gets bogged down," says Modi. "What is needed is a strategy of 3 E's- Education, Employability and Employment. What we have to focus on first is education, it will lead to higher employability."

If India can step up by making efficient and effective policies, an inclusive model to hold and uplift the country out of the slew of challenges, I believe, we have a good chance!



Swimming amidst challenges

Year	Population (in millions)	Average Annual Growth Rate
1901	238	NA
1951	361	0.83
1991	846	2.14
2012	1200	2.00

Impressed by the above figures, get ready to see and understand what havoc it can create for the earth and how these towering figures will make India to come to a dead end.

Ideally, economic growth may be enhanced by Demographic Dividend derived from the projected diminishing age dependency ratio, but if there is no rapid economic growth or if employment intensity remains low, all that is left to rise significantly is Unemployment! And then it doesn't end there, it has numerous repercussions.

Demographic Dividend is not only a matter of quantity but also of quality. In the past two decades- encouraging gains in literacy, enrollment and school attendance have been achieved. This has been due to demand side increase in educational aspiration and supply side increase in quantity & quality of education. Gender gap has come down.

Although we must not forget that gains are not as large scale as they should have been, neither uniform across regions or groups. So, more than anything, we are still swimming amidst challenges.

Economic, Social, Educational and Environmental; all sorts of implications are there to see and foresee, most of which are unfortunately not very positive:

Food security and food production - Growing population pressure is only going to make it difficult for people to procure foodgrain in appropriate quantity and at appropriate prices. It could be met by increasing average yield in agriculture which ultimately leads to greater pressure for use of HYV seeds, fertilizers, etc and hence a effect health in various manners.

Rapidly rising population of children in school going age i.e. 5 to 15 are suffering as we are neither financially sound nor do we possess infrastructure.

There will be improving shifts in gender relations.

Already Life Expectancy of women has improved to its natural order on an average, but then there is a huge variation within the country, being 66.3 in Kerala, the same in Uttar Pradesh at 59.6.

Fertility rate has come down, it has fallen from 6 births per woman in 1947 to 2.5 in 2012. But here also there is a wide variation, in U.P it is 4.3 births per woman and the same in Kerala is 1.9.

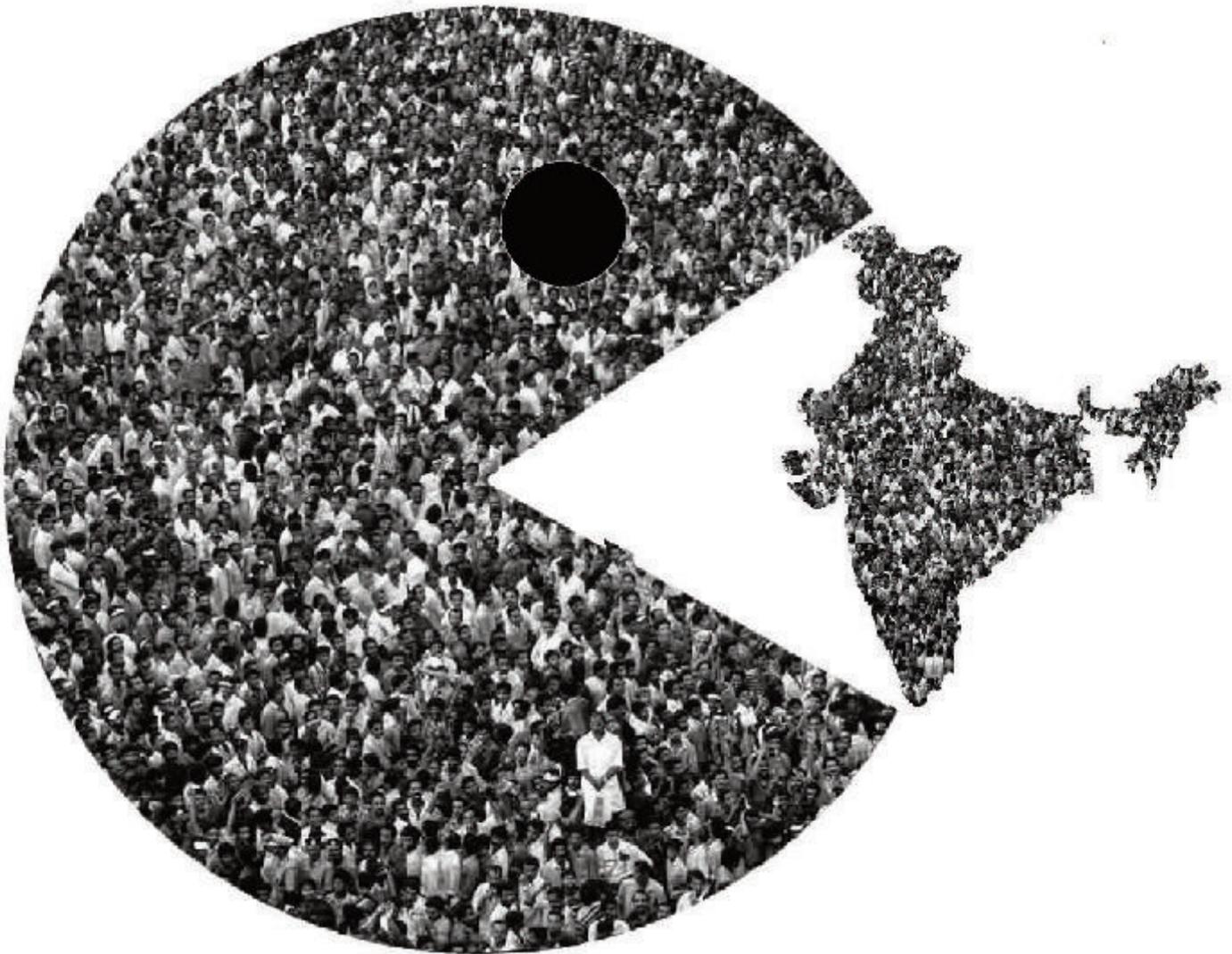
Expectedly women's labor force participation will increase and women would become more independent, their economic status will improve. But again, it is ex-ante not ex-post.

Major impact upon country's demand for water and other common pool resources like fodder, forest, etc. as population demands will increase.

Capital Shallowing effect as rapid population growth will be leading to a fall in the ratio of capital to labor.

Investment Diversion effect that leads to a large amount of money being spent by the government on the social sector rather than productive, growth oriented investment.

“ Taking everything into consideration, and as opposed to what I would want, I think India is going to crumble since this is too steep an uphill task. We are heading towards a bomb...”



India's population will continue to grow, although at a slowing rate; it will continue to urbanize; and it will start to age.

The total population in 2026 will be about 1420 million (Goldman Sachs). The central projection for the year 2051 is 1579 million (Dyson, 2004b). According to this projection, all demographic growth in the period to 2026 will occur at ages above 15 years. By mid century, the country's population will surpass that of China. More than half of the demographic growth during 2001-2026 will occur in the BIMARU states (Bihar, Madhya Pradesh, Rajasthan, and Uttar Pradesh).

At last I should mention Ramachandra Guha's "Ten reasons why India will not and must not become a superpower" lecture, presented by the International Development Research Centre. A very well delivered lecture where he talked about how India's focus would dwindle with the pressure of being a superpower.

1. The rise of left-wing insurgency in Central and Eastern India (a brutal civil war between the Maoists and the Government of India)
2. The rise of right-wing religious fundamentalism (BJP/RSS)
3. The decline and corruption of the democratic center (particularly the conversion of political parties into family firms)

4. The degradation of public institutions (such as universities, law courts, hospitals, civil services)

5. The growing (spectacular) gap between the rich and the poor

6. The rapid pace of environmental degradation (air pollution, dead rivers, depletion of groundwater aquifers, disposal of toxic and nuclear waste, etc.)

7. The superficiality of the mainstream media (or "the Indian media's complicit worship of wealth, celebrity and super-stardom") and abandonment of commitment to serious environmental reportage

8. Political fragmentation and the instability engendered by multiparty coalition governments (price of support is the most profitable ministries)

9. Unreconciled borderlands (Kashmir, Nagaland and Manipur)

10. Unstable neighborhood (Pakistan, Nepal, Bangladesh and Sri Lanka)

Taking everything into consideration, and as opposed to what I would want, I think India is going to crumble since this is too steep an uphill task. We are heading towards a bomb...



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A thin line

what India can do to stay safe...

India's rise started in the late 80s when it started moving away from a closed economy. Faced with dire economic conditions in the early 90s, the then Finance Minister Manmohan Singh had no choice but to liberalize the Indian economy, under the conditions laid out by the IMF.

Since then, and especially in the last decade, the Indian economy has taken off, led by its Information Technology (IT) led Services Sector. It's been growing at an average annual rate of 8-9% the last few years, and expected to grow at an average annual rate of 8.7% the next 5 years. With this economic boom, and being the world's largest democracy with a population of 1.2 billion, India is rightfully being recognized as an emerging economic superpower.

In the next 40 years, the world's population will grow by about 2.4 billion people, almost all of them in developing countries. The large bulk of this increase will be between the ages of 15 and 64, the so-called "working age" population. India is in the middle of a major demographic transition. That transition started about 40 years ago and will likely last another 30 years. About a quarter of the projected increase in the global working-population between 2010 and 2040 will occur in India. Fifty four percent of the Indian population (of 1.2 billion) is under the age of 25. Hence, India will be the largest single positive contributor to the global workforce over the next three decades.

As for India-China comparisons, the demographic dividend offers the single biggest hope for India to catch up. China is seeing a shift to a mature population structure. Over the coming decades, as the working age population China declines, that of India will rise rapidly.

A country's demography can be a curse or dividend, that is highly dependent on its

educational system and as far as India's educational system is concerned, it is extremely bad at all the levels. Only 65% of the population is literate. India has 22% of the world's population,

There are two different sides of India – the baby factory of North India, and the jobs/economic-growth factory of South India

and 46% of the world's illiterates. Although the enrolment rates in primary education have improved significantly, the quality of education is still very poor, and the drop-out rates are high. The female illiteracy rates are high as well. It is well documented that gender bias and high female illiteracy rates negatively impact economic growth through higher child mortality, increased fertility rates, and greater malnutrition. Gender bias also acts to reduce the current average level of human capital, while limiting the educational gains of the next generation.

There are two different sides of India - the baby factory of North India, and the jobs/economic-growth factory of South India. The Northern India: The Hindu Heartland, mainly the "BIMARU" states of Bihar, Uttar Pradesh and Madhya Pradesh, have the highest illiteracy rates and high fertility rates (4-5 children per women), and are economically backward. The Southern India: Most of the economic boom in India has happened in Southern and Western States of India – namely Maharashtra, Gujarat, Andhra Pradesh, Kerala and Tamil Nadu. Not only are the literacy rates higher in these states, but the fertility rates among women are falling (2 or fewer children per woman) in these states. This divide between the North and South India is starting to become a big issue for India.

The recent surge in the Maoist insurgency in the natural-resource-rich region of North-East India is fundamentally due to uneven development and opportunities in India. There are also strong barriers to the mobility of labour from the northern regions to the southern regions (such as local labour unions that resist competition from migrants), most importantly, linguistic and cultural barriers to cross-border labour substitutability. This can further lead to frustrations, and social tensions.

The big challenge for India is to even out the process of development. It is important that India realizes the importance of not just high rate of economic growth, but equitable growth across all states. Having said that, the make or break issue for India is education. India is still around 50 years behind China in terms of removing illiteracy. It is expected that 20 years from now, 20% of the Indian population will still have never attended school.

Hence, if the government doesn't make it a priority to improve the access and quality of its primary, secondary and tertiary education systems, the young demography of India, will turn from a blessing and a boon, to a curse and a huge burden for India.

The make or break issue for India is education. India is still around 50 years behind China in terms of removing illiteracy. It is expected that 20 years from now, 20% of the Indian population will still have never attended school.



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A dangerous proposition

Since ages human beings have been wondering about themselves, their present, the future. The governments of various countries have been fighting for population control programs so that they can give their natives the best they have to offer. “*Hum Do Humare Do*” was the slogan of 1960’s to 80’s which became “*Hum Do Humara Ek*” or “*Ladka ho ya Ladki bas ek hi kaafi*” in the late 1990’s, early 2000’s. About 13 years ago, India’s growing population officially crossed one billion in 2000 with the birth of a baby girl on May 10 of that year. The population growth was still considered a liability by many and providing basic needs for all seemed to be a near-impossible task, for the government which has now, in 2013, tried to provide us with the Food Security Bill.

Demography can be defined as the statistical study of human populations. The Demographic dividend to us Indians is an opportunity bundle for the development of a society which opens up with declining fertility rates when faster rates of economic growth and human development are possible when combined with effective policies and markets. The drop in fertility rates is seen to be followed by significant reduction in child and infant mortality rates, as well as an increase in average life expectancy.

Families today realize that fewer the children, higher are the chances of survival and healthy growing up and it’s evident when we see the data from the past and the trend. However, this drop in fertility rates is not immediate. The lag produces a generational population growth that rushes forward in the society. For a period of time this “bulge” is a burden on society and increases the dependency ratio, finally this group begins to enter the productive labor force. With fertility rates, continuing to fall and older generations having shorter life expectancies, the dependency ratio will decline dramatically.

With fewer younger dependents, due to declining

fertility and child mortality rates, and fewer older dependents, (due to the older generations having shorter life expectancies), & the largest segment of the population of productive working age, the dependency ratio declines dramatically leading to the demographic dividend which with effective public policies this time period of the demographic dividend facilitates more rapid economic growth and puts less strain on families.

Over the next two decades the continuing demographic dividend in India could add about two percentage points per annum to India’s per capita GDP growth. Extreme actions are needed to take care of future basic minimum living standards though including food, water and energy.

We should traditionally try to promote investments which will help these young people be more productive during their working years. Political empowerment which unfortunately has become so important in India that it has managed to put everything else, including economic development on the back seat is one concern. Every provincial leader today considers himself a contender for Central Governments throne, thus wanting to create a dividend for himself with added advantage and not doing anything for the growing population which slowly with time will be bulging out and the demographic dividend that India is supposed to enjoy might just turn out to be a demographic bomb which if explodes will end up all hopes, increasing the crime rate, among other ill-effects and make individual sustainability tougher by leaps and bounds.

Data and extracts taken from The U.S. Census Bureau, works of demographer Dr. Ashish Bose, Population Reference Bureau





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Heading towards demographic bomb, indeed!

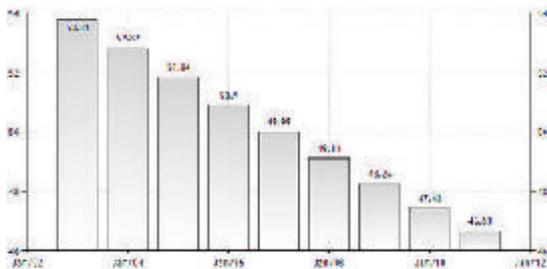
How does population growth affect the economic development? Various studies have suggested that population growth can be detrimental to economic development or beneficial, depending upon circumstances. Attention is to be paid to the age structure of the population because people's economic behavior and needs vary at different stages of life. Changes in the country's age structure can have a significant impact on its economic performance. According to my view on a developing country like India, population growth will have a negative or detrimental impact.

In the near future, India will be the largest individual contributor to the global demographic transition. Extreme actions are needed to take care of future basic minimum living standards including food, water and energy. As per the Population Reference Bureau India's population in 2050 is projected to be 1.692 billion people. This imbalance between the number of people and the resources available is the basic reason for India's woes.

Talking about Age structure, the same is projected through a chart:

- 0-14 years - 31.1% (male 190,075,426 and female 172,799,553)
- 15-64 years - 63.6% (male 381,446,079 and female 359,802,209)
- 65 and above - 5.3% (male 29,364,920 and female 32,591,030)

Age dependency ratio:
 Young (% of working-age population) in India:



The Age dependency ratio; young (% of working-age population) in India was last reported at 46.63 in 2011, according to a World Bank report published in 2012. Age dependency ratio, young, is the ratio of younger dependents - people younger than 15 - to the working-age population--those ages 15-64.

Old (% of working-age population) in India:



The Age dependency ratio; old (% of working-age population) in India was last reported at 7.71 in 2011, according to a World Bank report published in 2012. Age dependency ratio, old, is the ratio of older dependents, people older than 64 to the working-age population those aged 15-64.

India is supposed to benefit from the bulge in its young population that will provide a huge demographic dividend and spur growth. But we cannot have a dividend without investment, either in cash or kind. What is it that we have invested? It doesn't follow that just because we have the numbers there will be an automatic dividend. There is already so much unemployment; the young become Naxalites because they cannot get jobs. India's high population growth results in increasingly impoverished and sub-standard conditions for growing segments of the Indian population. As of 2007, India ranked 126th on the United Nations' Human Development Index, which takes into account social, health, and educational conditions in a country.

Challenges include finding jobs for all these people and more importantly, India's young people will need to develop the right skills for the modern job market.

Education: The education system is wrecked by a shortage of resources, schools, classrooms and teachers. Due to poor teaching, a third of children drop out before completing five years of primary school and many of those who stay on, learn little.

Job Growth: Our country is exporting armies of skilled labor to the world, a generation of unskilled Indian workers left behind. Only 5% of India's labor force is estimated to have had any formal training. Developing India's human capital is essential in the coming decade.

Employability: Jobs are the missing element in the Indian economy today and job-generation will be the key to India sustaining its blistering growth rates. The problem lies not just in the quantity of jobs, quality matters. People with informal jobs are usually very poor.

Health and Sanitation: 63 infants per every 1,000 of those born alive, die before the age of one. And if they do survive, they are likely to suffer from acute malnourishment. With free public primary healthcare available in only 21 per cent of villages, the rural poor generally have to borrow to see private quacks.

I would sum up my viewpoint through the following concerns that I see:

- As the population keeps on increasing, job opportunities will be diminishing
- India's infrastructure won't be able to withstand the burden of our ever growing population

- Literacy rates are not in direct measurable proportion to the increase in population
- There is a major dip in the standard of living as well as in health and sanitation
- The existing grain is getting used up at the rate of knots. The rate at which the population is growing, it will be impossible to supply food and water to all
- This huge unfed population may also lead to criminalization of the society
- Awareness programs about the disadvantages of overpopulation have failed

By considering the above issues we can say that a larger portion of the country's population become a liability rather than an asset to the economic growth it can devastate our nation and can cause heavy imbalance. It could lead to instability of world economics and world peace as the population of India is the second highest in the world. It is time that an effort be made to create awareness among the people, which might put a halt on the mounting population. To make this happen we have to invest more in education and training, and leverage new technologies. In the modern environment, a larger population raises productivity by inducing greater specialization in skills and occupations. So the ultimate concern is that unless India makes a dramatic investment in its human capital, its probable demographic advantages will turn into a demographic disaster in the form of a massive unemployable labour force.

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An opportunity for India

As per the definition, the demographic dividend is a rise in the rate of economic growth due to a rising share of working age people in a population. This can be easily understood by understanding what demographics are and what is Dividend. Demographics are the quantifiable statistics of a given population and Dividend is the return from the population. It can be asset or a liability to the society.

Looking at the present economic situation of India, the question arises that is this demographic dividend good or bad for our country's growth. The window of Demographic Dividend opens up when fertility rates decline. People started realising that fewer children will die during infancy or childhood hence people started having a child control. For instance, if 200 people are born 40 die, i.e. 20 percent, if 100 people are born 10 people die; i.e. 10 percent. The smaller the family the better is mortality rate. The simple logic behind this is that in smaller families the children get better care unlike larger families.

On the other side, the older population becomes a liability to the working population if the working population is smaller than the ageing population. The demographic dividend helps in improving the economic growth plus the family can focus more on the children. This also affects socially as many women join the labour force. This is the period when there is a rise in smaller families, income rises, savings increase, health improves and expectancy rate increases. However, social changes like divorce, marriage postponement etc also occurs.

The good news is that our country has an ample opportunity of experiencing and making good use of this demographic dividend; the average age of people in India is between 20-26 years. This is good because the youth can bring a

change in present scenario with their new approach and ideas, this is bad because there are fewer jobs as the Gross Domestic Product is low, labour is loose and jobs are less. Hence it would become difficult to employ people.

China has an industrial economy and its one child policy has backfired; now they do not have a working population. China will have 96.5 million men in their 20s in 2025 but only 80.3 million young women – China's future demography holds many challenges for the Communist Party. By 2020 the average age will be around 29 years as compared to China and US (average age 37), Western Europe (average age 45) and 48 in Japan. India will experience an age advantage, having a huge population which can work wonders if tapped properly.

The development of the human capital is essential in the coming decade. For growth in the country, strengthening our manufacturing units is very important. The government is working towards it by introducing policies in its 12th five year plan. The new policies tend to create a hundred million work opportunities by the year 2022. For this, the government is focussing on education access, vocational training for countryside workers and technology.

To conclude, I think India has the potential, through a careful approach, we are surely going to reap benefits of the demographic gift!

By 2020 the average age will be around 29 years as compared to China and US (average age 37), Western Europe (average age 45) and 48 in Japan





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A hopeful tomorrow...

It is fair to assume that the Parisians would not have stormed the Bastille, Gandhi would not have challenged the empire on which the sun used not to set, Martin Luther King would not have fought with supremacy in the land of "the free and the home of the brave" without the power of youth and army and without their sense to manifest injustice that could be overcome.

"Driven by a sterling demographic dividend, continuing structural reform and globalization, India is poised to accelerate its growth rate to 9-9.5% over 2013-15, even as China will cool down to a more sedate 9% by 2012 and to 8% by 2015": UN Journal Report. What exactly is the demographic dividend? When a developing country reduces child mortality, it experiences a

"Driven by a sterling demographic dividend, continuing structural reform and globalization, India is poised to accelerate its growth rate to 9-9.5% over 2013-15, even as China will cool down to a more sedate 9% by 2012 and to 8% by 2015": UN Journal

population explosion in which the proportion of dependants to workers rises. This is a sort of negative dividend - workers have to support a much higher proportion of dependants, depressing per capita income. But in the next phase the birth rate falls sharply, even as the original baby boomers enter the workforce. So, the proportion of workers rises sharply, as the proportion of dependants falls. In many countries, the ratio of workers to dependants goes from 40:60 to 60:40, giving a huge boost to per capita income.

India hopes for a similar bonanza. It has been undergoing substantial demographic change since the 1970s. An IMF study (Aiyar and Mody 2011) shows that between 1981 and 2001, the proportion of the population in the age group 15-59 rose in Tamil Nadu from 58.6% to 64.4% and in Karnataka from 53.9% to 60.4%. This facilitated faster growth in these states. By contrast, the proportion stayed almost unchanged in Bihar and UP (from 51.5% to 52.1% and from 51.5% to 52.3% respectively), one reason why these states were laggards. Overall, the study estimated that the demographic dividend added 1-1.5% to annual GDP growth in the 1980s and 1990s, and could add 1.5-2% from 2001 onward. However, this assumes that a bigger working-age group will translate into higher worker participation. That has not happened. Worker participation is still stuck at the 1980 level of 40%. The rise in numbers of the 15-64 age group has been offset by a greater number opting out of work. The proportion of females interested in working has crashed from 30% in 2004-05 to just 23% today. This is dismayingly low: in rich countries, it can be up to 60%. Over 35 million Indian women have opted out of working.

Economists said the new data reflected the strength of India's recovery from the global financial crisis, but they added that the economy might not be able to keep up the pace in coming months. The growth rates of industrial production and exports, for instance, have begun to fall. The demographic dividend has not vanished. It's merely been postponed, and mainly for an excellent reason. Over 300 million youngsters above the age of 15, above all females, are studying in school and college rather than working. When these youngsters eventually join the workforce, they will be far better skilled than earlier expected.

The sharpest withdrawal has been in the 15-25 age group, denoting more girls studying. But withdrawal has occurred in all higher age groups too. As families move from working class to lower middle-class, they get social status by saying that their women do not go out to work. Thus the rise of the middle-class has exacerbated female withdrawal. This will be temporary. Studies show that once girls complete college, they enter the workforce in large numbers (as is evident in elite families).

So, as girls increasingly go to college, we will get a female demographic dividend, but this will take time. We must examine why urban female participation is as low as 15% today. It could be related to lack of safety (which overlaps with middle-class values). Better urban working conditions for women are a must. Besides, the share of casual jobs is rising, showing how badly our labour laws discourage regular employment.

To see the scale of the challenge, consider that the working-age population, aged between 15 and 64, will rise by 125m over the coming decade, and by a further 103m over the following decade. On current trends a third of the growth will come from poorer and less literate states in the north, notably Uttar Pradesh and Bihar. Not everyone of working age will be in the job market. More people aged 15-24 will remain in education—26% do today. Some adult women will stay at home; presently only about a third work, a low level by Asian standards. But India probably needs to create about 100m net new jobs in the next decade.

The most recent survey showed no net new jobs were created between 2004-05 and 2009-10, a dramatic slowdown on the previous five years, when 60m jobs were created. These figures may not be as shocking as they seem. Fewer jobs were created partly because some folk voluntarily withdrew from the workforce. More women in rural areas decided not to look for job—perhaps because several fairly good years for farmers meant they did not need the cash. Wages for the unskilled have been rising, and

though this is partly because of the NREGA guaranteed-work scheme, it suggests there has not been a collapse in the jobs market. For all these caveats, though, the headline data remain disquieting. Even during a boom few jobs were created. By some estimates India produces twice as many new graduates each year as it can absorb.

Statistics verify what the naked eye can see in any Indian city. They all have their armies of guards, peons, delivery boys, ear-dewaxers and men who sit on stools in lifts pressing the buttons. About 85% of India's jobs are with "informal" enterprises - those organisations with fewer than ten staff which are not incorporated.

All this seems to be closely linked to the lack of manufacturing. Although some 23% of Indian workers are categorised as working in "industry", few portion in "industrial". Of the remainder almost all are in the "manufacturing" subcategory. But these are not jobs that involve exposure to modern machinery, techniques and training (crucial for unskilled labour let down by the country's education system). More than half of Indians in the manufacturing sector work in facilities without electricity.

Education, vocational training and specialized training are all growing explosively, although standards leave much to be desired. Corporations (like Infosys) are starting their own universities and training centres to cope with the severe skills crunch. Vocational training institutes are growing rapidly, financed by the new National Skills Development Corporation.

UN estimates suggest that changing demographics will give India an additional 300 million people in the working-age group (15-64 years) between 2010 and 2040. Rising college education should improve female participation sharply.

There's no dividend today, but tomorrow's dividend will be pretty good, the more so if labour policies improve.

Vocational training institutes are growing rapidly, financed by the new National Skills Development Corporation



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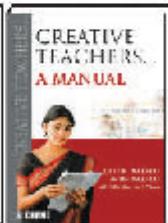
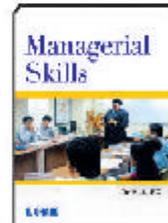
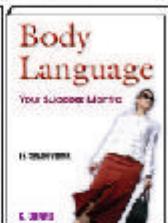
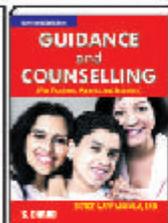
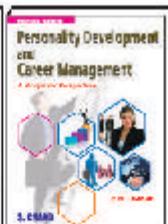
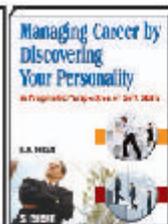
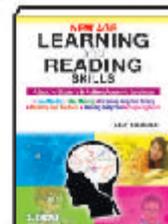
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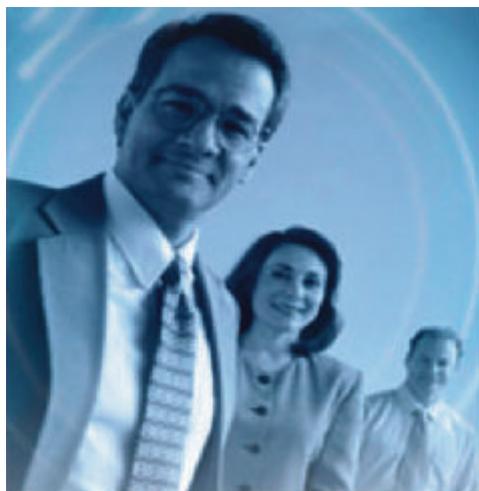
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