

- How relevant is gender diversity and an inclusive approach to such growth in the context of Vision India 2025?
- Recognising talent and enforcing skill training with government support is a surefire way to result in the per capita income of an average Indian being a happier one.
- The rural-urban economic divide can be harnessed by leveraging the category of middle aged women and offering to further their employment careers.

The NITI Aayog's Strategy for New India @75 envisages creation of an enabling environment, sans institutional and structural barriers. It also aims to enhance the female labour force participation rate to at least 30% by 2022-23 and emphasises on ensuring gender-sensitive thinking for legislation and policies. This article provides a snapshot of this thought.

AN OVERVIEW:

Gender diversity has clearly taken centre stage in all economic, corporate and social forums. Although this subject is important, the question that really arises is: Is this enough? And, should we look forward to something more to make this work; and actually have an "inclusive" approach? Often, we have seen that when matters are thrust on us, it never really gets the attention that ideally should have been made available. Now the next question that arises in our mind is: How is this relevant in the context of India - Competitive 2025?

ANALYSIS & DISCUSSIONS:

PRESENT SCENARIO: What Ails Competition?

We all know the fact that for competition – and this could be at any level, forum – one important aspect is that we need people, members and skilled people; be it a sports arena, the corporate world or the neighbouring locality. A sense of satisfaction can be derived only when one has achieved the feeling of having given their best performance, no matter what the result. Hence, if we approach the subject of competitiveness, we will consider talent, performers, and if not, at least some star performers who would eventually make the feat worth the while. Having stated that, one would like to consider the fact that we do have performers, and whether having the same set of people competing and being spoken about adds any amount of fun or would it be true that we need to see some new talent being infused every year or at least once in a few years that would make the feat (which includes sports as well) interesting and worth your while.

While this is well understood, let us look at the economic and social environment around us and take a quick dipstick in terms of how this is really meant to happen and would this occurrence not require a change in the mind set? Are we really geared to take on this task and ensure that this is implemented? Or is this just another topic which appears to be making headlines but in reality does not result in value creation or any contribution that can be witnessed in real terms?

Clearly the objective is to tap talent irrespective of whether the situation is rural, urban, gender, age, full time or flexile, as long the intent is to make this strategy work. Now how does one go about making this look viable before we even think of implementing it? Mind you, any project that has social and economic impact, the government too is an entrepreneur, and hence support from the government is of utmost importance. If one were to look at the relevant statistics, we will see that the per capita income of an average Indian is clearly not a happy one.

CONCLUSIONS:

We have, as a country, been at the forefront, when it comes to being in the top slots of the Emerging economies – although not merely for the population but also in terms of the demographics – and this clearly is an eye opener. We must, and rightly so, focus on the future generation. Should we accept this facet, it would then be imperative that we have the future generation follow, or at least take a lead from, the current generation. How do we go about this? Consider the experienced retirees from the corporate matrix and the social world who have tremendous knowledge ... can we leverage this pool of talent to mentor our future generation leaders and entrepreneurs? We do have programmes to address this, however, few and far between, and not at all substantial wherein we can look at introducing mentorship also on a common platform along with the start-up programme and make mentoring accessible to the budding start-ups and overcome the shackles of merely the elite having access to such resources.

Setting up a few learning and development centres under the public private partnership (PPP) route, and which also include training facilities, can provide initial support to the vast number of budding entrepreneurs. This very organisation can also focus on skill development programmes for talented entrepreneurs under the umbrella of the respective national institutes. A broader vision and coverage beyond the urban population too is what would clearly add to the working population and provide for an additional or alternate source of income to people.

In this backdrop, it could be gainful for employment if one were to extend the reach to women, particularly those in their middle ages, who essentially want to make a comeback in their working life, be it a professional career or for that matter in business or some other useful employment source. Clearly this is one category which has not been tapped fully, or, may we say not even tested, forget being tapped fully. Given the reach of digital technology, and the very nascent nature of Digital India, one can leverage this category of the population rather effectively as we have often heard the adage, “when you employ a man you feed him, however, when you employ a woman, you feed a family!”

The fact that the rural-urban divide is stark, this strategy could be used to bridge the differences that exist and could reduce the economic divide. Institutions could empanel this category by not only creating a capacity for the employee workforce, but aided by technology they can leverage the skill sets and create learning and development centres to also train the future generation including providing education to this class of the population which is sincere, hardworking and once employed will clearly enhance GDP of the country's economy. Vision India 2025 will truly mean that we have a well balanced, economy with superior per-capita income and GDP.