



**3) growth and employment:** The report points out that the direction of employment growth shifted over different periods, showcasing variations in the growth rates between employment and gross value added (GVA). Noteworthy trends include periods where employment growth lagged behind GVA growth, indicating potential challenges in generating sufficient employment opportunities aligned with the labour force's needs. However, notable improvements were observed post-2019, especially during the COVID-19 pandemic period, where employment growth surged, surpassing GVA growth levels. This finding underscores the importance of understanding and addressing the intricate dynamics between economic growth and employment to achieve sustainable and inclusive development in the Indian economy.

**4) Education and Links with Employment:** This section delves into the intricate interplay between education, skills, and labour market transitions. It emphasizes the vital role of education and skills in driving economic growth and facilitating labour market transformation. By equipping individuals with higher levels of education and technical skills, the workforce becomes better prepared to shift from less productive agricultural sectors to more lucrative manufacturing and services sectors. The chapter underscores the need for maximizing India's demographic advantage by providing quality education, skills training, and creating conducive environments for productive employment opportunities for the burgeoning young population.

**5) skills development and active labour market policies:** Key factor is the importance of addressing skills mismatches and promoting employability among youths. Despite significant progress in establishing skills training programs and entrepreneurship development initiatives, persistent challenges remain, such as limited uptake of training programs and regional disparities in training capacity. The report underscores the need for a more effective role of state governments, stronger partnerships with the private sector, and improved career counselling initiatives to enhance skills development and bridge the supply-demand gap in jobs. Additionally, streamlining recruitment processes for public sector jobs and leveraging digital platforms for job search assistance are crucial aspects identified for enhancing youth employment opportunities and improving the overall labour market scenario.

**6) The future of jobs for youths:** Addressing youth employment is crucial for achieving Sustainable Development Goals and national policy objectives in India. The report emphasizes the need to increase the number of youths and adults with relevant skills for employment, decent jobs, and entrepreneurship. Furthermore, it underscores the importance of achieving full and productive employment for all, including youths with disabilities, and reducing the proportion of youths not in employment, education, or training. The COVID-19 pandemic has exacerbated the existing challenges in this regard, emphasizing the urgent need for extra efforts to get back on track towards meeting these targets and ensuring a brighter future for the youth in India.

### **Policy recommendation**

**1. Enhancing Skills Training Programs:** Focus on improving the quality and relevance of skills training programs to align with industry needs and increase job readiness among the youth.

**2. Strengthening Vocational Training Initiatives:** Emphasize subsidized vocational education programs in sectors like stitching and tailoring to empower women in disadvantaged areas and improve employment prospects

**3. Addressing Employment Challenges in Rural Areas:** Analyse the impact of training programs like the Deen Dayal Upadhyaya Grameen Kaushal Yojana on rural youth employment and earnings, and implement strategies to mitigate challenges faced post-training

**4. Bridging Skills Divide:** Focus on reducing unemployment rates among youths with formal skills training by providing targeted support and career counseling opportunities.

**5. Upskilling for Emerging Technologies:** Expand training programs like the Pradhan Mantri Kaushal Vikas Yojana (PMKY) to include new-age Industry 4.0 courses and on-the-job training to equip youth with digital skills for current market demands.

## **Conclusion**

The report underscores the importance of addressing the mismatch between the aspirations of educated youth and the available job opportunities. It calls for targeted policy interventions to promote job creation, improve employment quality, address labour market inequalities, strengthen skills training programs, and enhance knowledge on labour market patterns and youth employment. By focusing on these key areas, policymakers, social partners, and researchers can work towards creating a more inclusive and sustainable labour market for the youth in India.

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**Author:** Mahak, PILOT at Pratham