

## COLLABORATIVE RESEARCH PROJECTS

The Department of Management has developed the powerful bond with various organizations, Institutes and Universities at India and International level. The department has signed a MoU with over ten Institutes/ universities at the international level and initiated programs like Academic tester Program and student exchange program. The department is in process of developing a close collaboration with selective institutes for academic and collaborative research. Various initiatives like faculty interaction sessions, collaborative sessions have been organized by department.

Till date the department has published the following research papers

Sr. No	Year of Publication	International Author	Name of the Faculty ( Indian Author )	Name of Research paper	Name of Journal
1	March 2021	Dr. Niharika Singh Sustainability Consultant Bechtle AG, Germany	Dr. Hemant Wanjare	A Review on Financial sources used as Seed Capital by women Entrepreneurs	Juni Khyat Journal, Impact Factor-6.625, ISSN NO: 2278-4632, March -2021
2	January 2021	Mr. Sachin Annasaheb Bhamare CEO Dream Holiday Sandton, South Africa	Mr.Prabodhan Patil	PPP model: An additional approach to health care	Juni Khyat Journal, Vol-11 Issue-01 No.01 January 2021, PP-177-180, Impact Factor-6.625, ISSN NO: 2278-4632,
3	September 2020	Mr. Dhiraj Subhash Surve Vehicle Functional Architecture Alstom SA Brandenburg, Germany	Mr.Prabodhan Patil	India's International Trade among SAARC Nations	Juni Khyat Journal, Vol-10 Issues-9, PP- 162-170, September 2020 ISSN NO: 2278- 4632,
4	May-2019	Mr. SubhashGajare Senior Technology Manager Schindler Group Berlin, Germany	Ms. Sarika Patil Assistant Professor	India's Development of Human for Inclusive Growth	Juni Khyat Journal, Impact Factor-6.625, ISSN NO: 2278-4632, May-2019
5	April - 2019	Mr. Jai Sangoi Finance Manag Arise IIP, Gabon , South Africa	Prof.(Dr.) Rakesh S. Patil Professor	Human Resources Development for Inclusive Growth, with an Emphasis on Education and Skill Development	Juni Khyat Journal, Impact Factor-6.625, ISSN NO: 2278-4632, April -2019

**A REVIEW ON FINANCIAL SOURCES USED AS SEED CAPITAL BY WOMEN  
ENTREPRENEURS**

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**Abstract**— It is said that there is a woman behind every successful man, but why is she in the background when she has the opportunity to lead? Why is she a follower when she has the potential to lead others? Women are depicted in Hindu mythology as "Adishakti," the universe's source. Women have proven to be outstanding managers not only at home but also in the business world, with women entrepreneurs such as Indu Jain, IndraNooyi, JyotiNaik, PreethaReddy, and many others carving a name for themselves in fields dominated by men. All of this is interesting, but despite their successes, women are still regarded as inferior and incapable. To irradiate this kind of ideology the Government of India has introduced many schemes and facilities for women entrepreneurs, But many of the beneficiaries are still unaware. Hence, it is critical to raise awareness of these types of schemes which not only foster women's empowerment but also pave the way for the holistic growth of society.

**Keywords**— Women entrepreneurs, financial sources (key words)

## **I. INTRODUCTION (HEADING 1)**

With the rise of nuclear families, women's roles have shifted from being a house wife to being an earning members of the family. The Indian government is placing more emphasis on women's empowerment and providing them with various opportunities to demonstrate their worth.

Women entrepreneurs and managers such as IndraNooyi, CEO of Pepsico, Shahnaz Hussain, proprietor of India's largest herbal cosmetics industry, JyotiNaik, President of LijjatPapad, and Preetha Reddy, managing Director of Apollo Hospital have come forward with innovative and creative ideas and have been successful .They have not only done well for themselves and the country but also maintained a fine balance between family life and professional life.It has been observed that female entrepreneurs have excelled in showcasing their entrepreneurial skills around the globe, from small scale entrepreneurship to large corporate houses.

Many government schemes to encourage entrepreneurship have been implemented, others have been restructured to incorporate new ones, and many new schemes have yet to be introduced. UJJWALA Project, Swadhar, Swadhar Greh Scheme, Support to Training & Employment Programme for Women, NARI, and other initiatives such as National Mission for Empowerment of Women (NMEW)/ Mission Pourn Shakti, Priyadarshini Scheme, Nari Shakti Puraskar, Dhanlaxmi Scheme, and e-Samvad are among the key schemes that exist. The governments of India and Maharashtra have done an excellent job of implementing schemes to promote women entrepreneurship, but due to a lack of awareness, women entrepreneurs are less aware of these initiatives. The study aims to examine the different sources of finance used by first generation women entrepreneurs to develop their enterprise.

## **II. REVIEW OF LITERATURE**

SUNANDA V.M & HIREMANI NAIK R (OCTOBER 2017) Women entrepreneurship contributes to the Indian economic development. Women entrepreneurship is most significant tool in empowering women in India. They still face gender based problems to starting and growing their businesses. Financial, cultural and political barriers can limit the success of women business. The authors mention

they need training and education to run and succeed in their business and also Indian women still need motivation from family and government

HIREMANI NAIK R and SUNANDA V.M (OCTOBER 2017). In India, women's entrepreneurship is the most important means of empowering women. When it comes to starting and growing enterprises, they also face gender-based barriers. Financial, cultural, and political obstacles can stymie women's business success; they need training and education, as well as support from their families and the government.

SAPNA MANSHANI & ANJNA DUBEY (JUN 2017 INDIA) These days, Indian women are becoming digital women, and they are doing remarkable things in their own right, not only by juggling work and family life, but also by contributing to the country's economic growth

### III. METHORDLOGY

The research done was exploratory in nature. The concerned respondents were identified from the population and data gathered from the sampling city Nashik. A questionnaire was framed and data from women entrepreneurs were collected, analysed, findings reported. In-depth interviews were conducted with 5 women entrepreneurs across Nashik city. This was done to know the current business scenario and refined the questionnaire. Apart from this, data collection from personnel working with the entrepreneurs helped the researcher to understand and frame the questions in the questionnaire. The researched used non- probability convince sampling technique for collecting the data. The data were collected within a span of 2 months from seventy four women entrepreneurs of Nashik city.

#### a) Objectives

The aim of this research is to look into the various financing options available to women entrepreneurs in Nashik

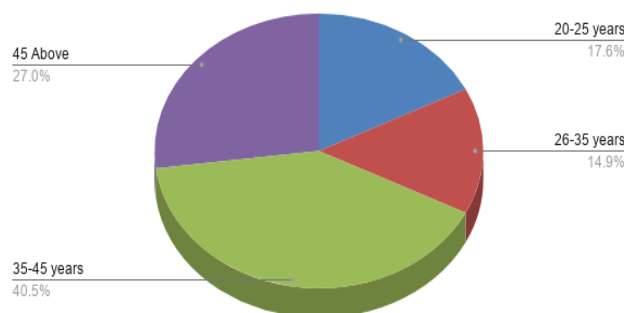
To analyze the use of government schemes by first generation women entrepreneurs

### IV. DATA ANALYSIS AND RESULTS

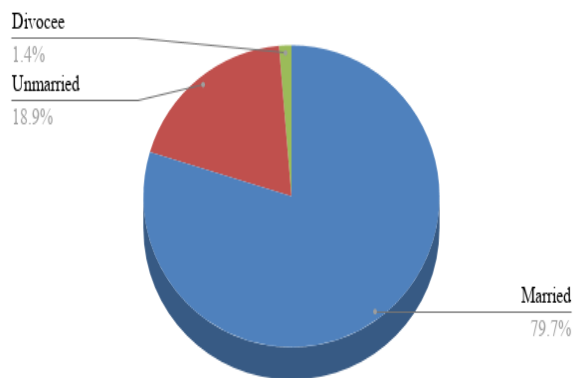
TABLE I. DEMOGRAPHIC PROFILE OF THE RESPONDENTS

Parameter	Table Column Head		
	Details	No. of Respondents	Percentage
Age (in years)	20-25 years	13	17.60%
	26-35 years	11	14.90%
	35-45 years	30	40.50%
	45 Above	20	27%
Residential	Urban	64	86.5%
	Rural	10	13.5%
Marital Status	Married	59	79.7%
	Unmarried	14	18.9%
	Divorcee	1	1.4%

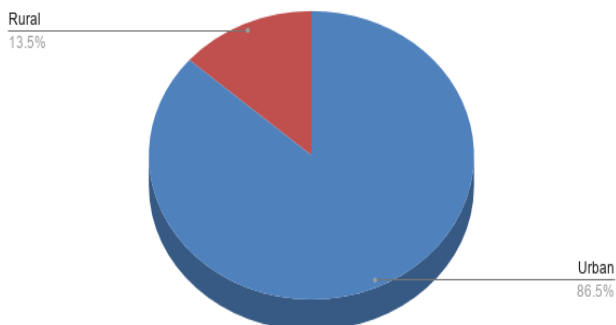
Figure 1 . Age Distribution of the Respondents



**Figure 2. Marital Status**



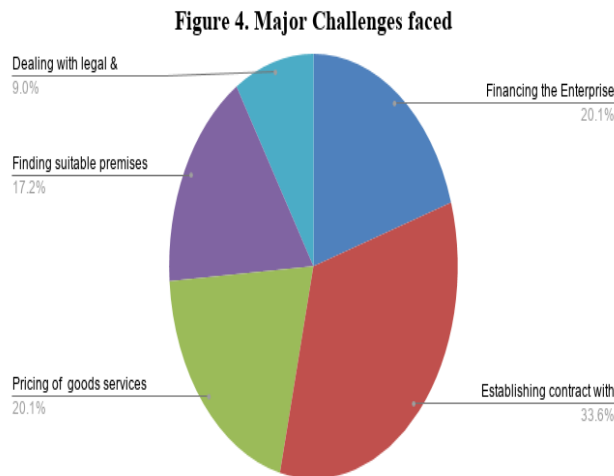
**Fig 3. Residential Status**



Data Analysis : The respondents are divided into four age classes, with 40 percent belonging to the 35-45 age group, followed by 27 percent belonging to the 45-plus age group. More than 65 percent of the respondents are over 35, implying that family responsibilities take precedence over personal ambitions. However, more young women are pursuing entrepreneurship, with nearly 18 percent of respondents aged 20 to 25 starting their own company, indicating a new trend that could continue in the future

**TABLE II. CHALLENGES FACED BY WOMEN ENTREPRENEURS FOR LAUNCHING A BUSINESS.**

Table Head	Challenges faced by women entrepreneurs		
	Challenges faced	No of Respondent	Percentage
Financing		27	20.1%
Establishing contract with customer		45	33.6%
Pricing of goods & services		27	20.1%
Finding suitable premises		23	17.2%
Dealing with legal & government		12	9.0%

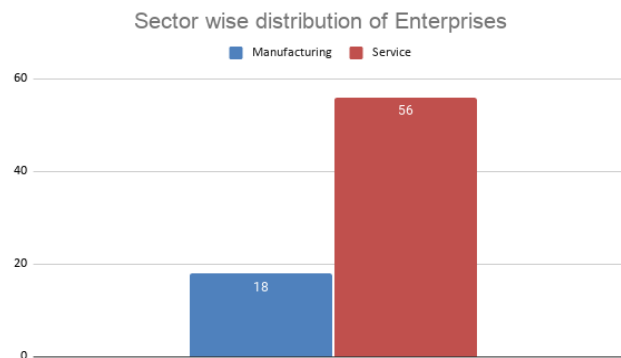


Data Analysis: According to the data, both urban and rural entrepreneurs face similar challenges when launching a company. Establishing a contract with a customer, according to 33.6 percent of respondents, is the most daunting challenge. Other challenges included determining the price of goods or services, as well as obtaining financing for the company. Surprisingly, getting in touch with government agencies did not seem to be a problem.

**TABLE III. SECTORWISE DISTRIBUTION OF ENTERPRISE**

Parameter	Type of Business enterprise		
	Manufacturing	Service	Grand Total
Units	18	56	74

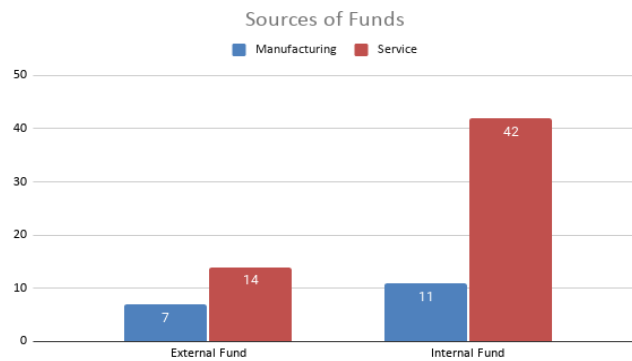
**Figure. 5**



**TABLE IV. SECTOR WISE SOURCING OF FUNDS**

Sources of fund	Type of Business enterprise		
	Manufacturing	Service	Grand Total
External Fund	7	14	21
Internal Fund	11	42	53
Grand Total	18	56	74
Units	18	56	74

Figure. 6

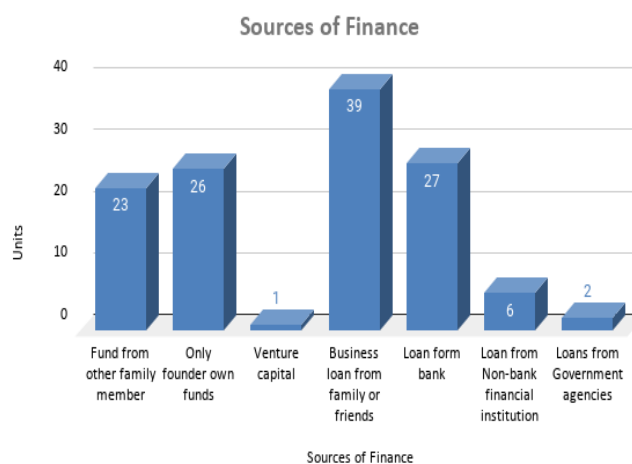


Data Analysis- From the above chart it is observed that out of total population 74 are female respondents. Their sources of funding are internal and external. From which 7 women uses external sources of funding for manufacturing purpose and 14 women which are in the service industry also uses external funds. 11 women uses internal funds for manufacturing business. Similarly, 42 women use the internal funding for the service industry it is observed that maximum respondents have their type of business is service sectors, and they more preferred fund is internal.

TABLE V. OVERALL SOURCES OF FUNDS USED

Sources of fund	Overall Sources of Funds	
	Units	Percentage
Fund from other family member	23	18.5
Only founder own funds	26	21
Venture capital	1	0.8
Business loan from family or friends	39	31.5
Loan form bank	27	21.5
Loan from Non-bank financial institution	6	4.80
Loans from Government agencies	2	1.90

Figure. 7

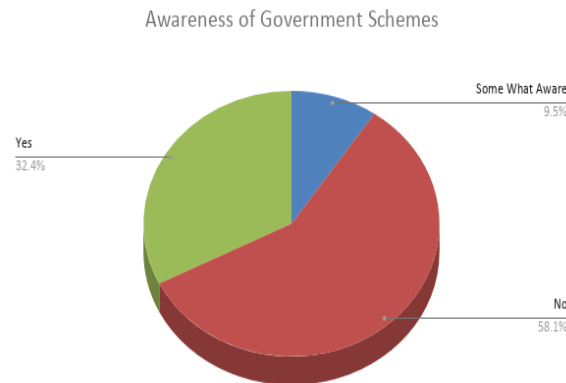


Data Analysis- According to the data, women entrepreneurs use a variety of sources of funding, the most common of which is a loan from family and friends, which is confirmed by 39 respondents, or 31% of the population. The next most common form of funding was a bank loan. Just a few women entrepreneurs, however, have taken advantage of government funds, as only two have done so. However the silver lining is one entrepreneur has used venture capital for her startup which is one of the most challenging methods of raising venture capital.

**TABLE VI. AWARENESS OF THE GOVERNMENT SCHEME FOCUSED ON FEMALE ENTREPRENEURS**

Are aware about the government scheme	Overall Sources of Funds	
	Units	Percentage
Some What Aware	7	9.5%
No	43	54.1%
Yes	24	32.4%
Grand Total	74	100

Figure. 7



Data Analysis - Most of the respondents i.e 54.1 percent of the respondents were not aware of the government schemes an other 9.5 confessed that they were some what aware and were not very confident about the same only 32 percent of the respondents were aware of the government schemes for women . The lack of awaremens among the women enterpruenrs is one of the major reason for low use of the govenemnt schemes.

**V. CONCLUSION**

The present study has analyzed the financing choice of first generation women entrepreneurs and determinants of investment of the private corporate manufacturing and services sector in Nashik in the context of financial literacy. The motivation underlying economic development in Nashik was the recognition that central planning failed to work and that the private sector could play an important role in boosting investment and spurring economic growth of Nashik. As a result market forces now increasingly govern the financing and investment decision of the corporate sector. In this perspective, the larger objective of the study is to understand the impact of financial liberalization on the capital structure and investment decision of the private corporate manufacturing and service sector.

Nashik is growing city and soon it will be a smart city. From above survey we can say that women are now moving towards entrepreneurship and starring their own business. It is observed that women entrepreneurs are particular about choosing their source of finance and prefer internal sources of finance over external borrowed money. They further preferred starring a services enterprise over manufacturing due to their risk averse nature.

As the environment is changing very fast, investors start investing on woman leadership, and their contribution in economic development is also being recognized and increase at a considerable rate. Start-up India, a stand-up India initiative by government to promote the culture of entrepreneurship by educating women about their hidden potentials and strengths through entrepreneurial orientation programmed, spreading awareness and consciousness amongst women to upstage in the field of entrepreneurship by their creative and innovative ideas, making them realize their important position in the society and how they can contribute to the entire economy of the country.

**REFERENCES**

The template will number citations consecutively within brackets [1]. The sentence punctuation follows the bracket [2]. Refer simply to the reference number, as in [3]—do not use “Ref. [3]” or “reference [3]” except at the beginning of a sentence: “Reference [3] was the first ...”

Number footnotes separately in superscripts. Place the actual footnote at the bottom of the column in which it was cited. Do not put footnotes in the abstract or reference list. Use letters for table footnotes.

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For papers published in translation journals, please give the English citation first, followed by the original foreign-language citation [6].

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## CERTIFICATE OF PUBLICATION

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Sustainability Consultant Bechtle AG, Germany

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जूनी ख्यात JUNI KHYAT जूनी ख्यात JUNI KHYAT

**PPP MODEL: AN ADDITIONAL APPROACH TO HEALTH CARE**

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**Abstract :**

The advantage of good health is widely accepted not only to belong to the person, but to the community as well. It is important for the creation of a country to have a complete vision. Health is a very complex problem, and multi-facted. There are three types of health: body, mind, and spirit. These are considered to be four main variables which influence a nation's level of overall health: environmental factors, socio-economic conditions, lifestyle, educational conditions, life-style, income, and medical care cost, as well as a person's well as money (Nand raj S, 2002). Developing good health is a necessary as well as a beneficial means for developing new information. Healthy living is an essential for a person, and can be considered a measure of social investment as well. Health is considered essential to development. In the past, sustainable growth has not taken place to the way people at the top of the socioeconomic ladder have not seen better overall results. More than a fifth of India's population in many regions does not have proper access to basic health care. From the first Five Year Plan to the eleventh, the nation has aimed for the benefit of the people by adopting a well-defined health care framework. Although health indicators like expectancy of life at birth, rate of illness, and mortality have improved, international comparisons show that India still lags far behind countries like China, Brazil, Argentina, and other South-East Asian nations as well as well as developed nations, such as the United States, show that it is progressing less. There has been an increase in government spending on medical and family care over the past six decades. In this context, however, it is inversely proportional to GDP. In a direct illustration, the shortcomings of the public health system become apparent. The mushrooming of private hospitals, homes for the aged, and medical institutions in metropolitan areas indicates the system's inadequacies.

**Key Words :**Health Care, GDP

**I. INTRODUCTION:**

Public health, having been created and introduced after India's independence, has now been applied to all disciplines, was strengthened with increased funding for research and education in maternal and child health. Everyone has the duty to be well off to build a strong public health, but the government has the task of supporting the health of the average men and women. The last six decades have seen India develop a large health system that exists at the primary, secondary, and tertiary levels of the health sector as well as in the government, and private sector. Thus, there has been an increase in health indices, with significant impact on the general population and a result in a steep decline in morbidity and mortality.

Despite government efforts, expansion of health and medical facilities has not been even-and-and-or equal in India has been problematic as well as limited in all cases-of irregularity and unbalance. Similarly, in urban areas, health and medical services significantly increased, although all types of facilities were missing. Both within states and between states, there is an imbalance in the health system and in which sub-state areas are suffering. The ironicness of the scheme is that millions of citizens in the county are actually without appropriate medical help even though they are just in near proximity to those who have it.

There was a large increase in the share of private spending on health and medical care in overall household expenditures due to the growth of the public health system. There was no alternative but to

include private medical care expenditure as the group's chair Prof.D: Tendul Lal (John) wrote on the poverty methodology had extended it, created a new guide, so the Expert Group was given the job of updating the poverty estimation methodology to leverage the Tendulises' (Prof. Lal) creations. We believed that the earlier levels of poverty would have had a subsidy provided social services such as health and education were from the government and were not factored into our analysis (GOI 2009).

In light of the weaknesses of the public health system and the PPP models are being proposed as a cheaper option for those who need it and on the other hand, individuals are seeking higher personal payments for private treatment An improved version of the PPP model will integrate the facilities and resources of private care, along with the cost-effectiveness of the public system which would enhance the delivery of health care services and encourage access to broader economic opportunity. This phenomenon is, however, in part caused by the free market operating. This business model needs to counteract the potential consequences of private sector over-sector monopolisation by organising oversight so that the little guy isn't driven into the ground. To include the needs of the underprivileged people should be a component of the model that helps in the success of the strategy of the PPP.

## **II: PRESENT STATUS OF HEALTH IN INDIA:**

There are more than one and a billion Indians living in India, making it the world's second-largest population. With an average birth-to-year rate of two children for every thousand inhabitants in 2018, the country had a total of approximately 18,600 new people.

and has grown consistently since the 1920s, and as a result of this to a maximum life expectancy of 69 years in 2017. Although on the whole, this was lower than the global average of 72 years, this occurred slightly earlier than normal. By comparison, the national death rate was 7.2 deaths per thousand people per year, which reflects a decrease of approximately equivalent to that of 20% since the year 2000. There has also been a gradual decrease in infant mortality because of improved newborn services, widespread immunisation for both mothers and babies, and the need of special maternal treatment to handle health problems have been present. Government laws have caused a greater degree of control in the percentage of illegal late-term and sex-selective abortions to decrease as well, as well as those on behalf of young girls and boys.

Despite these promising results, the project found that the greatest number of undernourished people in the Pacific was found in India. On a conservative estimate, this indicated that 68% of all people undernourishment could be in lower-class households, as well as 72% of those from higher socioeconomic strata undernour were without malnutrition. Any of the leading factors in fast food eating, bad dietary habits, and lack of exercise have played a significant role in this obesity epidemic.

In a major survey that was conducted in 2019, the vast majority of Indians were found to be underweight, at 70% because of their eating habits and poor health, which can put stress on the population of both genders. India has seen one of the most significant increases in the death rate from heart disease in the last two decades along with a steadily rising level of diabetes and cancer incidence.

while there has been some reduction in the number of vector-borne disease deaths, it is still a large-scale issue in the country as a whole. Throughout the entire Asia Pacific region, the country has reported the highest numbers of malaria cases on record in 2017. With the advent of antibiotics, the number of deadly diseases had diminished greatly, including those including typhoid, tuberculosis, and HIV/AIDS.

This proportion of adults with mental health issues (combined with the earlier figures of 14.3%) showed an additional increase between 2017 and 2018. While relatively uncommon, the conditions observed were characterised by developmental and/anxiety problems that were unconnected with other disease, as the most often as idiopathic. At the time, mental health services and understanding were not as widespread as they are today. That led to the problem of a very high suicide rate.

The coronavirus (CO19) outbreak hit India and exposed the country to other countries as well as the rest of the world in the same time span. The number of those who were infected in the first two weeks has been steadily increasing since the month of February, and now, a lot more cases are registered each week.

Beginning in March, strict quarantines were applied until the end of May in order to monitor the spread of the virus. As a result, the local outbreaks have continued to grow. More than 9,500 deaths as a result of CO19 have been attributed to the government, and at least that many have been recovered to their use.

### **Major health indicators:**

Overall, the life expectancy at birth has risen from 49.7 years in 1970–1975 to 67.9 years to 68 years in 2010–2014. For the span of time, females, 69.6 years, they can expect to live around 66.4 years, and for males, it is 66.4 years.4 years. The average age a person will be alive at the end of 2018 is expected to be 69.1 years To open his position for further scrutiny of the issue, he came out of the closet [to come into the open about his views on the subject]

The child mortality rate has decreased from 1,000 live births in 1994 to 1,000 to 1,000 to 1,000 births per 1 of those currently living in 2015. Differentials (differences) between rural (41) and urban (25) remain high in 2015 (as of the writing of this update)

as calculated from live births, the infant mortality rate was calculated to be 34.6 per 1,000 in 2016 .He changed everything in the house, painting the kitchen cabinets, tearing down the hallway walls, remodelling the bathrooms, and raising the ceilings, except the basement. The under-five mortality rate for the nation was considerably lower in 1994, when it was at 113,000 per 1,000 live births but rose to its highest point in the 21 years later that year, in 2018.

To include anyone who works, regardless of what it is they do for how long, regardless of the method of their compensation, regardless of whether they are married, or not, and regardless of whether they are students or not .Maternal mortality has fallen from 212 per 1000 live births in 2007–2009 to 167 in 2011–2013, or more recently from approximately 165 to around this year's 166 in 2013. However, the state's differentials (dIFSs) in 2011–2013 are still high in Kerala (61) and Assam (300) remain unchanged

Pregnancy-related death was estimated to occur at a rate of about 190,000 per 100,000 live births in 2013. When you apply for a credit card, it's your duty to inform the bank that you meet the criteria, but the credit rating isn't what they look at. If the bank uses a completely different system to judge your credit, the application, they could easily deny you, because they are allowed to use it to exclude everything they want from your credit history.

In the world as a whole, the overall fertility rate was 2.3 children per woman, while in urban areas it's roughly 1.8.0 currently , 2nd other 4The second in ranking was the burden of chronic obstructive respiratory disease (for which the rate was 4.61%), 4The most prevalent disease that led to disability-adjusted life years lost among Indians in 2016 was ischemic heart disease (made up 8.66% of total), which was second in this ranking in terms of illness due to pulmonary disease (which came in third, at 4.81%). (accounting for 4.35 percent of total DALYs).

This particular cause of DALY's loss was mostly preventable (on the 22,598.71 DALs per 100 in kids under 5), according to the research results: diarrhoea, lower respiratory tract infections, and other communicable diseases, were the second-preventable causes of DLYs loss among children in 2016 (a 21,039 DALY [Demographic Annual Disease burden of Diseases] total).

## **III. PPP MODEL IN HEALTH CARE**

### **Rationale of PPP Model**

The public sector accounts for only 20% of overall health spending, which is roughly equivalent to 1% of GDP. Instead, on the other hand, as the quote above shows, it has declined from 0.8% in 1985 to 1.3% in 2008. To cope with the health challenges in the region, India's public health is significantly underfunded and limited in scale. Agencies like health, hospitals, sanitation, and so on belong to the state; everything else, the federal. 15% of the national health sector funds come from the central government. The position of the private sector in healthcare in India is about 80% and that is about equal to what we see in China and the United States (CII, KPMG 2009). It covers about 93% of out of out-of-pocket costs and underwriting.

The other 12 percent is the spending on running costs, which accounts for 60 percent of all in-patient and inpatient visits (NSSO, 2008). Additionally, the private sector is responsible for providing 58% of India's hospitals and provides 81% of India's doctors (GOI). Also, with all of the socioeconomic and technological changes, there is an increase in new people and new lifestyles. People from the city and the countryside encounter vastly different kinds of stress. a blend of government and private sector capital is needed to meet these challenges.

The reason for the adoption of the PPP health care system in India is based on the abundant data revealing the low quality of the public healthcare system, along with all the other shortcomings, and the numerous loopholes, which is a significant. We can see that over the last half century, a rise in the proportion of private sector workers has occurred based on data from the 52nd National Survey (NS) It turns out that 44% of the respondents favoured the private sector due to doctors' accessibility, 36% due to poor health care in the public sector, and 7% due to a shortage of pharmaceuticals in the public sector.

In both the private and public sector, the in-patient position has increased in importance. In recent years, the percentage of patients treated at the government hospitals has dropped from 60% to 43% and then to 39% in urban areas. For the 60 per cent of the rural areas, the equivalent figure is 44%; for the 44 per cent of the urban, it is 60 per cent.

#### **IV CONCLUSION**

Even though India spends 6% of its GDP on health care, much of it is out of pocket in rural areas where they spend 80% of it. Tending to favour the better off causes the bad state to suffer. Health service extension, which would be less difficult in the lower public-sector involvement and which has proven indifferent service delivery, will have to remain as a significant priority for policymakers; meanwhile, the continuing private sector-based market access issues and problems show that the lower-sector will rely on the government regardless of financial variations. An the number of governmental NGOs, insurance firms, non-for-profit agencies, and community-based organisations have begun collaborating to better meet the needs of Indians' wants and needs in India. The PPP model has the ability to be used extensively and wisely to completely transform the Indian healthcare in a cost-effective way, cost-efficient manner. As is true with any good project management, the needs of both parties must be taken into account for a PPP to succeed. Expanding on a person can include a position, right and responsibility, designation of best practises, distribution of knowledge, and assistance for public sector managers, but does it mean each and a different job will have to be defined and updated on a regular basis? With the aim of enhancing humanity and pursuing development, the current bio-centric paradigm must now be broadened and sophisticated, as opposed to the formerly medical-only framework of healthcare, which was focused on premature and disequilibrium-based reductions.

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जूनी ख्यात JUNI KHYAT जूनी ख्यात JUNI KHYAT

**India's International Trade among SAARC Nations**

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**Abstract:**

*The South Asian region has recently experienced the fastest population growth in the world. However, the region's geopolitics has played a part in slowing down the growth of intraregional trade. How trade agreements have affected economic growth in fifteen years across the seven member countries of the SAARC region (Bangladesh, Bhutan, India, Nepal, the Maldives, Sri Lanka, Pakistan). It is suggested that one concentrate on understanding the scope of regional trade, issue, and challenge while devising policy solutions.*

**Key Words:** SAARC Nations, Intraregional Trade, economic growth

**Introduction**

It recognized that the SAARC nations continue to reduce regulations and open economies to private investment in trade within the member economies. However, the trade within the region at 5% of the world price is not nearly the same as ten years ago because of the international markets' fluctuations. The SAARC countries produce 21% of the global output, 3% of the global territory, and 3.8% of global GDP (IMF, 2015). extensively diverse, geographic, culturally, and politically, among the SAARC region members (Jain and Singh, 2009).

Bangladesh first proposed the idea of regional cooperation in 1980. However, when other member countries agreed, India and Pakistan were initially reluctant—launched in 1983 as a sub-organised entity known as the South Asian Association for Regional Cooperation (SAARC). In October of that year, SAARC (South Asian Association for Regional Cooperation) was created to promote trade and cooperation among the member countries (Dash, 1996).

The first steps towards the establishment of the Committee of Economic Cooperation were taken in the year 1991. (CEC). After conducting extensive research, the committee produced a document titled the South Asian Preferential Trade Agreement (SAT), which protects their international trade from marginalisation in the global market (Lohani, 2008).

The SAPTA entered into force in December of the year following its signing. The establishment of the Security and Prosperity Partnership of Africa has been a historic event for all the member states. To raise the issues of cooperation to a new level, the details of SAFTA must be weighed carefully. In 2004, South Asian Free Trade Agreement was signed. The South Asian Customs Union (SACU) was established in 2015 to pave the way for the economic union to occur by the end of the decade (Bandara and Yu, 2003).

Instead, it has undermined it. Trade in North America and Europe is still tiny in comparison to other regions. This area is no longer characterized by free trade: However, nations have grown in scope because of high growth. The technique has been considered a failure because many people who have tried it live in extreme poverty.

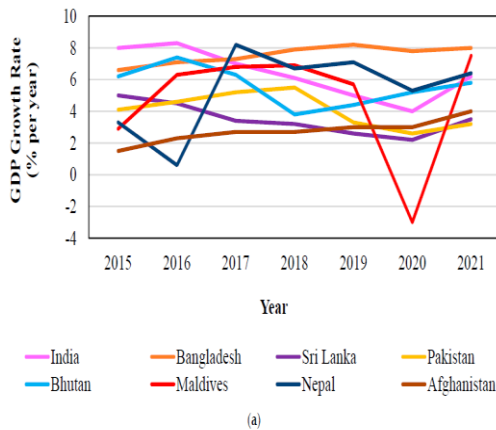
In the context of the current study, the author provides a macroeconomic view of South Asian economies in Section 2. Empirical trade literature of regions can be found in Section 3. Section 4 reviews intraregional trade trends for the period 2000-2015. Thus, it can be said that all the conclusions and policies we've looked

at here can be condensed into the following words: In conclusion, these are all challenges and consequences: discussed in Section 5.

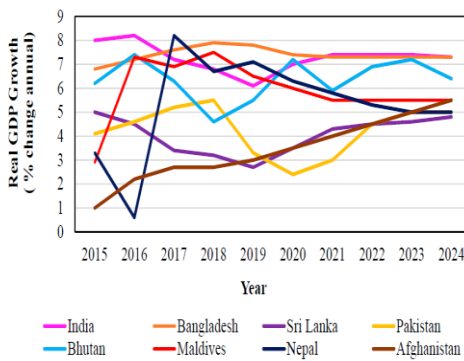
**SAARC Economies: Macro Economic Factors**

The four South Asia countries are known as the Lakshwani lands because Lakshmana, the Hindu goddess of luck, is the deity worshipped in each of the three of them. However, to Afghanistan, Bhutan, and Nepal, economic measurements put them on the lower end of the scale, and so too the Maldives. World Bank categorization has designated the three countries - Bangladesh, Maldives, and Nepal as LDCs; besides, India, Pakistan is known as developing LDC. According to this criterion, Maldives is upper-middle-class; India, Pakistan, Bangladesh, and Sri Lanka are lower-middle-class; Nepal is low-class (Winthrop et al., 2016).

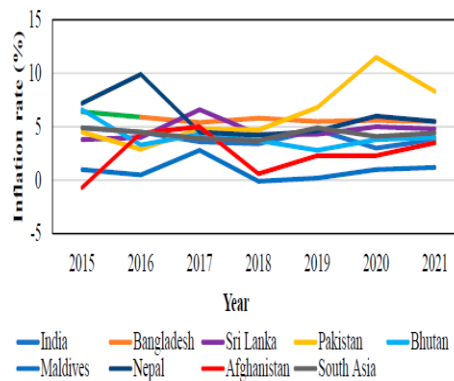
**GDP Growth Rate:**



**Real GDP Growth Rate :**



**Inflation Rate :**





**3. Literature Review**

Many studies have been done to look into the effects of trade pact members. Systems in the developing countries. Amid the developing world.

According to the author, Mohanty (2003), the country has both trade and investment opportunities. Not trying to outdo each other in trying to sell the same products to the rest of the world. He estimated that it was six times what it is now if fully exploited.

Instead of integrating, smaller states will only prosper from the big economies like India and Pakistan; Pattik has said that SAARC will remain in its predicament if countries stick to their existing boundaries.

It will require joint national and regional initiatives and open government information systems to be an effective integration (Ghani and Din, 2006).

Rather than exclusively focusing on economic issues, Magee (2003) stresses politics' role in motivating consumption behaviour. Countries that are already engaged in multilateral trading arrangements are more likely to sign a TA with their trading partners.

Taneeja, in her study, mentioned that South Asia was the least integrated to other areas, like Europe and Latin America, says in other words (South Asia, in particular) However, India's share of total regional trade has increased over the years, which means SAARC trade will rise.

Jayaratne (2004) noted that the few regional integration projects that have failed to succeed stem from non-economic problems like macroeconomic instability, policy inadequacies, and differing political positions to build and weak implementation. For the time being, one of the topics under study is the use of a common currency in the region.

Accordingly, Saxena (2005) examines if any SAARC countries can fulfil the optimal currency requirement.

Given the low level of confidence, the consequences of ethnic and religious conflicts, and the scope of bilateral disputes in South Asia, Dash (1996) argued from a more or less neutral viewpoint that any significant growth of regional cooperation is unrealistic without easing political tensions.

To summarise, we may conclude that to achieve the goal of economic integration, distrust among member nations must be reduced, and the goal of SAFTA cannot be achieved without easing political tensions. As a result, successful implementation of regional trade agreements in South Asia necessitates concerted efforts and strong political will from all regional leaders to achieve stability, unity, and social security.

**4. Overview of Intraregional Trade in South Asia**

The South Asian area grew slowly between 1960 and 1970, but in the 1970s, it experienced the highest rate of growth in the world. The regional economy developed at a rate of 5.4 percent from 1980 to 1999, and then at a rate of 6.8 percent from 2000 to 2008. During the financial crisis, average GDP growth fell to 5.4 per cent. Still, by retaining strong competitiveness and investment among member countries, regional growth is projected to rise to 7.6 per cent in 2017 (up from 7.5 per cent in 2015). These predictions are focused primarily on India's economic solid estimates, which are fuelled by economic reforms and investor confidence (Winthrop et al., 2016)

**SAARC Region GDP Growth Rate**

Country	1960	1970	1980	1990	1995	2000	2005	2008	2012	2015
Bangladesh	6	5.6	0.81	5.94	4.9	5.9	5.9	6.19	6.7	5.6
Bhutan	---	---	---	10.87	7.07	6.9	7.12	4.67	5.57	6.7

India	3.7	5.15	6.7	5.53	7.6	5.5	8.4	6.7	6.8	7.5
Maldives	---	---	---	---	---	4.76	-4.6	12	5.4	2.5
Nepal	---	2.57	-2.3	4.6	3.46	6.2	3.12	5.8	3.8	5
Pakistan	5.9	11.3	10.2	.45	4.96	4.2	9	4.1	2.9	4.6
Sri Lanka	4.2	3.8	5.8	6.4	5.5	5.56	6.24	5.9	8.2	6.6

Source: World Development Indicators, World Bank Report, 2016

### Trade in South Asia

The South Asian area grew slowly between 1960 and 1970, but in the 1970s, it experienced the highest rate of growth in the world. The regional economy developed at a rate of 5.4 percent from 1980 to 1999, and then at a rate of 6.8 percent from 2000 to 2008. During the financial crisis, average GDP growth fell to 5.4 per cent. Still, by retaining strong competitiveness and investment among member countries, regional growth is projected to rise to 7.6 per cent in 2017 (up from 7.5 per cent in 2015). These predictions are focused primarily on India's economic solid estimates, which are fuelled by economic reforms and investor confidence (Winthrop et al., 2016).

Country	Exports (CAGR) in percentage			Imports (CAGR) in percentage		
	1981-91	1991-01	2001-11	1981-91	1991-01	2001-11
Bangladesh	7.78	12.42	14.69	2.66	9.86	14.67
Bhutan	16.58	2.72	19.70	4.03	6.59	19.97
India	7.44	10.44	21.53	4.51	10.19	22.48
Maldives	9.48	9.68	16.58	6.99	9.51	13.98
Nepal	5.55	8.22	5.04	7.50	6.10	14.21
Pakistan	8.89	2.92	11.49	5.24	0.94	14.51
<b>Sri Lanka</b>	<b>6.63</b>	<b>9.24</b>	<b>7.72</b>	<b>5.69</b>	<b>7.16</b>	<b>11.92</b>

Source: United Nations Conference on Trade and Development Report, 2013

### Trade Openness

A trade agreement between the SAARC nations was made to expand regional trade. However, domestic trade was never considered. This phenomenon can be attributed to the non-desire for strong engagement of two critical economies in the subcontinent -India and Pakistan, to get involved in the global economy. Indians and Pakistanis had a 54.4 to 33.3 trade to GDP ratio in the year 2010. In an economy that is more

open to innovation, a lower index suggests a more regulated one. Despite having a trade with far higher GDP ratios, the Maldives and Sri Lanka's economies are relatively small. Their contribution to the regional economy is insignificant, so, therefore, For the past several decades, trade has been seen as a growth stimulant in SAARC economies because these economies have been progressively liberalising. However, on the other hand, it varies significantly across the SAARC area. E.g., Maldives has a trade dependency of 223.9 as a percentage of Gross Domestic Product (GDP) to the regional area, while Pakistan is the least connected country in the SAARC region. Due to the size of the Indian market, the importance of the trade sector in Indian GDP is comparatively more minor compared to Asian economies. In terms of international trade, the other countries are considered reasonably open. As a result of trade growth in the world, GDP, the trade to GDP ratio for Bangladesh, Bhutan, India and the Maldives has risen.

Sri Lanka, however, has been tiny, but now it has risen once again.

Because of the worldwide economic convergence, the external climate has a more pervasive effect on these economies now.

#### Trade Openness in SAARC Countries

Country	1970	1980	1990	2000	2010
Bangladesh	20.8	23.38	19.65	33.21	54.5
Bhutan	...	51.35	57.48	82.47	92.41
India	7.5	15.11	15.24	26.54	54.48
Maldives	...	358.66	168.08	161.09	223.99
Nepal	13.2	30.27	32.19	55.71	41.7
Pakistan	22.4	36.59	38.9	28.13	33.38
Sri Lanka	54.05	87.01	68.24	88.63	60.67

Source: World Development Indicators, World Bank Report, 2016

#### Trend in Intraregional Group Trade

In the Asia-Pacific Economic Cooperation (APEC), intra-regional trade is low compared to trade in the Americas, the Association of Southeast Asian Nations (ASEAN), the North American Free Trade Agreement (NAFTA), the Common Market of the South (COMOBSA), the Andean countries (MERCOSUR), and the European Union (EU). The bulk of South Asian trading is with other non-regional economies. Although SAARC began slowly, it gained momentum after it introduced SAPTA in the middle of the decade. Since SAFTA was put in place at the beginning of the new millennium, its performance has greatly improved. Even so, South Asia's total foreign trade was still comparatively small at 7.6 percent in 2015, compared to the ASEAN member countries at 16.4 percent, and to 21.9 percent for the rest of the world.

#### Intraregional Group Trade (per cent)

Region	1960	1970	1980	1990	2000	2010	2015
APEC	47.1	57.4	57.3	68.1	72.5	64.3	65.2

APTA	1.56	1.97	2.28	3.7	7.1	14.06	16.4
MERC OSUR	7.5	9.3	9.8	11.0	20.1	15.1	15.5
ASEAN	12.8	22.4	15.9	17.2	22.4	24.3	21.9
EU	51.8	61.8	61.9	67.4	68.2	65.3	67.4
NAFTA	30.42	36.1	33	37.2	46.8	39.2	46.4
SAARC	5.1	3.2	3.5	2.7	4.5	4.6	7.6

Source: United Nations Conference on Trade and Development Report, 2015

### Conclusion

One of the major goals of the SAARC trade agreement was to promote trade between the member nations. by means of the signing of the agreement, the rates remained relatively flat until 2001, at which time they shot up to 7.9 per cent (2015). Having such a relatively little regional trade among these countries, it is doubtful that any free trade area can form will form

The recent summit in Nepal held in the South Asian Association for Regional Cooperation declared their support for the vision of the South Asian Economic Union in stages. Moreover, in addition to technical trade barriers, the establishment of the South Asian Association for Regional Cooperation Development Fund was included in the UN's declaration of development More than declarations are required to bring the trade agreements to fruition.

Ensuring trade in these regions

**Refurbishment of Infrastructure:**There is insufficient investment in infrastructure to cope with higher GDP and larger populations. According to Harris (2008), an infrastructure expenditure of 7.6% of GDP is required to maintain an 8% growth rate in the geographic region. empirical reality creates a need for tangible steps to be taken. Ensuring trade in these regions This part of the world takes a very long time to export and import things. It is because of delays at the land borders. There is more of a mix in non-formal trade than formal trade, so we're facing corruption and complexities as a result. To give another example, containers from Delhi can take 45 days to travel to Dhaka, but it will take at least 2,000 kilometres by rail (Subramanian and Arnold, 2001; Taneja, 2007).One of the greatest ways to improve intraregional trade is to promote the overall efficiency of regional transport, and the others are to reduce trade costs. roughly, De, Khan et al. (2009) found that a 10% reduction in transaction costs led to a 3% increase in export value.

**Energy Trade between SAARC Member States:** It is always a supply and demand issue in South Asia. Nepal and Bhutan now have the ability to exploit its untapped energy resources, creating trade surpluses for other countries such as India and Pakistan, which then in turn lead to energy deficits. Energy demand is projected to increase between 2% and 6% annually over the medium term (2010 to 2020) in the Southeast Asian nations (SSA). That trade which exists between India and Bhutan and Nepal provides for the two nations will add to their respective national income and will increase their tax revenue.

**Non-Tariff Barriers:**Non-Non-barriers are an important obstacle to free trade between the SAARC countries. For example, due to political considerations, trade is limited between India and Pakistan (Dubey, 2007). The para-tariff mechanism has, however, balanced the limited tariff preferences that were laid out in the SAFTA (Taneja et al., 2011).

**Transport at the International Level:** Sri Lanka, Bangladesh, India, Pakistan, the Maldives, and Pakistan have advantageous coastlines. Movement of goods between India and Pakistan is only possible through air or sea route despite their shared border. As trade between India and Pakistan is inefficient, the trade route passes through Singapore or Dubai, which is why most of it takes place through unofficial channels. While both countries maintain positive trade lists for their land borders, the WTO does not adhere to GATT principles. Countries like Pakistan still maintain a positive lists such as 137 items, many of which are related to commodity groups like vegetables, cotton, and steel transport must continue to happen by air or ocean despite land borders. To love one's dog is the greatest source of joy that a man can know besides being a woman

**Vertical and Horizontal Investment Through Foreign Direct Investment (FDI):** In terms of FDI investment in the South Asian region, the most common type is horizontal FDI, but there is a shift away from domestic manufacturing toward services and construction.

According to Athukorala (2013), investment in vertical FDI is also occurring as a result of the region's technological development. The most prominent example is the textile and garment sector, where Sri Lanka is establishing a reputation as a hotbed of technological innovation and managerial talent. All member countries are now taking steps to increase the value of their export products in order to maintain a competitive edge in global markets.

**Production Networks Around the World:** Trade networks need to be made within the country, not imposed from elsewhere. The trade division between clothing and textile suppliers in South Asia is very clear. The prominent fabric and yarn manufacturers are India and Pakistan, and export textile production are important in Bangladesh and Sri Lanka (Tewari, 2008). Removing the listed goods and lowering tariffs will help the cost and competitiveness of a nation on the world markets (UNCTAD 2010).

**Standardization and modernization of commercial practises:** a substantial part of trade between SAARC nations are the documentation and logistics costs. If a procedure is going to be streamlined, there is a greater need to expedite the process of clearance. Compliance with international trade regulations has been reduced, but a staggering number of documents is required to complete cross border transactions (Taylor and Wilson, 2009). Similarly, in the case of the trade between India and Bangladesh, each shipment requires 22 signatures or more and a minimum of 116 legal paperwork (Gilbert and Banik, 2010). One of the effects of these policy suggestions may be the economic development of the South Asian Association for Regional Cooperation (SARCA) bloc. Promoting regional exchange will reduce costs.

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**Human Resources Development for Inclusive Growth, with an Emphasis on  
Education and Skill Development**

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**Abstract:**

*We believe that a strong human resource base is important for growth in India. Resource production encompasses the provision of essential services as well as the whole field of the community's human and material capital.*

*Prior to the 1960s, the concept of talent and ability was largely unrecognized and discounted in the scientific community. These figures reflect gradual change, but we still lag behind many Asian countries in terms of both infant and maternal mortality. although India's literacy rate went from 18.3% to 64.8% in 1951 to increase to 3.04% in 2001, over the same period, the number of illiterate people rose to 304 million. which is 6.3 years longer for every 10 years for males and 7.4 years for females.9 years The life expectancy in the developed countries is approximately 80, while in China it is less than 72. In a more global and information-driven environment, we must raise the higher education enrolment from 11% to 21% over ten years.*

*If we're going to succeed in this area, we need a major expansion of our university system along with the development of world class-leading institutions of higher learning. Under such conditions, private sector efforts in higher education, especially various types of PPPs, must be supported. Aside from formal education, there is a requirement for non-marketable skill acquisition to go into labor-intensive development.*

*Twenty percent of those who are joining the workforce at present are receiving some kind of training whatsoever is the latest estimate. I would significantly increase this proportion. Plan calls for a National Capacity Creation and Expansion Program to increase and reorganize public sector involvement in high-growth sectors of the economy. Equality in the education system is one of the plan's top goals. Governmental investment in education is less than 3.6% of GDP. The NCMP had set a goal of raising this figure to six percent The Sarva Shiksha Abhansa and midday meal programmes were both expanded greatly in the Tenth Plan.*

*The out-of-school child population has dropped from 32 million to 7 million during the Tenth Plan, with an additional 25 million children being in school. The Gross Enrollment Ratio (GER) rose from 81.6% in 2001 to 94.9% in the 2004-05 school year. However, despite recent educational reforms, however, retention of students has remained on a relatively low level. It was 5.9 percentage points lower in 2001 than at the elementary level, and as low as 48.71 in the Tenth Plan.*

**Key Words:-Human Resource, Skill Development, Inclusive Growth**

### **Introduction:**

HUMAN RESOURCE Growth plays a critical role in India's overall development strategy. While development used to mean the enhancement of the well-functioning economic structure of a long time ago, nowadays it is described as the overall improvement of the people's resources.

The promotion of human capital is mostly placed under the social sector, with the growth of education, health, housing, rural jobs, water, and basic services increasing the economy's productivity. You have to think of the brewery as an end, as well as a means of local economic growth. Prior to the 1960s, the concept of talent and ability was largely unrecognized and discounted in the scientific community.

Extending the sum of primary schooling by one year can have a huge effect on the workforce as a whole. It is thought that an educated citizenry is an asset for every country. The thing to realise about primary education is that it helps to keep people in better health, supports low fertility, and slows population growth.

minimum education raises everyone's standard of living, as technology inevitably brings about change, people must be taught to change. I don't think we can have reasonable economic growth if we don't provide for people's ability to learn and health care, Amartya Sen noted. People are an essential part of the process as well as the product. Investing in human beings and developing their capabilities to help them expand the GDP

Never invest in someone who borrows; never lend to someone who invests. A well-rounded package of program and resources for individuals and work teams serves to both enhance skills and improve operations

### **Inclusive Growth:**

Now, for the first time, India has joined the Eleventh Plan with a good growth record. At a point, with its output in the Ninth Cycle (1997-02), GDP grew by 7.7% on average in the past four years. Besides, even in the Tenth Period, the growth rate averaged 8.7%, making India one of the world's fastest-growing economies. However, it can be maintained that there has been a certain reliance on the past four years on the global economy.

Nevertheless, India's performance has only been symptomatic of what is expected from a developing economy. Promising by definition: It is underpinned by a range of strengths that will serve us well in the future. Economic reforms have enabled the industrial sector to re-take its place in the global economy. It seems to indicate that the economy is approaching the position that substantial improvements in the people's lives can be made.

Despite these positive indicators, such as literacy and education levels, human development continues to lag in several other Asian countries. Though India's literacy rate rose from 18.3% in 1951 to 64.8% in 2001, 304 million more people remained illiterate in 2001.

which is 6.3 years longer for every 10 years for males and 7.4 years for females.9 years Yet, this places people in industrialized countries typically have a lifespan of about 80 years, and China's about 72. Life expectancy in India is now as high as in developed countries, but there are fewer women to every thousand men. Another concerning fact, the sex ratio of children (0-6 years old) has decreased drastically in the last three decades, going from 962 to 927 in 1981 to 900 in 2001. Maternal and infant mortality is much more prevalent in countries in East Asia, providing evidence that health-care systems are underfunded in those areas.

### **Education and Skill Development:**

For faster growth and greater inclusivity, a trained workforce is essential. At this time, an ongoing programme is under way to improve elementary education and serve as the cornerstone for the Eleventh Plan. The bulk of the facilities for primary schools has been completed, now we need to concentrate on quality and on providing for secondary education. This has to do with upgrades of

primary schools to secondary schools, gains in the number of students enrolled in secondary schools, and development of secondary model schools. The standard of education in public schools is plagued by chronic absenteeism, poorly applied instruction, obsolete pedagogy, and lack of transparency on the part of teachers. More funding is required by states and PRIs to support our vulnerable communities, particularly in rural areas.

In a more global and information-driven environment, we must raise the higher education enrolment from 11% to 21% over ten years. If we're going to succeed in this area, we need a major expansion of our university system along with the development of world class-leading institutions of higher learning. Under such conditions, private sector efforts in higher education, especially various types of PPPs, must be supported.

Aside from formal education, there is a requirement for non-marketable skill acquisition to go into labor-intensive development. Twenty percent of those who are joining the workforce at present are receiving some kind of training whatsoever is the latest estimate. I would significantly increase this proportion. Plan calls for a National Capacity Creation and Expansion Program to increase and reorganise public sector involvement in high-growth sectors of the economy.

### **Education:**

Never invest in someone who borrows; never lend to someone who invests. There is a misconception that education is a predictor of success. According to the 1986 National Education Strategy, the government has committed to spending at least 6% of GDP on education. The truth was so much worse. For every dollar spent on schooling, significant decline in all aspects of achievement. The annual growth rate of spending on elementary education dropped from 6.9% to 1.2% in the decade 1990-1996. In post-reform secondary education, student spending decreased by 4.4 percent for every 100 basis points of growth in the number of pupils. The Central Scopes in the social sector are showing lower rates of evolution. For example, CSS expenditure went from 12.1% of total education in 1991 to 8% in 1997-98. There was a 3.4% gap between the real expenditure in 1996-97 and the set national policy to slash spending by 1% in order to place education at 6% of GDP. There was a major surge in the number of states which display stagnation in education spending between 1985-1990 and 1995.

The available data show that market-oriented reforms had given these countries' notable literacy levels prior to the reforms being adopted. Furthermore, in 1980, South Korea (94 percent), Hong Kong (87), Thailand (71) and China (56%) were substantially ahead of India in literacy (95% vs. 56%) (36 percent). What improvements did India make to the educational sector as a result of its reforms? Largest

there be some confusion, this points out that there is just a quantitative increase in the amount of colleges and universities in the popular wealth. The number of students who dropped out of the programme also decreased significantly. Those figures continue to be the numbers for adult literacy as of the population who can only read at a third-grade reading level, 62% of the adult population are able to read and write only at a third-grade level, and 38% of adults are illiterate. Also, it is notable that differentials exist between rural and urban students.

The class's accessibility to higher education is a direct indicator of its position. "After four decades" in the United States in 1991, the rate of literacy among women in the country has jumped to 39.29 percent just 55.2% of girls between the ages of 11-13 attended school in the 1993-94 academic year. Additionally, the dropout rate among female children is relatively higher. It rose to a nominal price of 39.05% in 1993-94, and at the level of secondary education, it's approximately 74.54% in 2014-15. Educational attainment by sex differs depending on the college. In Arts, females are 64.7% of every 100 males; in Science, 49.1%; in Business, the proportion varies between technical courses, between 12.5% and 37%; in Engineering, and 57.5% between technical and medical. Clearly showing the differences in male and female/male and female educ. Compulsory primary schooling hasn't improved girls' level of education in any way.

A sudden severing of relations with the educational institutions in the face of financial liberalization and policy change results in additional deterioration in the standard of the education. Consequently, education became out of reach for all and particularly for women in India. Commercialization in education is happening due to a deregulation in education. An additional consequence of this deregulation is the growth of the upper-class, as well as middle-class students obtaining tuition-free private educational institutions. In this way, access to education is being blocked to the people who have capital in the middle and lower classes.

Equality in the education system is one of the plan's top goals. Governmental investment in education is less than 3.6% of GDP. The NCMP had set a goal of raising this figure to six percent. The Sarva Shiksha Abhansa and midday meal programmes were both expanded greatly in the Tenth Plan. The out-of-school child population has dropped from 32 million to 7 million during the Tenth Plan, with an additional 25 million children being in school. The Gross Enrollment Ratio (GER) rose from 81.6% in 2001 to 94.9% in the 2004-05 school year. However, despite recent educational reforms, however, retention of students has remained on a relatively low level. It was 5.9 percentage points lower in 2001 than at the elementary level, and as low as 48.71 in the Tenth Plan's Tenth Plan.

There is a significant gender gap in our elementary school teacher education programmes, and we should do something about it. The problems of teacher absenteeism are extensive, but teacher training is incomplete. These shortcomings are to be resolved with the twelfth programme, which concentrates on improving the education in the countryside. As an add-on to primary and secondary education, it increases the capacity of all school to meet the needs of its pupils. The massive increase in education calls for a growth in high schools as well as public, as well as private assistance. It must be remembered that a greater proportion of the total enrolment most possibly will come from the public schools. The action proposed in the Eleventh Plan for secondary education includes the following:

- In 37,000+ upper primary schools, adding another 26,000 secondary school capacity.
- Establishment of 6000 highly talented high-quality secondary schools at the model level of the block for. 3500 schools will be sponsored by the public and the remainder by PPP.
- Improving existing lab and library resources.
- Teacher engagement in training a la musique: tout-en-enseignant.
- Hostels and service institutions for single mothers, college preparatory for boys.
- A State approach that allows for private school expansion in response to unmet public demand for a higher standard of education.

Our mission under the Eleventh Plan is to increase the potential of our universities and training institutions (engineering, medicine, law, etc.). Enrollment among the younger generation (age 25 and below) currently stands at 11% in universities worldwide, but in other developing countries it is significantly higher. These figures show that over the last decade, China's GNP growth rate has risen from 10% to 21% It is important that we lift the MSP to 15% by the end of the Strategy and be there by the completion of the Thirteenth Plan. not just to meet the requirements of an expanding economy, but also to keep up with the aspirations of a younger generation that values education. In addition to expansion, improvement in quality is important.

It is comforting to note that while the best institutions of higher learning in our country are doing well, sadly, a significant number are facing severe quality issues. Some, but not all, existing colleges and universities must experience significant change in both their facilities and their teaching practices. To reach world class levels of learning, we must develop world class universities. expanding the definition of science teaching

The following initiatives will be taken in the Eleventh Plan to attain these objectives in higher education:

- Construction of 30 brand-new Centrally located central universities, as well as 14 other locations around the country which don't currently have a Centrally located university.
- Some of these universities will be aimed at increasing world class quality levels, which will include everything from engineering and medicine from the beginning, from these disciplines.
- Foundation of eight IITs, seven IIMs, as well as a seventh Indian Science and Research Foundation.
- More expensive facilities have been needed to set up world-class universities, and this challenge will have to be met by extensive use of public and private resources. In co-locating these organizations
- Institutions of higher education must also be encouraged in the private sector.
- Efforts that also should be based on getting the state governments to take a more accommodating approach, including willingness to charge higher fees will be highly beneficial.
- At present, tuition is much smaller than 5% of the operating costs.
- The federal and state governments must be prepared to massively subsidize or partially pay for higher education if they hope to mobilize a sufficient amount of resources from those who can afford it.
- Since almost all university students come from the upper-class families, they could afford fees equal to about twice the operating costs of the cost of the regular university. Studying for one's whole life can cost an arm and a leg. This implies that raising fees should begin gradually in existing institutions and should be done as quickly as possible in new ones.

### **Skill Development:**

Since the economy is expected to expand at an average of 9% per year over the next decade, the skills shortage would pose significant problems, and create brand-new opportunities for us. Just 2% of 15-29 year-olds received some kind of vocational training, which means that only about 8% of them had received non-formal training before the NSS61st round. The proportion of educated youth in the world is the smallest in comparison to population anywhere else in the world. More trades need to be included in our vocational education and training framework Overall, it is characterised by ill-designed facilities, in particular by classrooms and workshops that are not fully equipped, inferior employees, inadequate measurement, subpar efficiency, and other deficiencies. Placement offices are not recognised, skills

training facilities aren't assessed, and accreditation is outdated. training and qualification programmes don't go the entire way to the end of training and certification.

With demographic changes occurring, the current skill system is further stressed. The ageing phenomenon is expected to produce a workforce shortage of 47 million people by 2020, but successful action in growth could possibly result in a surplus of ability. It is conceivable that by the end of the decade, our nation will be a global pool of qualified citizens.

In order to meet this challenge, a paradigm shift will be needed in our education system and other training efforts. As a result, coordinated action for skills development is proposed, it will entail considerable effort and several programmes and procedures. With the intent to create a workforce that will be in twenty-one high demand in the high-growth sectors of the economy, it aims to invest capital in those areas with sufficient training (10 in manufacturing and 11 in services).

The action will intend to initiate and direct policy dialogue on the pursuit of self-employment and wage-employment among private and public sector initiatives. As part of a national skill development strategy, a National Skill Development Board will be established, and also it will act as a vehicle for implementing the strategies related to SC/ST/rural/gender equity, which will use appropriate measures to bring about long-term correction, and create a self-correction mechanism.

It is proposed to develop a 'Virtual Resource Network for Skilled Education' which is accessible by students in 50000 Resource Centres. Workforce development advocates are also advocate for a 'National Skills Inventory' and a 'Skills Deficiency Mapping' database that will allow for monitoring of career and job progression as well as exchanges of knowledge between employers and job applicants. We will move Job Exchanges to positions that are better suited to make them a contact point for locating and providing employment and skill development information, and to encourage them to work as such.

### **Suggestions for Better Results:**

- All should be able to better understand basic education, in order to take advantage of any investment in sanitation, and better health and nutrition.
- You need to teach technical and skill-oriented skills to all kids to help raise the standard of the human workforce.
- Everyone should be made aware of the importance of being trained, from the earliest years, in order to produce educated, hardworking individuals.
- All proposed government operations and projects should be closely monitored over the long term.



- Public support should be included in all initiatives and projects for the common good.
- Privatization and government dominance is to be weakened, but human resources are not to be completely replaced.

An increase in human resources growth in India after reform has not been realized. There has been a rise in the Human Development Index of just 0.33 point thirty-and in India during the period of 1995-2000. The States did, on the whole, as a general rule, retain their positions of political power throughout the reform period. The 2001 National Human Development Study pointed out that human development in India had risen from 0.302 to 0.381 to 0.472 when it was at the level of a low HDI.

Indians must show they are committed to full employment in such a crisis. Efforts should be made to promote more generally to encourage development of everyone who is a member of the population, while also making sure that everyone gets a fair and equal share of it. This calls for heavy investment in the social sectors, which means health and education, in order for a stronger workforce, would need to demand the rewards of growth.

### **Conclusion:**

There is a war being fought on poverty, and the idea is that these two strong arms are education and skills for human resources. Dakar, Senegal 2000: "Welcoming the Educational Summit 2015: War on Ills," says that "human capital schooling and skills constitute an important weapon for eradicating poverty." When a country's economy increases, so do its standard of living, which means poverty. Countries with weak economies and large populations will need more skilled workforces to boost their economic conditions and bring about poverty's necessary alleviation.

Additionally, we have a spiritual duty to be, and our forefathers were to those who came before us are to those who are after us. The government's perspective, or argument, suggests that to consider human development an issue from the ground up (and) to incur no social debt in the future, the present population must put a substantial amount of money into education health. When you continue to spend money on current consumption, you must incur expenses that other people will bear for you, which they will eventually be responsible for. When we are talking about the ecological overuse of the earth's resources to be carried and build financial debt, we are talking about the consumption of that which may eventually degrade that ability. Thus, India needs proper and sustained attention and investment in the social sector and active community engagement in social initiatives for human resource development.

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