

Education, Employment and Human Development in India: Challenges and Prospects

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ABSTRACT

Though, traditionally education is essential for all round development of body, mind and soul of the human being as proposed by M K Gandhi and treated it essential for the development of morality and ethics, but all of these are closely related with the basic livelihood of human being. In the age of globalization, education must have to provide those knowledge related to the economic development of the human being side by side with development of morality, ethics and technological development. Most of the third world countries including India have faced multiple problems which are not only pretentious but becoming very critical day by day. The situation is becoming too crucial along with the population explosion and failure of education to provide an attractive future which can deal with the expectations of the present generation. Most of the present generation, who are involved in traditional education system should be produced with well knowledge and skills and make them human to human resource and human resource to human capital. Against this background this paper is designed to provide a model of education with reformative way along with traditional knowledge particularly in case of India and third world countries as a whole.

Keywords: *Development, Education, Employment, Skill-development.*

The most precious thing of human is its life. Present world is nothing but a competition for sustenance of their life with proper development. Proper development is based on the conditions and opportunities available in the society through which human being can fulfill their expectations. To fulfill their expectation, a strong creative mindset and spirits to work is essential. Education can play a vital role in this regard. But, present education system which is opted by most of the students fails to achieve an expected future; rather it creates many problems in the society like growth of educated unemployment which increases the poverty and other social evils in the society. The situation is becoming too crucial along with the population explosion and failure of education to provide an attractive future which can deal with the expectations of the present generation. Most of the present generation, who are involved in traditional education system should be produced with well knowledge and skills and make them human to human resource and human resource to human capital. Against this background this paper is designed to provide a model of education with reformative way along with traditional knowledge. Education plays an important role throughout the life of all human which has been learned by them formally or informally. The basic livelihood or the development of human being depends upon the cultured knowledge which gave earned and implemented practically. This paper is aimed to finding out the role of traditional education of India and its challenges in recent times along with trying to prescribe a reformative method of educational system which may be considered as essential for employment generation or Human Development in present day context.

Methodology: This paper is basically based on secondary data and observational method. Data have been collected from the Governmental Reports, documents, books, journals, newspaper and websites.

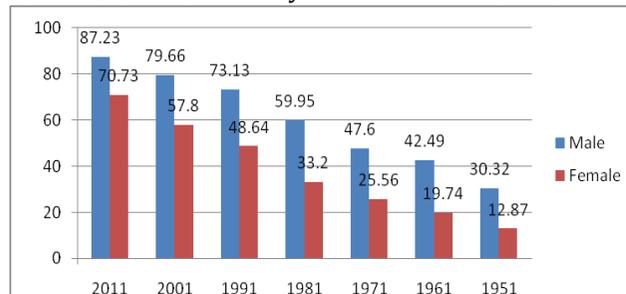
Role of Education on Human Development: Education plays an important role in human behavior which determines the future. Present society is fighting for survival with a sound economic condition. Though many scholars advocate that education help us to the world better, strengthen of morality and ethics, development of scientific knowledge but practically due the economic nature of the society and competition to being economically sound such type of value is decreasing day by day. Present education system as continuing today creating many problems like educated unemployment, feudal attitude etc. Students are job-seeker rather than knowledge seeker. As the number of unemployment is increased day by day, common people are also losing their confidence on the importance of present education system. To compete with the time and situation reformative educational system is essential which should be based on the expectation of the common people. It should be like as Ayn Rand statement that is “*the only purpose of education is to teach a student how to live his life-by developing his mind and equipping him to deal with reality. The training he needs is theoretical, i.e., conceptual. He has to be taught to think, to understand, to integrate, to prove. He has to be taught the essentials of the knowledge discovered in the past-and he has to be*

equipped to acquire further knowledge by his own effort.”¹ On the basis of ancient Hindu philosophy education should be something which makes man self-reliant and selfless.² Kautilya prescribed that Education means training of the country and love of the nation³. Modern Indian thinker like Vivekananda mentioned that “Education is the manifestation of the divine perfection, already existing in man.”⁴ Gandhi, the father of nation, promoted that Literacy in itself is no education. Literacy is not the end of education or even the beginning. By education I mean an all-round drawing out of the best in the child and man-body, mind and spirit⁵. Western scholars Socrates advocated that “Education means the bringing out of the ideas of universal validity which are latent in the mind of every man”⁶ Greek philosopher Plato mentioned that Education is the capacity to feel pleasure and pain at the right moment. It develops in the body and in the soul of the pupil all the beauty and all the perfection which he is capable of⁷ and modern western philosopher Herbert Spencer believed that Education is the complete living.⁸ For this study the significant thought on education is regarded as the concept forwarded by Gandhi as “Education should be so revolutionized as to answer the wants of the poorest villager, instead of answering those of an imperial exploiter⁹. On the basis of this it is trying to analyst that education must have fulfilled the need of human being for better life for which spirit to work and proper training is most essential. Education must have to look into it and may play a vital role in this regard.

Challenges of Present Education

It is a good indication that numbers of educated persons are increasing day by day and along with this the problem of educated unemployment. The 15th official census in India was calculated in the year 2011. In a country like India, literacy is the main foundation for social and economic growth. At the time of British rule ended in India in the year 1947 the literacy rate was just 12%. Over the years, India has changed socially, economically, and globally. After the 2011 census, literacy rate India 2011 was found to be 74.04%. Though this seems like a very great accomplishment, it is still a matter of concern that still so many people in India cannot even read and write. The numbers of children who do not get education especially in the rural areas are still high. Though the government has made a law that every child under the age of 14 should get free education, the problem of illiteracy is still at large.¹⁰ Ten million Indians with graduate, post-graduate and technical degrees were looking for work, meaning that 15% of all Indians with the highest levels of education were seeking job as of 2011. Kerala had India’s highest graduate unemployment rate at over 30 per cent.¹¹

Figure: 1.1 Growth of Literacy Rate in India since 1951.



Source: Census of India Report, 2011

Some challenges of present educational system

1. Growth of Educated unemployment:
2. Amplification of Social clash and conflict: Community, Caste, Religion

¹ Judith Lloyd Yero: (©2001-2002): “The Meaning of Education” published in Teacher’s Mind Resources: <http://www.TeachersMind.com> accessed on 15/03/2017.

² Rigned as cited from <http://www.preservearticles.com/201105056299/meaning-and-definition-and-concept-of-education.html>

³ ibid

⁴ ibid

⁵ ibid

⁶ ibid

⁷ ibid

⁸ ibid

⁹ FORADIAN — AUG 30, 2013: 10 Most Inspiring Quotes by Gandhi on Education <http://www.foradian.com/10-most-inspiring-views-of-gandhi-on-education/>

¹⁰ <http://www.census2011.co.in/literacy.php>

¹¹ The Hindu Nov 07, 2015

3. Intolerance
4. Poverty
5. Demoralization or frustration
6. Depletion of work culture
7. Corruption
8. Expansion of unethical way of earning
9. Expansion of Selfishness and exploitation nature
10. Overburden of Government
11. Negative Power Politics

Recommendations:

To tackle the problems of the present education system especially the traditional ongoing education system should be reformed. On the basis of observation following designed can be prescribed which will able to draw the attraction of people and most of the problems of the society will able to reduce. This reformative measure is not contradictory to the present educational system of India but it can be continued along with it.

- **Lower Primary Education:** Basic Education and encourage developing creative mindset with Learning with playing as it is now a days
- **Upper Primary Education:** Present Education System along with Basic Knowledge just creating a habit of self-reliant future related extracurricular activities on the basis of testing and interest.
- **High School Level:** Present Education System along with Training in a particular field practically
- **Higher Secondary Level:** Present Education System along with Self Practicing and Promoting.
- **Higher Education:** Present Education System along with the well practice skill Promotion, Marketisation, Income Generation and Competition.
- **Post Educational Institution Period:** Involve in Government Jobs or actively engage in entrepreneurship develop on which he/she being expert.

Prospects: It is assumed that if the above mentioned model can be implemented that following scenario will be existed in the society-

- ✓ Value of Education will be increased and changed ,
- ✓ Creativity of child (Skills) will be developed,
- ✓ Self Confidence and self-dependent number will be increased
- ✓ Quality Development can be assumed in Education
- ✓ Development of Work Culture
- ✓ Employment Generation,
- ✓ Transform human to human Resource
- ✓ Human resource to human capital
- ✓ Increase the standard of Livelihood,
- ✓ Lead to Human Development.
- ✓ Decreasing of Unemployment and Relaxation of the overburden of the state
- ✓ Decline of Corruption

On the basis of the above analysis it is expected that education which plays vital role in human development will able to increase the speed of develop more if the prescribed educational policy will be implemented properly. There may be some shortcomings of the proposed model but to achieve the proper development goals, it will help definitely the future generation. This model will also help the young generation to compete with the present global scenario and able to maintain a higher standard of living with positive expectation. Many qualities will develop which may develop the nation as a whole. Though, there are some educational institutions with special curriculum remarked as vocational but fail to provide an optimistic society as a whole. If this model will be implemented compulsorily, it can be hoped that major change will be occurred in human development field in India particularly and the third world countries as a whole.

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