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Employment and NEP 2020: Pandora's Box

Mr. Ganesh P. Pawar

Dr. Mahavir R. Sankla

Head, Dept. of English, H. V. Desai College

Introduction : Students, parents and academicians are worried about the employment of their scholars. The numbers of students complete their graduations and post graduations every year and awarded with degrees with spectacular grades and marks. After completing academics when the students enter in the market they are unable to get jobs as per their qualifications and degrees. As per the Engineering education in India -short and medium term perspective published by BVR Mohan Reddy, 150000 students have completed their engineering in 2015. The present short term and medium term report shows that only 17.91% students were employed in the software service sectors, 3.67% students get jobs in software products and 40.57% were employed in Non- Software sectors, like BPOs, Business Analyst, Content Developer, Associate KPO, etc. (Reddy, Engineering Education in India Short & Medium Term Perspectives.) If we analyze the present report we understand that 40% students were unemployed as per their qualifications. In the field of humanities the ratio of unemployment is very high as the job opportunities are very less. The number of graduates and postgraduates through humanities is very large but these candidates are not able to get recruited by the government and in private sectors as well.

As per the Age Dependency Ratio, population is divided in dependent and working age group. The present ratio divides the population in three parts— Age 0-15 years, 16-64 years and above than 64 years. The age group of 16-65 years is considered as a working age group and other two are included in the dependent age group. Though the group is assumed as working age and independent, a large portion of this group is unemployed as per their education and qualifications. Number of people those who are counted in the working age group are facing seasonal and cyclical unemployment. We also observe few more employments like disguised unemployment, structural unemployment, vulnerable unemployment, technological unemployment and frictional unemployment, etc. There are multiple reasons for these various kinds of unemployment. The major cause for unemployment and also challenge in-front of the Indian Government is increasing population. As a result of increasing population the large amount of annual budget is exhausted for the basic needs for the citizens. Unfortunately, government cannot spend sufficient amount of funds on educational policies and its implementation. It results into lack of vocational skills and provides a huge



group of substandard people in working age group. Indian economy is centered on agriculture, but due to lack of education, information and skills regarding it, we find seasonal unemployment and low wages in the field of agriculture. In the field of marketing and business students and entrepreneurs face problems because of lack of skills, information, legal complexities, support of governing system, exploiting infrastructure and unaware of market system, etc. The huge number of people is associated with manual tasks after pursuing higher education even though they are well qualified. The reason behind it is lack of vocational and professional skills. The rapid increment in the group of qualified working age people which are unemployed is noticeable. The most prominent

reason for this is the education provided in schools and colleges is not as per the present requirements in the market and the industries. The unemployed group of this partly educated people is also creating problems in society.

National Education Policy 2020 (NEP-2020) and its adequacy for the employment : The National Education Policy 2020 is introduced to promote new education system in India. It is prepared by C. Kasturiranjana Samiti, and the present committee was chaired by Dr. K. Kasturiranjana. Initially two education policies were introduced by Prime Minister Indira Gandhi and Prime Minister Rajiv Gandhi in 1968 and 1986 respectively. The current education system promulgated in 2020 is going to mark a transformation stage in the Indian Education system. The new policy is going to bring rapid changes in the structure, courses, schools and colleges, admission processes, academic achievements, role of teachers, teaching methods and strategies, curriculum, syllabus, practical and skill-based approach to education, etc. The New Education Policy emphasizes on holistic and multidisciplinary education system. As per the draft of NEP 2020, 'the quickly changing employment landscape and global ecosystem, it is becoming increasingly critical that children not only learn, but more importantly learn how to learn. Education thus, must move towards less content, and more towards learning about how to think critically and solve problems, how to be creative and multidisciplinary, and how to innovate, adapt, and absorb new material in novel and changing fields' (Development). The NEP is student centric which emphasizes on the overall development of students from all of the perspectives like intellectual, social, physical, emotional, ethical and moral, etc.

The present educational policy intends to introduce the combinations of major and minor subjects. Students are free to select subjects as per their own choices and interest areas. This selection will be based on the subject, school, faculty and distribution of the credits. The government wants to eliminate the separations between disciplines like, arts, commerce and science. Also, it will reduce the differences between curricular and extra-curricular activities and between vocational and academic streams. The NEP is also going to initiate to institutionalize the curriculum framework which will form a linkage between industries and academia. It also intends to provide world over apprenticeships to students so

that they will get worldwide

exposure to the working environment. The student centric approach of the present policy will give them adequate career options. There are number of provisions in the New Education Policy which are ensuring the employment.

Provisions in the NEP which ensures the employability : Transformation in the traditional career options and overall multidisciplinary education: The newly introduced education is going to provide more flexibility to students. According to the policy, there will be no separation among different streams of education. The present policy also allows multiple entry and exit in academic programs at Higher Education institutes. It allows students to exit the undergraduate program at any year and they can resume their education at any time with next academic year. For example, one student has left his undergraduate education after one year due to some family problems and after 7 years he wants to continue with his studies. With the help of the present education system, he will be directly enrolled for second year.

Increment of the expenses on education : The New Education Policy announces the increment of the expenses on education. At the present Indian government spend 4.43 percent of GDP on the education system. The NEP declares that this investment will be 6% of the total GDP (Varma). As a result of the increment in the funds spent on education will improve the quality of education.

Generic/Open Electives (GEs and OEs) and Basket of Elective Courses in Various Faculties and disciplines promote employability. India has been forecast to be one of the youngest countries in the world, producing effective and eventual demographic dividend, urges strong demand to change present education policy to cater employment. The NEP 2020 envisages imaginative and flexible curricular structures with multiple entry and exit options to enable employment. Amidst rapid demands of constant change put forth by a globalised economy fostered through huge need of urgent employment, the higher education sector in India is going through its transformation stage. (Education) Through this provision students can select any GE and OE subject across his subject/ discipline/ faculty. Such generic and open electives will give life skills, vocational courses, value education courses, internships and apprenticeship. These options and choice based courses in different streams of education will create multidisciplinary approach to education.

Teachers should be given the option to teach the subjects that they want to teach in order to make their jobs more pleasurable and to achieve sustainable employment. Both the instructor and the kids will benefit from this. Planning lessons according to the number of pupils a teacher can handle guarantees that the instructor is not overworked and enjoys his work. Workshops for instructors should also be organized, which will assist them enhance their teaching approaches while also introducing a fresh aspect. Apart from sending instructors to academic training courses like B.Ed. or M.Ed., a range of training and development programmes, including personality development programmes, can be offered. These will assist in meeting both bodily and psychological demands, as well as increasing job

satisfaction. (Smita Paschal).

The objectives that the NEP 2020 consists of can rationally be achieved only by increasing the value and quality of teachers, along with looking at e-learning as a primary mode of learning, and this in itself can be addressed by the creation of more employment opportunities. It creates a more holistic approach, dedicates a much higher investment, and focuses on gross enrollment; it is, on paper, ideal in every manner. One of the major practical problems that arise from the same is employment. As per government statistics, the unemployment rate of educated persons in India was at 11.4%. Considering that half of India's population is under 25 and about 66% are younger than 35, this small percentage is a very large number. The United Nations (UN) even suggests that by 2027, India will represent almost one-fifth of the global workforce, which will automatically, and by far, be the largest in the world. (Ravi).

Conclusion: NEP 2020 is an umbrella represents distinct rubrics of human development. A changing scenario of worldwide cut throat competition seeks multidisciplinary, holistic and persistent education policy. A diversified education in Nalanda and Takshashila had been a centre of academic and spiritual discussion. NEP 2020 is an urge of this most acclaimed historical milestone of India. Developing countries like India with huge human resource abilities will certainly enjoy the efficacy of well skilled demographic dividend through NEP 2020. It's time to transform abstract unemployment by neo-employability forcing by NEP 2020.

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