Ministry of Youth Affairs & Sports
Government of India

NATIONAL YOUTH POLICY 2014

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As we celebrate the 150th birth anniversary of Swami Vivekanandji, his teachings and eternal belief in the power of youth greatly resonate with the changing times in India.

Truly, the youth are the most important and dynamic segment of the population in any country. Our nation is witnessing a historic demographic shift and India's ability to find its rightful place in the community of nations depends upon how well we as a nation, can harness the latent power of the young people of our country.

It is my privilege to present to the youth of India the National Youth Policy 2014. The NYP 2014 has been developed after multiple rounds of consultations across the country. The National Youth Policy 2014 expresses both the vision of the country for its youth and also the steps through which the vision is to be realized by the Government of India and the concerned ministries. The NYP 2014 thus will form the bedrock of youth engagement efforts by the Government in the years to come.

I encourage the youth to engage with their elected representatives and work with the government to implement the National Youth Policy 2014 and the policy prescriptions in the 11 identified priority areas. In order to formally initiate this process of youth participation, I have set up at the Ministry of Youth Affairs and Sports, a Youth Council comprising of exceptional young people from across the country which shall be responsible for monitoring the implementation of the National Youth Policy 2014.

I sincerely believe that the NYP 2014 provides a strong action roadmap for a strong and resurgent India which is amongst the apex nations of the world. I therefore call upon the youth of the country to work with us to realize the vision that Swami Vivekanandaji and many others had for India's youth and the Nation.

JAI HIND!

JITENDRA SINGH

MINISTER OF STATE FOR YOUTH AFFAIRS & SPORTS (I/C)
MINISTER OF STATE FOR DEFENCE
GOVERNMENT OF INDIA

EXECUTIVE SUMMARY

1. India lies on the cusp of a demographic transition, similar to the one that fuelled the spectacular rise in GDP of the East Asian Tigers in the second half of the 20th century. However, in order to capture this demographic dividend, it is essential that the economy has the ability to support the increase in the labour force and the youth have the appropriate education, skills, health awareness and other enablers to productively contribute to the economy.

2. Youth in the age group of 15-29 years comprise 27.5% of the population. At present, about 34% of India's Gross National Income (GNI) is contributed by the youth, aged 15-29 years. However, there exists a huge potential to increase the contribution of this class of the nation's citizenry by increasing their labour force participation and their productivity.

3. The Government of India (GoI) currently[1] invests more than Rs 90,000 Crores per annum on youth development programmes or approximately Rs 2,710 per young individual per year, through youth-targeted (higher education, skill development, healthcare etc.) and non-targeted (food subsidies, employment etc.) programmes. In addition, the State Governments and a number of other stakeholders are also working to support youth development and to enable productive youth participation. However, individual organisations in non-Government sector are small and fragmented, and there is little coordination between the various stakeholders working on youth issues.

4. The National Youth Policy, 2014 (NYP-2014) seeks to define the Vision of the Government of India for the Youth of the Country and identify the key areas in which action is required, where not enough is being done, to enable youth development and to provide a framework for action for all stakeholders. It is intended to serve as a guiding document, and should be reviewed in 5 years, so that GoI may re-focus its priorities for youth development, as may be necessary.

5. NYP-2014 provides a holistic Vision for the youth of India which is "to empower the youth of the country to achieve their full potential, and through them enable India to find its rightful place in the community of nations". In order to achieve this Vision, all stakeholders must work towards meeting 5 key objectives. This requires specific action in one or more of 11 priority areas, identified as important for youth development. The following Exhibit summarises the Vision, the objectives and the priority areas of NYP-2014. It also lists the enablers available to achieve these objectives.

6. The Policy seeks to recommend specific future policy interventions required in each of the 11 priority areas. These are summarised in Exhibit E.2.

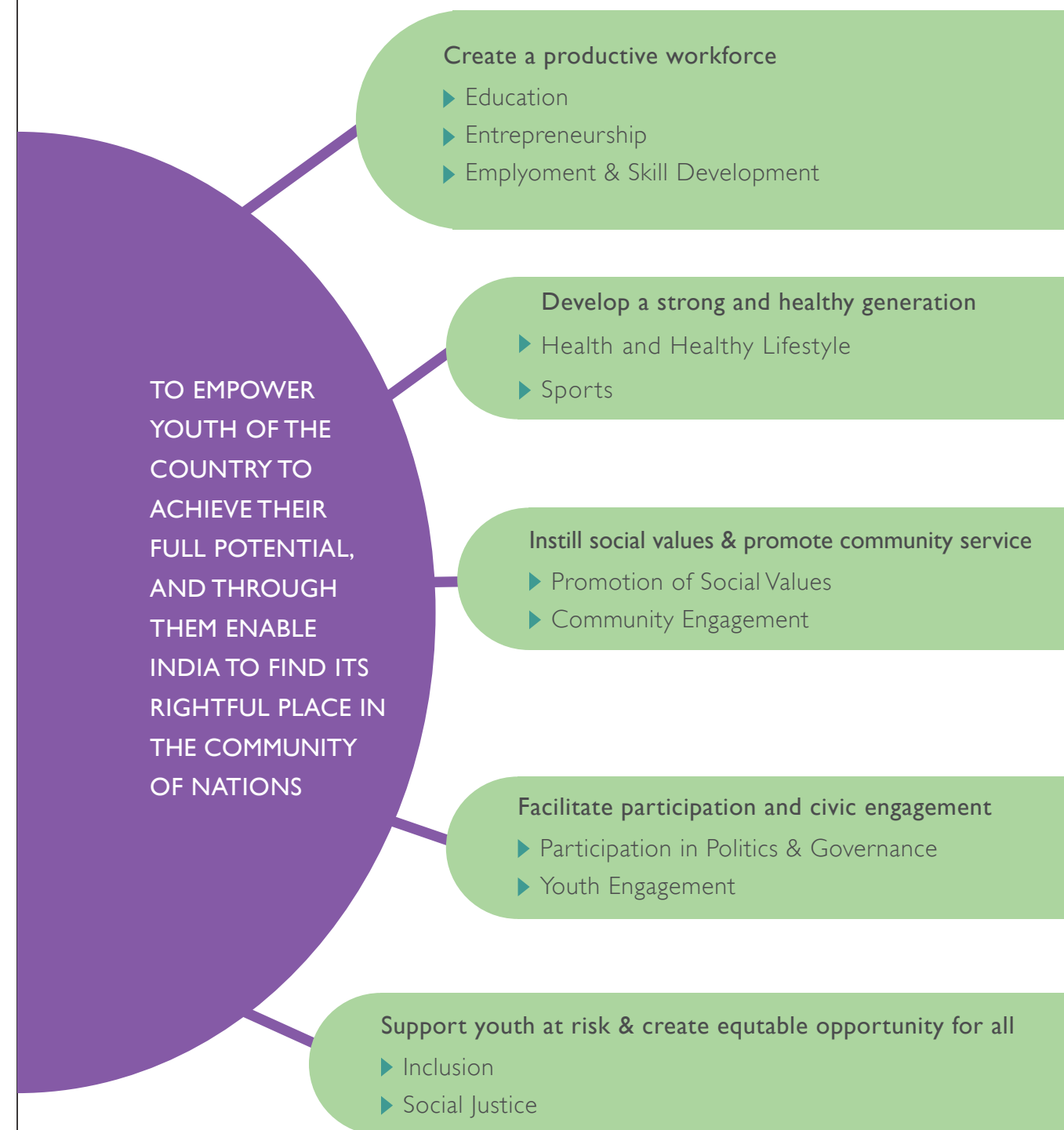## EXHIBIT E.1 VISION, OBJECTIVES AND PRIORITY AREAS OF NYP-2014

TO EMPOWER YOUTH OF THE COUNTRY TO ACHIEVE THEIR FULL POTENTIAL, AND THROUGH THEM ENABLE INDIA TO FIND ITS RIGHTFUL PLACE IN THE COMMUNITY OF NATIONS

Create a productive workforce
▶ Education
▶ Entrepreneurship
▶ Emplyoment & Skill Development

Develop a strong and healthy generation
▶ Health and Healthy Lifestyle
▶ Sports

Instill social values & promote community service
▶ Promotion of Social Values
▶ Community Engagement

Facilitate participation and civic engagement
▶ Participation in Politics & Governance
▶ Youth Engagement

Support youth at risk & create equtable opportunity for all
▶ Inclusion
▶ Social Justice

EXHIBIT E.2: OBJECTIVES, PRIORITY AREAS AND FUTURE IMPERATIVES OF NYP 2014

OBJECTIVE	PRIORITY	FUTURE IMPERATIVES
1. Create a productive workforce that can make a sustainable contribution to India's economic development	Education	• Build system capacity and quality • Promote skill development and lifelong learning
	Employment and Skill Development	• Targeted youth outreach and awareness • Build linkages across systems and stakeholders • Define role of government vis-a-vis other stakeholders
	Entrepreneurship	• Targeted youth outreach programmes • Scale-up effective programmes to build capacity • Create customised programmes for youth entrepreneurs • Implement widespread monitoring & evaluation systems
2. Develop a strong and healthy generation equipped to take on future challenges	Health and Healthy Lifestyle	• Improve service delivery • Awareness about health, nutrition and preventive care • Targeted disease control programmes for youth
	Sports	• Increase access to sports facilities and training • Promotion of sports culture among youth • Support and development for talented sports persons
3. Instil social values and promote community service to build national ownership	Promotion of Social Values	• Formalise values education system • Strengthen engagement programmes for youth • Support NGOs and for-profit organisations working towards spreading values and harmony
	Community Engagement	• Leverage existing community development organisations • Promote social entrepreneurship
4. Facilitate participation and civic engagement at all levels of governance	Participation in politics and governance	• Engage youth outside of the political system • Create governance mechanisms that youth can leverage • Promote youth engagement in urban governance
	Youth engagement	• Measure and monitor effectiveness of youth development schemes • Create a platform for engagement with youth
5. Support youth at risk and create equitable opportunity for all disadvantaged & marginalised youth	Inclusion	• Enablement & capability building for disadvantaged youth • Ensuring economic opportunities for youth in conflict-affected regions • Develop a multi-pronged approach to supporting youth with disability • Create awareness and opportunities to prevent youth being put at risk
	Social Justice	• Leveraging youth to eliminate unjust social practices • Strengthen access to justice at all levels

7.   In order to work towards closing the gaps identified in the 11 priority areas of action, it is imperative to have a concerted effort from all stakeholders. A stakeholder map must be drawn up and stakeholder roles and responsibilities should be identified. The government must increase its investment in youth in order to capitalise on the opportunity they present. For this, all government departments must make a determined effort to ensure youth mainstreaming across sectors and policy areas. There are several tools that can be leveraged in order to promote youth development, including social media which enjoys high penetration amongst the youth, and the network of existing youth development organisations.

8. In addition, it is important to monitor and evaluate the success of NYP-2014. A set of leading and lagging indicators have been identified. A baseline assessment must be undertaken across these indicators, annual targets must be set and progress against these targets monitored. The Ministry of Youth Affairs and Sports should publish a Biennial Report on the status of the youth in order to inform the Nation about progress against indicators, highlight key achievements and identify new and unmet challenges. The report shall also serve the purpose of informing the youth of the country about various government initiatives for the development of the youth.

9.   All through history, youth have been the harbingers of change – from winning independence for nations, to creating new technologies that upset the status quo, to new forms of art, music and culture. Supporting and promoting the development of India's youth must be one of the foremost priorities, across all sectors and stakeholders, of this nation.

IMPORTANCE OF YOUTH

Definition of the 'Youth'

1.1   Youth is a more fluid category than a fixed age-group. 'Youth' is often indicated as a person between the age where he/she leaves compulsory education, and the age at which he/she finds his/her first employment. Often, Youth age-group is defined differently by different countries/agencies and by same agency in different contexts. United Nations defines 'youth' as persons between 15 and 24 years of age[2] .

1.2   In the National Youth Policy-2003, 'youth' was defined a person of age between 13-35 years, but in the current Policy Document, the youth age-group is defined as 15-29 years with a view to have a more focused approach, as far as various policy interventions are concerned.

1.3   However, it needs to be recognised that all young persons within this age-group are unlikely to be a homogeneous group. Different segments of the Youth would have different needs and concerns, which need to be addressed.
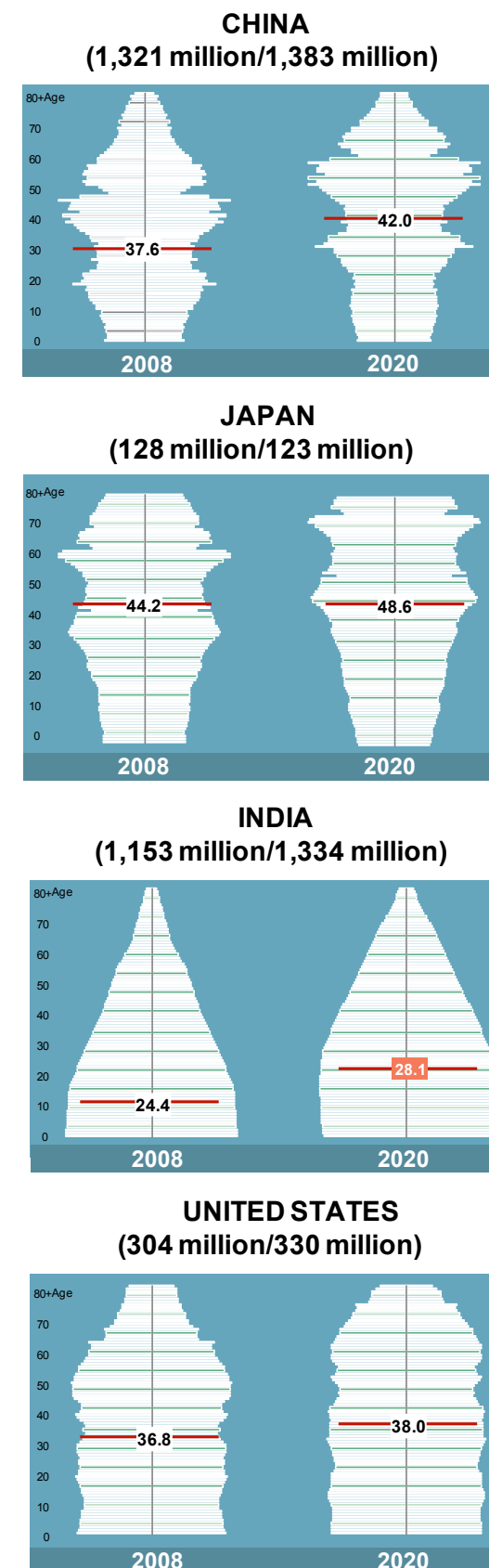
[2]HTTP://WWW.UNESCO.ORG/NEW/EN/SOCIAL-AND-HUMAN-SCIENCES/THEMES/YOUTH/YOUTH-DEFINITION/ ; ACCESSED 1 JULY 2013

The Demographic Dividend

1.4 INDIA STANDS TO BENEFIT FROM ITS FAVOURABLE DEMOGRAPHIC PROFILE:

Youth in the age group of 15-29 years comprise 27.5% of the population[3]. India is expected to become the 4th largest economy by 2025, contributing about 5.5%-6% to the world GDP, only after the United States, China and Japan[4] . While most of these countries face the risk of an ageing workforce, India is expected to have a very favourable demographic profile, as shown in Exhibit 1.3. The population of India is expected to exceed 1.3 billion by 2020 with a median age of 28 which is considerably less than the expected median ages of China and Japan. The working population of India, is expected to increase to 592 million by 2020, next only to China (776 million), pointing to the fact that youth will make a significant contribution to the economic development of the country. This 'demographic dividend' offers a great opportunity to India.

EXHIBIT E.3 INDIA TO HAVE A VERY FAVOURABLE DEMOGRAPHIC PROFILE

**CHINA
(1,321 million/1,383 million)**

37.6   42.0
2008   2020

**JAPAN
(128 million/123 million)**

44.2   48.6
2008   2020

**INDIA
(1,153 million/1,334 million)**

24.4   28.1
2008   2020

**UNITED STATES
(304 million/330 million)**

36.8   38.0
2008   2020

1. Working population includes only economically active population
Sources: National statistical institutes; BCG analysis.

YOUTH RELATED EFFORTS IN INDIA

2.1 GOI CURRENTLY INVESTS IN YOUTH THROUGH A WIDE RANGE OF PROGRAMMES:

GoI spends a considerable amount of money on youth development through Ministries that have schemes targeted at the youth and schemes that target the general population of the country. GoI spends about Rs.37,000 crores on schemes targeted at development of youth in areas of education, health, skill development and engagement and about Rs.55,000 crores on non-targeted schemes designed for various demographic segments of which youth are significant beneficiaries. Together, this totals a spend of more than Rs.90,000 crores (Exhibit E.4)[5] .
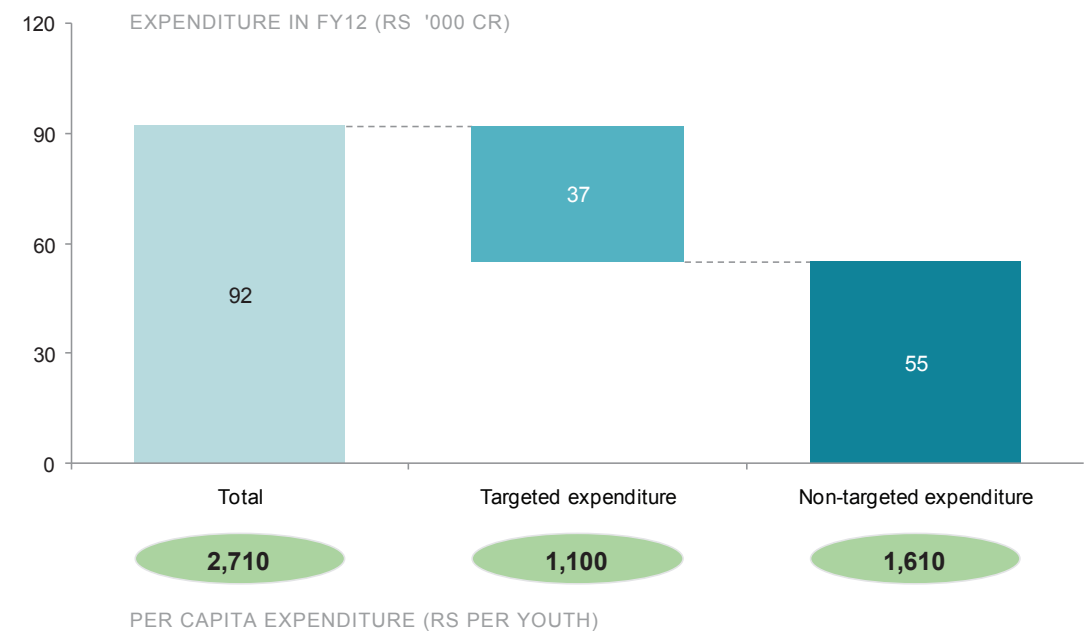
[5]SOURCE: UNION BUDGET, 2011-12.

• Of the targeted expenditure of Rs.37,000 Crores, more than 80% of the funds are allocated towards education through the Ministry of Human Resource Development (MHRD) and Ministry of Social Justice and Empowerment (MoSJE). The expenditure is primarily through grants to various government schools and universities and direct cash benefits to students in the form of scholarships and fellowships for both secondary and higher education. Further, there are programmes targeting youth in the areas of skill development, employment, health and engagement.

• Of the non-targeted spend, food subsidies, employment programmes like MGNREGA, health programmes related to infrastructure development, disease control and family welfare constitute a significant share. Other Ministries with schemes providing direct benefit to youth through some of their schemes are Ministry of Drinking Water and Sanitation, Ministry of Finance, Ministry of Labour and Employment (MLE), Ministry of Tribal Affairs (MoTA) and Ministry of Rural Development (MoRD).

This totals a per capita spending on youth of about Rs 2,710 of which Rs 1,100 is targeted spending as shown in Exhibit E.4.

EXHIBIT E.4 GOI TARGETED AND NON-TARGETED EXPENDITURE ON YOUTH

EXPENDITURE IN FY12 (RS '000 CR)

	Total	Targeted expenditure	Non-targeted expenditure
	92	37	55
	2,710	**1,100**	**1,610**

PER CAPITA EXPENDITURE (RS PER YOUTH)

EXPENDITURE ON YOUTH SPLIT BY TARGETED VS APPORTIONED EXPENDITURE

Over 80% of expenditure accounted by
- Education (secondary and higher)
- Food subsidies
- Employment programs
- Health and Family Welfare

Most targeted spend done on education through MoHRD (various programs) and MoSJE (scholarships)

Key departments with general schemes:
- Food & Public Distribution
- Rural Development
- Agricultural Co-operation

Note: Ministry of Fertilizers not considered in analysis (Fertilizer subsidies for farmers).
Source: Union Budget 2011-12, BCG analysis

2.2 STATE GOVERNMENTS ALSO INVEST IN YOUTH THROUGH A WIDE RANGE OF PROGRAMMES.

Bulk of the targeted expenditure on youth is on education, health and youth services. The State Governments incur substantial expenditure on these heads, over and above the expenditure being incurred by the Government of India. Thus, the aggregate expenditure on youth (Central and State Governments combined) would be much higher.

2.3 NON-GOVERNMENTAL STAKEHOLDERS ARE SMALL AND FRAGMENTED.

In addition to the government, there are a range of stakeholders working on youth related issues. hese include civil society organisations, corporates and industry associations. These stakeholders have two objectives; the first is to promote youth development through programmes on education, skill development, health care, sports etc. The second is to facilitate youth participation and engagement on issues such as community development, politics, governance etc.

2.4 WHILE THERE ARE MULTIPLE STAKEHOLDERS WORKING ON YOUTH RELATED ISSUES, THE SIZE OF THESE ORGANISATIONS IS OFTEN SMALL.

Furthermore, they are fragmented with respect to the issues they address, the regions they operate in and the youth segments they target. Stakeholders often work with little coordination and no overarching objective or framework.

2.5 FRAMEWORK FOR COORDINATED ACTION ON YOUTH ISSUES NEEDED.

A key challenge is that there has been no systematic assessment to understand the current status of the youth segment, the challenges they face and the inter-linkages between these areas. Furthermore, there has been no concerted effort to identify the range of stakeholders working on youth development, analyse the impact of their activities and determine how these stakeholders can be aligned & leveraged to more effectively support the youth.

2.6 A HOLISTIC ASSESSMENT OF THE CHALLENGES FACING THE YOUTH IS REQUIRED.

A stakeholder mapping exercise must be undertaken to determine the number of stakeholders, the scope of their activities and the impact they have on youth development and engagement. Finally, an overarching framework needs to be developed in order to align stakeholders and to provide guidance on key issues.

VISION, OBJECTIVES AND PRIORITY AREAS OF NYP-2014

The National Youth Policy (NYP-2014) aims at providing an overview of the state of the youth aged 15-29 years in India. It highlights key issues and challenges faced by the youth and elaborates on how all stakeholders can support the youth to ensure that they contribute positively to the development of the society, now and in the future.

Vision

NYP-2014 provides a holistic Vision for the youth of India which is:

"To empower youth of the country to achieve their full potential, and through them enable India to find its rightful place in the community of nations".

Objectives

Achieving this Vision requires the Government and all stakeholders to work towards five clearly defined objectives which are as follows:

CREATE A PRODUCTIVE WORKFORCE THAT CAN MAKE A SUSTAINABLE CONTRIBUTION TO INDIA'S ECONOMIC DEVELOPMENT

In order to create a productive youth workforce, it is essential that the youth of the country have access to the right set of tools and opportunities to make a sustainable contribution. The youth must have equitable access to high quality education and be able to develop the necessary skills that are required by the labour market to ensure that they are gainfully employed. Given that a large proportion of the workforce is self-employed, entrepreneurship must be encouraged amongst the youth and they must be supported through the process of idea generation, incubation and financing.

DEVELOP A STRONG AND HEALTHY GENERATION EQUIPPED TO TAKE ON FUTURE CHALLENGES

In order to create a generation of young Indians equipped to take on future challenges and achieve their full potential, it is necessary that the youth are in good health and make healthy and balanced lifestyle choices. Youth specific health issues must be addressed through targeted programmes. Balanced nutrition and healthy lifestyle information must be provided to the youth. Youth must also be encouraged to engage in sports and recreation in order to ensure their physical well-being.

INSTIL SOCIAL VALUES AND PROMOTE COMMUNITY SERVICE TO STRENGTHEN NATIONALISM IN THE COUNTRY

It is important to build national pride and ownership in the youth through a programme of education on social values including respect for diversity and the importance of harmony. Youth must be encouraged to participate in community service and development activities, especially in the most backward regions. The youth of India must have a strong sense of moral responsibility towards their fellow citizens, especially those that are less fortunate than themselves. Youth of the country must be encouraged to fulfil their duties as citizens and thus create an environment in which all citizens enjoy the rights guaranteed in our Constitution.

FACILITATE PARTICIPATION AND CIVIC ENGAGEMENT AT ALL LEVELS OF GOVERNANCE

Governance requires an active citizenry, and given that the youth in the age group of 15-29 years comprise 27.5% of the population, it is essential to create mechanisms for youth participation in politics and governance. Youth are the future of the nation and must be encouraged to participate in politics at local and national levels. They must be provided the necessary training and tools to become effective policy makers and to be able to execute government's schemes and programmes.

SUPPORT YOUTH AT RISK AND CREATE EQUITABLE OPPORTUNITY FOR ALL DISADVANTAGED AND MARGINALISED YOUTH

A few segments of the youth population require special attention. These include economically backward youth, women, youth with disabilities, youth living in conflict affected regions including left wing extremism, and youth at risk due to substance abuse, human trafficking or hazardous working conditions. It is essential that government policies are inclusive and provide equitable opportunities to all. It is also important to ensure these youth do not suffer from stigma or discrimination, and have equitable access to justice to ensure a dignified life to all segments amongst the youth.

Priority Areas

Achieving each of these five objectives requires action in a set of key priority areas. The following table lists the 11 key priority areas where action is required to meet the five stated objectives:

EXHIBIT E.5: OBJECTIVES AND PRIORITY AREAS OF NYP 2014

OBJECTIVES	PRIORITY AREAS
1. Create a productive workforce that can make a sustainable contribution to India's economic development	1. Education
	2. Employment and Skill development
	3. Entrepreneurship
2. Develop a strong and healthy generation equipped to take on future challenges	4. Health and healthy lifestyle
	5. Sports
3. Instil social values and promote community service to build national ownership	6. Promotion of social values
	7. Community engagement
4. Facilitate participation and civic engagement at levels of governance	8. Participation in politics and governance
	9. Youth engagement
5. Suppor t youth at risk and create equitable opportunity for all disadvantaged and marginalised youth	10. Inclusion
	11. Social justice

CURRENT POLICIES AND FUTURE IMPERATIVES

4.1 Priority Area 1: Education

4.1.1 CURRENT STATUS:

In order to create a productive youth workforce that contributes to economic development, the youth must be educated and equipped with the necessary skill-set to forge sustainable livelihoods. The youth are not a homogeneous group and their education needs vary. For example, the out-of-school (OoS) and school drop-outs cannot be addressed by one set of policies since youth that wish to but cannot enrol in school are different from drop-outs that are looking to join the labour market. Therefore, different segments of the youth need tailored and targeted policies.

Additionally, there are cross-cutting youth groups like disabled youth, women, minorities etc. that need special policies that will enable them to equitably access and benefit from the education system. Recognising the importance of education for youth and the heterogeneity of youth, a lot of emphasis has been placed by the government on reforming the education system and devising appropriate policies for the various youth segments.

GoI has implemented several policies aimed at universalising access, creating equity and improving quality of education. Schemes are aimed at promoting inclusive education, expanding the capacity of technical and higher education, enhancing literacy and basic education, building a cadre of trained teachers etc[6]. There has also been significant focus on curriculum reform, regulation and improving quality of higher education to ensure that the graduates from the system are employable. The Department of Higher Education has conceptualised a new scheme, namely, Rashtriya Uchchatar Shiksha Abhiyan (RUSA) which seeks to address the issues of quality, access and inclusion through a Mission Mode scheme for the higher education sector. Further, educational loans are being provided from the Banking system to meritorious students for pursing higher education. Ministry of Human Resource Development also provides interest subsidy on educational loans to students from economically weaker sections.

In addition to the government, civil society organisations and the private sector have been directly delivering education, providing financial support to students, evaluating government policies and promoting accountability in the system. These concerted efforts of the government, civil society and the private sector have seen positive benefits, including rising GERs in secondary and higher education.

However, challenges to youth education remain. The 12th Plan identifies strategic shifts in education policy that will further youth development. These include an increased focus on the upward transition of students from elementary to secondary education where there is a significant bottleneck, building a system that supports lifelong learning, vocationalising education and promoting skill development.

4.1.2 FUTURE IMPERATIVES
Going forward, two key priorities to promote youth education must be (i) to build capacity and quality in the system and (ii) to promote skill development and lifelong learning.

Build capacity and quality in the system:
The 12th Plan priorities for secondary and higher education can be summarised as (a) increasing access, (b) ensuring equity, (c) improving the quality of inputs and outcomes, and (d) promoting greater governance and accountability.

• Capacity improvements must be made in both secondary and higher education to support increased access and equity. These include *physical infrastructure improvements, expanded reach to regions with lower education enrolments and outcomes as well as enhanced teacher selection and recruitment programmes*. The Rashtriya Madhyamik Shiksha Abhiyan (RMSA) is being developed into an umbrella programme for secondary education, subsuming smaller schemes[7]. A *monitoring and evaluation system* must be built into RMSA to ensure that the objectives of existing schemes are not diluted or lost and that youth from disadvantaged groups and regions are effectively mainstreamed. Similarly, expansion of capacity in existing higher education institutions must be monitored closely to ensure that the quality is not compromised.

[6]A COMPLETE LIST OF POLICIES FOR SECONDARY, HIGHER, TECHNICAL AND ADULT EDUCATION CAN BE FOUND ON THE MHRD WEBSITE HTTP://MHRD.GOV.IN/SCHEMES_HOME OTHER MINISTRIES SUCH AS MOSJE AND MOTA ALSO HAVE TARGETED SCHEMES SUCH AS SCHOLARSHIP PROGRAMMES FOR CERTAIN PRIORITY YOUTH GROUPS.

• A number of quality improvement programmes have been implemented to improve student outcomes. These include the teacher training programme and certification, curriculum improvements, revised student assessment norms, and accreditation of schools and colleges. It is essential to *review the success of existing quality improvement programmes*, to revise strategies that have proved ineffective and to scale-up successful programmes.

• It is important to clearly define the role of government vis-a-vis private sector in the delivery of education. New PPP models can be explored and appropriate regulation systems, accreditation procedures, policies and incentives must be developed to enable private education providers to take on the challenge of expanding and improving secondary education.

• Mechanisms for financing both secondary and higher education must be developed. Several options are available such as universalising free education or free education for certain students, with resources raised by government through taxation. Other options include direct demand side financing through subsidies and need-based scholarships to students or low-cost education loans. *Pilot projects must be undertaken and evaluated* in order to determine the most appropriate mechanisms for financing education.

Promote skill development and lifelong learning: This is essential in order to ensure that the education system produces qualified individuals who are able to build on their skills as per their own developmental needs.

• A critical mechanism to promote skill development and lifelong learning is to build inter-linkages between systems such as formal education, vocational training, skilling programmes, literacy and basic education programmes. It is important to *develop a standardised qualifications frameworks* like the National Skill Qualification Framework (NSQF) and tools to translate qualifications between different education and skilling programmes. This also requires improved *student certification and accreditation mechanisms* that verify institutions. This will enable individuals to transition between learning systems, building skills and acquiring qualifications most suitable to their own development and employer needs.

• There are several plans for increasing the flexibility of the education system and introducing new types of education offerings such as community college degrees, vocational training credits that can be transferred to higher education institutions etc. However, there is no overarching policy or coordinating framework to govern education for youth aged 15-24 years. This must be developed in order to ensure that the objectives are clearly defined and should emphasise *governance, accountability and transparency* of the system.

4.2 Priority Area 2: Employment and Skill Development

4.2.1 CURRENT STATUS:

Youth must develop skills that are relevant to employment needs, in order to ensure employability and to prevent labour demand-supply mismatches. This can be achieved by measures such as quality improvements in formal education, vocational education, specialised skills training and by ensuring sufficient income-generation opportunities commensurate to their skills. Also, the National Occupation Standards need to be defined and the training and skill development programmes need to be aligned to such standards. In order to promote employment of youth, GoI has taken a two-pronged approach, namely, (i) enabling skill development and (ii) implementing direct employment programmes for lower skilled individuals.

The Government of India has adopted skill development as a national priority. In order to create an institutional base for skill development in India at the national level, a three-tier institutional structure, consisting of the PM's National Council on Skill Development (NCSD), the National Skill Development Coordination Board (NSDCB) and the National Skill Development Corporation (NSDC), was created in early 2008. In 2009, GoI launched the National Skill Development Policy (NSDP) with a target for skilling 500 million people by 2020. With the creation of National Skill Development Agency (NSDA) in June,
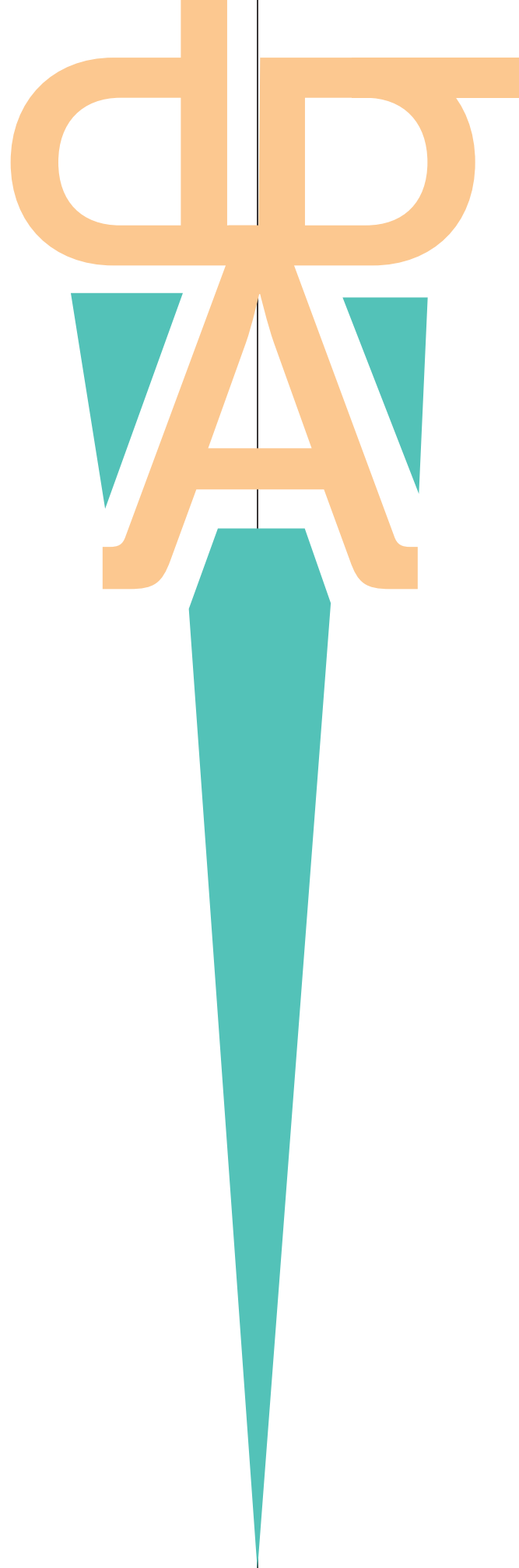
2013, the NCSD, the NSDCB, and the Office of the Adviser to Prime Minister on Skill Development have now been subsumed in NSDA. NSDA is an autonomous body which will coordinate and harmonize the skill development efforts of the Government and the private sector to achieve the skilling targets of the 12th Plan and beyond and endeavour to bridge the social, regional, gender and economic divide in skilling.

Ministry of Labour and Employment has taken a number of initiatives in the field of skill development and employment. For instance, training of trainers is being conducted by Advanced Training Institutes and Regional Vocational Training Institutes run by the Ministry. The Ministry has also set up a standard system of assessment and certification of vocational training and industries are being involved in curriculum design. The National Employment Service run through network of employment exchanges is being modernised and being converted into National Career Service and the apprenticeship regime is also being significantly improved. In addition, the Ministry is also bringing out a National Employment Policy.

Similarly, the Ministry of Rural Development also runs a Scheme called Himayat, under which 3 months' skill training is imparted to the youth in Jammu & Kashmir in sectors where there is high employer demand, followed by job placement and post-placement support. The NRLM programme of MoRD also places emphasis on imparting necessary skills for rural self-employment. Further, the Indian Banks' Association has formulated a

Model Educational Loan Scheme for Vocational Courses, under which loans are provided for undergoing vocational training courses.

GoI has also instituted direct employment schemes in rural areas where there are limited opportunities for youth. MGNREGA, a flagship scheme of Government of India, provides 100 days of guaranteed employment to all rural households willing to work on labour-intensive projects. A key challenge is to enable training of low skilled individuals and to incentivise employers to recruit in EBRs, LWE affected regions, J&K and North East.

4.2.2 FUTURE IMPERATIVES

The 12th Plan lists future priorities for strengthening the skill development system. These include promoting PPPs, implementing the National Skills Qualifications Framework (NSQF), strengthening the institutional structure, increasing regional equity and access and improving the apprenticeship programme. There are three critical areas that need to be prioritised, which are (a) ensuring youth can benefit from skill development opportunities, (b) clearly defining stakeholder roles, and (c) building inter-linkages between systems and stakeholders.

a) Targeted youth outreach & awareness programmes:

NSDP's youth and user-centric approach must be embedded in all activities that fall under the aegis of skill development.

• Targeted information must be made available to the youth about the various skill development and *training options available* to them. Information on the *quality of institutions,* for example, post-programme placement scorecards, curriculum benchmarking etc. is required and youth need guidance on the benefits of skill development training. Youth must have access to data on their post-programme *employment options*[8] . Youth must be made aware of the different *financial support* packages available such as low-cost loans, post-programme employment-linked payment options etc.

• It is important to identify the most appropriate engagement mechanisms for information provision to the youth. The effectiveness of the youth outreach programmes must be monitored, and strategies should be adapted, as required, in order to ensure sustained benefits.

b) Build linkages across systems and stakeholders:
Given the integration of skill development with the education system as well as the job market, it is essential to build linkages across systems and stakeholders.

• Linkages must be developed between training institutions and employers. Employers must provide *inputs into the training curriculum* in order to ensure relevance of youth skills to labour market needs. Similarly, training institutions must tie-up with employers to create *post-programme placement opportunities* for students.

• Linkages must be developed between the education system and skills institutes to enable OoS individuals to develop job-ready skills, and return to formal education at a later date should they choose. This will be possible by *implementing the NSQF and creating a system of equivalence to university degrees and diplomas.*

• Linkages must be built between Sectoral Skill Councils, employers and training institutes. This will enable the creation of a dynamic & forward looking process for *defining occupational standards, setting up institutes in areas of employer need & placement of trained youth into jobs.*

c) Define role of government vis-a-vis other stakeholders:
Given the scale of the skill development and employment needs of the youth, non-governmental stakeholders must be brought into the purview of all policies. Clear roles must be defined for all stakeholders, in order to ensure that the identified gaps are being closed.

• With respect to financing, there is no doubt that the skill development eco-system needs financing support from the *government as well as the private sector*. The government should directly fund institutions or students and should also create an enabling environment for private financing and the development of innovative student credit packages.

• On the delivery side, the *government should determine where its money would be most effectively spent*. Options include investments in capacity expansion through upgradation of Industrial Training Institutes (ITIs) or investments in programmes that train the trainer, & leave the actual delivery of skills training to the private sector.

While making the above interventions, there is need to place due emphasis on special requirements for skill development and employment of women. Empowerment of women youth is critical aspect of the overall youth empowerment. Similar attention needs to be given to special needs for skill development and employment of other disadvantaged sections of the youth.

4.3 Priority Area 3: Entrepreneurship

4.3.1 CURRENT STATUS

Promoting entrepreneurship is essential in order to enable youth to productively contribute to India's economic development. About 50% of the labour force is currently self-employed[9] , and SMEs employ 70 million people which is approximately 15% of the labour force. As the number of skilled individuals increases through the renewed push for skill development and labour force participation grows, the number of entrepreneurs is likely to increase further.

In order to create an environment in which youth can generate sustainable self-employment and entrepreneurship opportunities, it is essential that they have access to training, incubator support to develop and execute their ideas, & the credit to finance their ventures.

The GoI runs several schemes and programmes to train and finance entrepreneurs[10] . The Prime Minister's Employment Generation Programme (PMEGP) administered by the Ministry of Small and Medium Enterprises (MoSME) is one of the largest credit-linked subsidy schemes. It provides finance towards the set-up costs of entrepreneurial ventures in the manufacturing and services sectors. The National Rural Livelihoods Mission (NRLM) of the MoRD runs programmes to promote self-employment in rural areas, which has significantly enhanced availability of capital for productive purposes in rural areas. Under the NRLM, a cadre of Micro-Enterprise Consultants (MECs) is also being trained to support rural entrepreneurs

through the process of idea incubation, business plan generation, credit sourcing and execution. Further, Rural Self-employment Training Institutes (RSETIs) are playing an important role by providing training for self-employment.

These GoI schemes have been set up to cover the various needs of aspirant entrepreneurs and are important for the growth of entrepreneurship in India. They have been successful at delivering better access to credit, providing basic tools for entrepreneurship to a broader segment of the population and building private sector involvement in entrepreneurship creation and promotion. Furthermore, as demonstrated by the MEC programme of NRLM, the design of these schemes is evolving to respond to entrepreneurs' needs for end-to-end support rather than simply providing low-cost credit or short-term entrepreneurship training. However, an examination of existing schemes reveals that there are a few areas where they can be strengthened to deliver greater impact.

4.3.2 FUTURE IMPERATIVES
There are four areas where on-going entrepreneurship programmes can be strengthened to offer greater support to youth entrepreneurs. These are (a) outreach & information provision, (b) scale & inclusion, (c) programme quality and relevance, and (d) monitoring and evaluation.

[9] REPORT ON EMPLOYMENT & UNEMPLOYMENT SURVEY, MINISTRY OF LABOUR & EMPLOYMENT, GOVERNMENT OF INDIA

[10]SEVERAL MINISTRIES PROVIDE TARGETED ENTREPRENEURSHIP PROGRAMMES, INCLUDING MINISTRY OF SMALL AND MEDIUM ENTERPRISES, MINISTRY OF RURAL DEVELOPMENT AND MINISTRY OF WOMEN AND CHILD DEVELOPMENT. THE TWO SCHEMES LISTED HERE ARE INDICATIVE OF THE TYPE OF SUPPORT AVAILABLE TO ASPIRANT ENTREPRENEURS

a) Targeted youth outreach programmes:

Youth should have information on the various entrepreneurship schemes that they can participate in, so that they may make the correct choices.

• One way to do so is to create a targeted information programme for youth about various schemes and potential benefits of each. A vast cross-country network that can be leveraged to *provide this information is the Nehru Yuva Kendra Sangathan (NYKS) volunteers.* They should be provided brochures and other material for dissemination of information on the various schemes at the grassroots.

• The PMEGP's implementation model includes outreach through awareness camps that circulate publicity materials, the type of projects that can be undertaken, connecting potential participants with successful entrepreneurs that have graduated from the program and leveraging NYKS volunteers and other grassroots organizations to generate awareness on the benefits of participation. This must be evaluated to determine whether it is an effective model that can be replicated.

b) Scale-up effective programmes to build capacity:

The scale and budgets of the GoI entrepreneurship programmes vary significantly[11]. It is essential to build sufficient capacity in various entrepreneurship development and training institutes and ensure that budgetary allocations to entrepreneurship financing schemes are sufficient to meet likely demand.

• Existing schemes must be reviewed not only to determine additional capacity needed but also to understand the geographic and demographic reach of the schemes. GoI can work with state governments, civil society and private players to expand schemes to areas where there is little or no access currently, in order to ensure that youth especially those marginalized due to socio-economic factors, disability, gender or other reasons can fully participate in these schemes.

• Various apprenticeship models must be explored to understand how aspirant youth can be supported by successful entrepreneurs, and can develop the necessary skills, experience and contacts 'on the job'. Lessons can be learnt from the experience of countries such as Germany, that have been highly successful in this regard.

**c) Create customised programmes for youth entrepreneurs:**

On-going entrepreneurship training schemes can be reviewed and strengthened. There is also a need to assess the quality and relevance to youth of training delivered.

• Entrepreneurs are a non-homogenous group with respect to their demographic profile, skills, experience and business ideas. The need for a review of curriculum and possible customisation or development of youth specific training modules is borne out by a MoRD study which shows that while the average age of participants in RSETI training is 22, the average age of first generation micro-entrepreneurs is 40 years and that older trainees are settled faster into self-employment.

• Specialised post-programme support for business planning and execution can be introduced for youth participants who lack the confidence, finances and contacts to become entrepreneurs, in order to enable them to set up businesses successfully. This could be institutionalised under NRLM and other programmes for self-employment.

[11] MSME RESULTS FRAMEWORK DOCUMENT (RFD) STATES THAT 2009-10 2.9 LAKH PEOPLE WERE TRAINED UNDER ENTREPRENEURSHIP DEVELOPMENT PROGRAMMES RUN BY MOSME . PMEGP GENERATED EMPLOYMENT FOR 2.67 LAKH PEOPLE AND THE RAJIV GANDHI UDYAMI MITRA YOJANA (RGUMY) ASSISTED 4000 FIRST GENERATION ENTREPRENEURS.

d) Implement widespread monitoring and evaluation systems: It is essential that schemes have strong monitoring, data collection and evaluation mechanisms in order to ensure that they are achieving their targets and serving the interests of the cross-section of the population aspiring to become entrepreneurs.

• The MSME 'Scheme of Surveys, Studies and Policy Research' model can be reviewed and, if proven successful, adopted by other Ministries, drawing on appropriate support from the Planning Commission's Programme Evaluation Organisation (PEO) and Independent Evaluation Office (IEO).
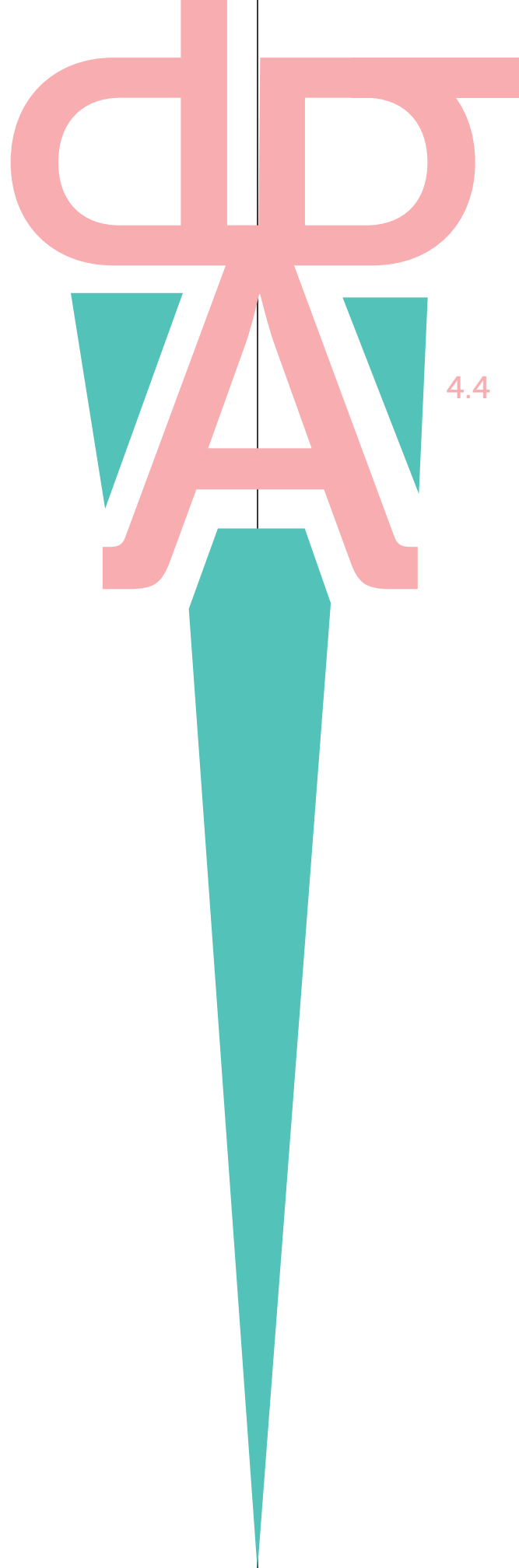
4.4.1 CURRENT STATUS:

Health is essential to social security and all individuals must have access to affordable healthcare facilities. Inadequate health resources and high out-of-pocket expenditure due to ill health are problems that are faced by all segments of the population, including the youth; and must be resolved. Additionally, there are a few youth-specific health issues that require a targeted approach. These include (a) promoting a healthy lifestyle among youth to combat non-communicable diseases attributable to lifestyle disorders like obesity, cardio-vascular diseases, diabetes, stroke, chronic lung diseases, cancer, etc. which have been increasingly affecting young adults, (b) creating awareness about family planning, birth control, STDs, HIV/AIDS and substance abuse, especially in rural areas and (c) addressing issues concerning emotional and mental health (e.g. risk of depression and potential suicide attempts), esp. in case of adolescent youth.

Given the need to significantly improve the health care system, funding to the Ministry of Health and Family Welfare (MoHFW) has trebled under the 12th Five Year Plan. The 12th Plan seeks to extend the outreach of public health services for moving towards the goal of Universal Health Coverage (UHC) through National Health Mission. In this context, various initiatives have been taken by MoHFW, Ministry of Women and Child Development (MoWCD), private sector groups and NGOs.

Key achievements include:

• The Maternal Mortality Rate (MMR) has improved during the 11th Five Year Plan, primarily due to the success of schemes like Janani Suraksha Yojana (JSY), Accredited Social Health Activists (ASHAs) and Reproductive and Child Health Programme with support from National Rural Health Mission (NRHM) in rural areas.

• India has achieved major success in terms of elimination of Polio.

• Disease control measures have led to a reduction in the incidence of HIV/AIDS infections in the country by 57%.

• The National TB Control Programme has been able to achieve its targets of a 70% case detection rate and 85% treatment success rate.

• Regarding non-communicable diseases, screening for Diabetes and Hypertension has been initiated under the *National Programme for Prevention and Control of Cancer, Diabetes, CVDs and Strokes.*
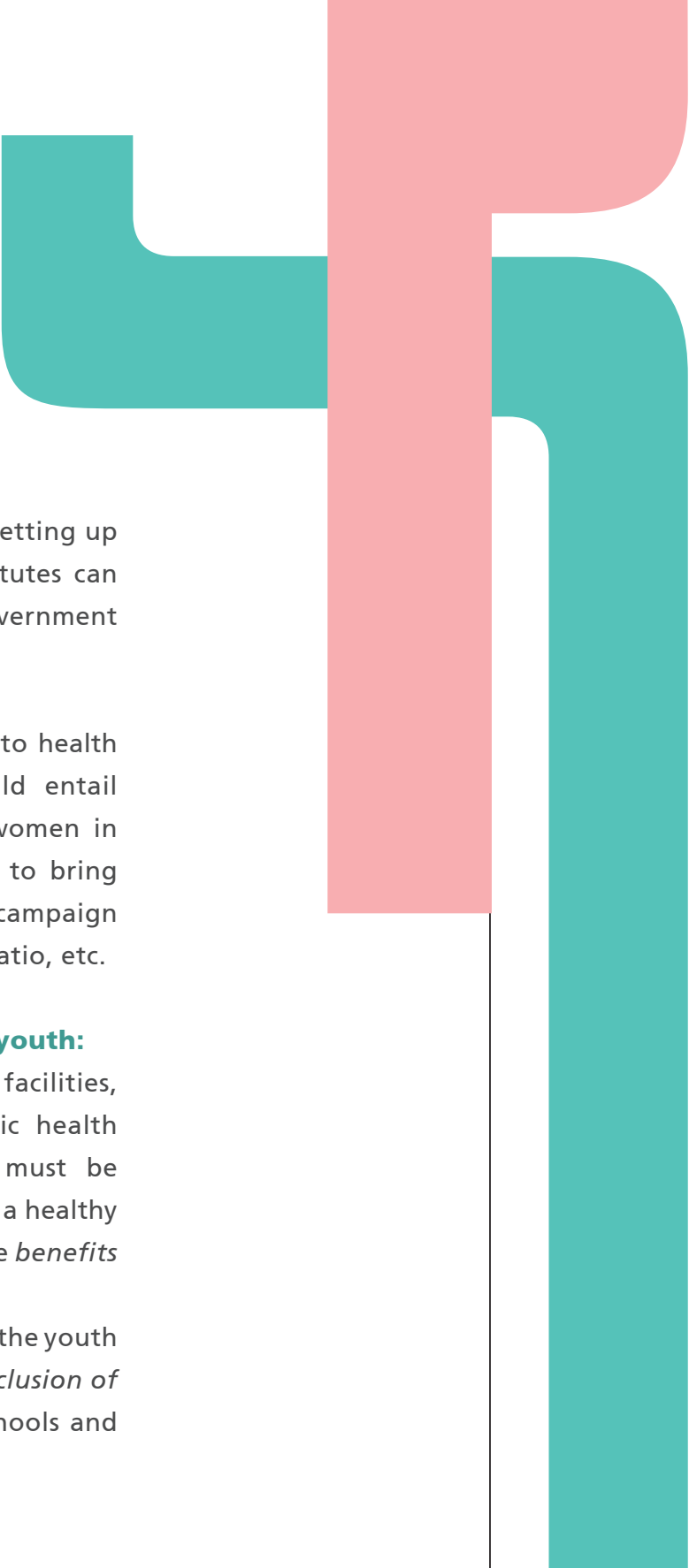
• Access to medical training and education has increased with the setting up of 6 AIIMS-like institutes and upgradation of 13 medical colleges under Pradhan Mantri Swasthya Suraksha Yojana (PMSSY) scheme. 72 State Government medical colleges have also been strengthened.

Despite these and other programmes undertaken by MoHFW, there are disparities in attainments across various health indicators and several unmet targets. Improvements in the delivery systems are required at all levels.

4.4.2 FUTURE IMPERATIVES
a) Improved service delivery: In order to achieve the goal of providing UHC, it is imperative to first have basic healthcare facilities in place.

• Adequate healthcare access must be created for individuals across the country, especially pregnant and lactating mothers. This requires a *review of the efficiency of primary health care (PHC) facilities* and course correction mechanisms to be implemented where existing strategies are proven to be ineffective.

• It is essential to create a large trained pool of doctors, nurses and health workers through expansion of medical colleges and training institutes. They must be *incentivised to serve in remote areas,* in order to promote equity in the system. Anganwadi Centres need to be developed as hub in rural areas to *provide training to Anganwadi Workers (AWWs), ASHAs and other health activists.*

Active participation of the private sector in setting up training centres, colleges and research institutes can provide support to the over-burdened government resources and machinery.

• There is a need to pay special attention to health issues concerning women youth. This would entail greater pre-natal and post-natal care for women in vulnerable age group of 14-18 years, need to bring down maternal and infant mortality rates, campaign against female feticide to improve child sex ratio, etc.

b) Targeted awareness programmes for youth:

Apart from increasing access to health care facilities, targeted awareness programmes on specific health issues must be implemented. The youth must be educated about nutrition choices and leading a healthy lifestyle. The youth must be made aware of the *benefits of preventive healthcare.*

There is also need to create awareness among the youth about ill-effects of drug/ substance abuse. *Inclusion of health and nutrition in the curriculum* of schools and colleges will help further this goal.

In this regard, the existing hospitals, PHC facilities, anganwadi centres and NGOs can also contribute significantly through their extensive reach in rural and inaccessible areas. In creating such awareness, progressive adolescents (as under the Saksham scheme) and youth volunteers under NSS and NYKS can also play very effective role.

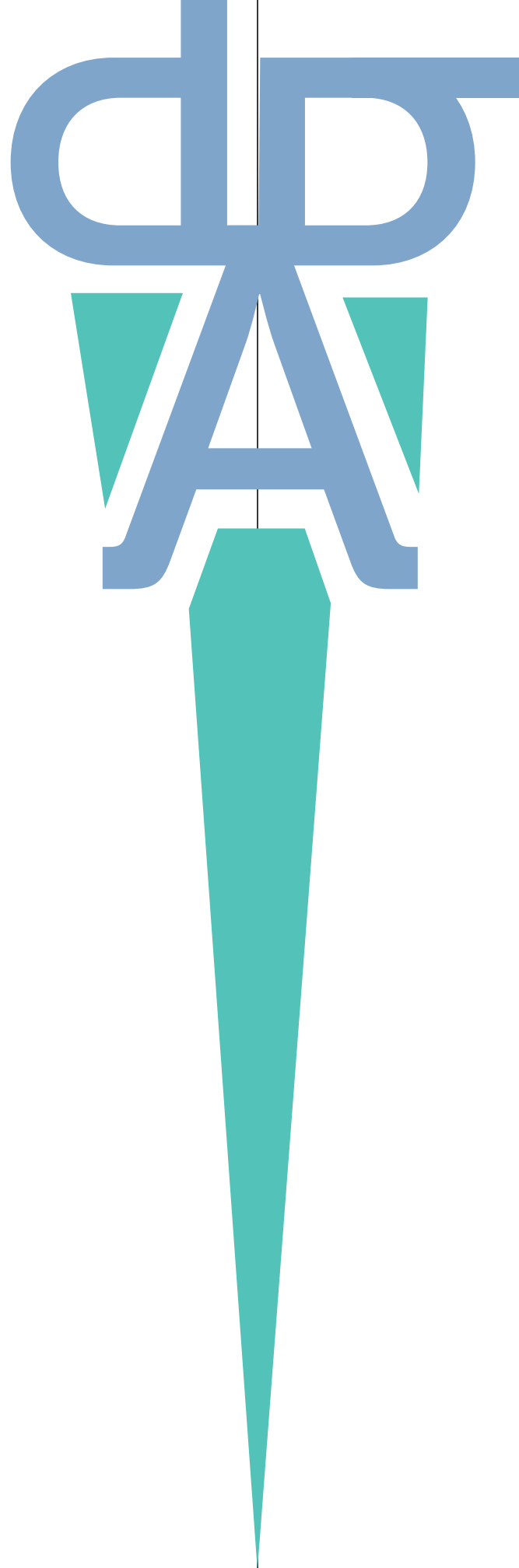### c) Targeted disease control programmes for youth:

Youth are at risk of contracting HIV/ AIDS and TB due to lack of information and poor access to preventive care. This can be addressed by developing robust awareness and treatment programs especially in rural areas. The NRHM, NACP and on-going NGO programmes can be leveraged to expand disease detection, control and awareness programmes. Enhanced capacity for detection and treatment of communicable diseases must be developed, especially for pregnant mothers and other high risk groups.

4.5   Priority Area 5: Sports

4.5.1 CURRENT STATUS

Sports and recreational activities form an essential component of the growth and development of a young individual. Sports activities promote physical, mental and emotional growth. They help support a healthy lifestyle and ensure the youth are engaged and productive. Participation in sports can inculcate the spirit of competitiveness and teamwork which helps in the holistic development of the youth. Sports is increasingly being considered a viable professional option. Representing the country in international sporting events fosters national pride and helps inculcate a feeling of national unity and belonging amongst the youth.

The role of sports, including adventure sports, in the development of youth has been recognised and addressed not only by the government but also by various stakeholders like sports federations, private sector companies and NGOs. These organisations largely focus on promoting a sporting culture and providing access to sports infrastructure, coaching and training to youth. Some significant initiatives are:

• **Broad basing of sports:** The government is working towards broad basing sports by providing access to sports facilities and coaching in both urban and rural areas. This is done through programmes like Panchayat Yuva Krida aur Khel Abhiyan (PYKKA) [being recast as Rajiv Gandhi Khel Abhiyan (RGKA)], National Playing Fields Association of India (NPFAI) and the Scheme for creation of urban infrastructure at various levels. The RTE Act also mandates access to playgrounds and recreational facilities in all schools. Organisations like Sports Authority of India (SAI), national sports federations and state level organizations are also working towards provision of coaching facilities, organizing competitions, selecting talented sportsmen and supporting their development. National Institute of Sports (NIS) and Lakshmibai National Institute of Physical Education (LNIPE) provide academic courses at graduate and post graduate levels in the area of sports.

• **Promoting excellence in sports**: Investment in sports infrastructure and coaching facilities has improved the representation of Indian sports persons in international competitions. Centres of Excellence (COE), Special Area Games (SAG) and SAI Training Centre (STC) provide training facilities and a platform to promising young sports persons to participate in various local, national and international competitions. In addition, both the Central and State Governments provide incentives and awards to sports persons who excel at various levels.

4.5.2 FUTURE IMPERATIVES

Despite the efforts of various stakeholders to support the development of sports in the nation, significant progress must be made to reach the levels of participation and excellence of countries like China.

a) Increasing access to sports facilities and training: Access to sport and physical education opportunities still remains highly inadequate, especially in rural areas and the poorer parts of urban areas. *Schemes like PYKKA (being recast as RGKA) and NPFAI that are targeted towards development and maintenance of infrastructure for sports need to be strengthened further* with support from MoRD and Ministry of Urban Development (MUD). Private sector organizations need to be incentivised to participate actively in setting up playgrounds and sports facilities especially in schools, colleges and community areas.

b) Promotion of sports culture among youth: Current participation levels in sports activities are very low in India as compared to countries like China. A sports culture needs to be promoted among youth. The youth must be enabled to consider sports not just as recreational activity but also as potential career option. This would require a greater focus on sports activities as a part of the curriculum at school and college levels. State Governments, educational boards and the National Cadet Corps (NCC) programme must be leveraged and further integration of sports into formal education system can be achieved by strengthening existing infrastructure.

c) Support and development for talented sportspersons:
A seamless channel for talent identification, coaching, participation in competitions and incentive provision needs to be developed to promote excellence in sports. A significant proportion of the youth, and hence the sporting talent of the nation, is in the rural areas. Therefore, it is imperative to develop robust models to identify and train high potential sportspersons in rural areas. Coordination and collaboration between SAI, various sports federations, state level organizations and local associations is required in order to achieve this goal.
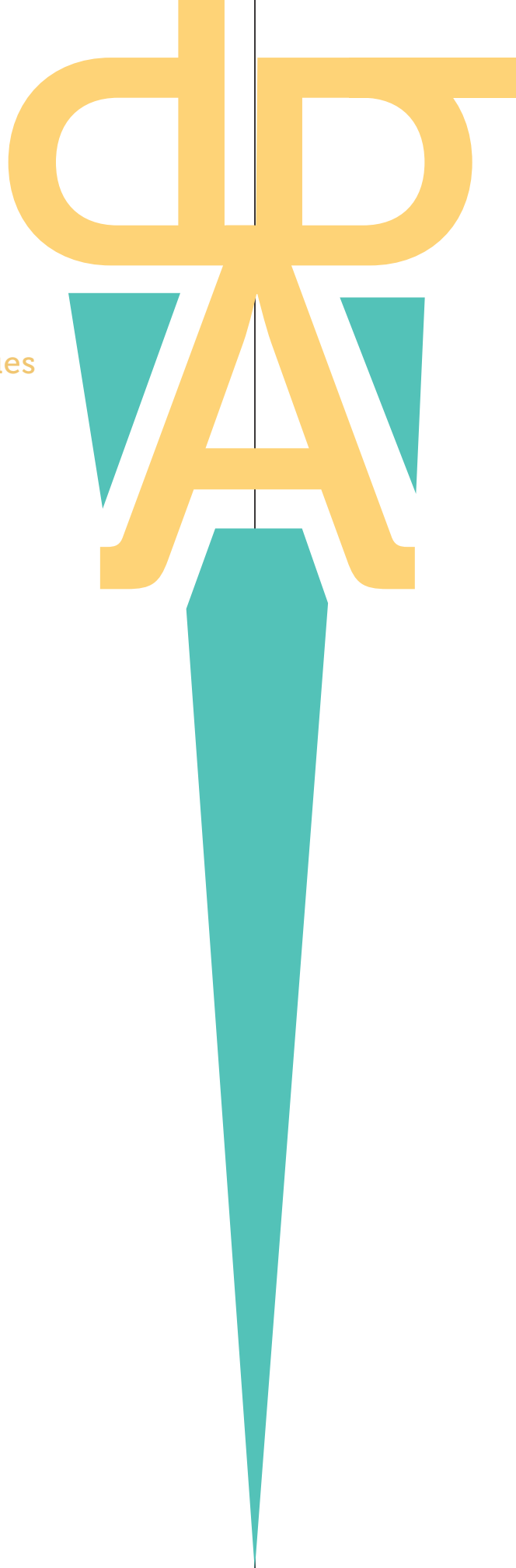
4.6 Priority Area 6: Promotion of Social Values

4.6.1 CURRENT STATUS

Youth are the future of the nation, and in the years to come will become the leaders of the nation. Hence, it is essential that the youth uphold social values and moral standards of highest order.

• India is a diverse nation with respect to ethnicity, religion, language, caste and culture. Alongside this diversity resides socio-economic disparity and extremism, which together have potential for creating a divide in the society. Hence, it is imperative to instil a sense of harmony and togetherness in individuals from a young age.

• It is also important to develop inner values like compassion, kindness, sympathy and empathy. There is also a serious need to inculcate the spirit of integrity and truthfulness in the youth. They must be encouraged to strive for excellence in all spheres of individual and collective activity.

• With increasing industrialization and pollution, sensitizing youth about protection and improvement of the environment and developing compassion for other living creatures has become essential for future sustainability.

• Youth must also be encouraged to develop an appreciation of the traditional arts and culture of the country. The rich and invaluable Indian art and culture will not survive without the active involvement of the youth in its adoption, promotion and preservation.

Values education is not the sole responsibility of the government and the education system. It starts at home with the family and society playing an equally important role. Values can be imparted in an individual through both classroom education and engagement in various activities aimed at improvement of the society.
Some significant initiatives are:

• The role of education in fostering values has continually been emphasised in education policies. Most recently, the National Curriculum Framework and the Framework on Values in Schools have been introduced by NCERT. The idea of imparting values education is closely linked with education reforms that have been introduced under the scheme of Continuous and Comprehensive Evaluation (CCE).

The framework articulates a holistic and pragmatic approach to values education in schools. It is suggestive, not prescriptive, leaving room for customisation suited to varied needs, contexts and resources of the schools. NCERT has been made the nodal centre for strengthening value education at all levels in the school system.

• Organizations like National Service Scheme (NSS), NYKS and the NCC are involved in the engagement of youth in various initiatives like rural development, environment protection, blood donation, immunisation, disaster management etc. These have the potential to foster national and social values among the youth and develop a sense of responsibility towards the nation.

• There are various other Government schemes/programmes that work towards promotion of social values. The Centre for Cultural Resources and Training (CCRT) under Ministry of Culture administers a Scheme under which youth are taken to heritage monuments/ sites, museums, etc. – a significant initiative to make the youth aware of the rich heritage of the country. The Saksham Scheme (for holistic development for adolescent boys in age-group 11-18 years), inter-alia, aims at inculcating in them respect for women, and engaging them in nation-building activities. Similarly, the 'Ahimsa Messenger' programme of Ministry of Women and Child Development seeks to promote respect for women and eliminating violence against women.

4.6.2 FUTURE IMPERATIVES
Significant steps need to be taken in order to address the issue of promotion of social values and harmony among the youth of the nation.

a) Moving towards formalising values education:
The Framework on Values in Schools outlines broad guidelines for schools related to provision of value education and holistic development of students. However, there is a need to have a formal system for imparting values at all levels of school and college, making it an integral component of an individual's performance evaluation. There is a need for greater emphasis on civics, civil law and code in the formal education curriculum.

b) Strengthening engagement programs for youth: Organizations such as NSS, NYKS and NCC have been very successful in instilling a sense of belongingness, brotherhood and harmony among youth. These organizaations need to be strengthened and expanded in their reach with increased focus on imparting national values among the youth.

c) Supporting non-government organizations working towards spreading values and harmony:
It is not possible for the government and education system to completely address all issues related to values education. Social groups and society at large have a significant role in imparting and promoting social values and harmony among youth. Every individual must act to support and promote the work done by these organisations. Similarly organizations promoting Indian art and culture amongst the youth must also be encouraged and supported.

4.7 Priority Area 7: Community Engagement

4.7.1 CURRENT STATUS

Youth represent a large segment of the population that can be mobilised for community service and development programmes. On one hand, by participating in community service schemes, youth can contribute to grassroots development efforts and help create progress in backward regions. At the same time, these initiatives help the youth build their own skills, such as communication, leadership, inter-personal relationships and develop a sense of moral responsibility and national ownership.

MoYAS currently runs several schemes to enable youth to engage with their community, as well as to participate in grassroots development. Some of these schemes are NYKS, NYPAD and the NSS. These schemes target varying youth segments, and have different models of participation. In addition to MoYAS schemes, there are a range of other government schemes like the Bharat Nirman Volunteers (BNV) programme of Ministry of Rural Development. BNVs are dedicated volunteers working in rural areas for generating awareness among the people about their rights and entitlements. Similarly, the positions of community workers created under NRLM provide opportunity to such workers to get intensely involved in the development programmes, besides being avenues of substantial income to them.
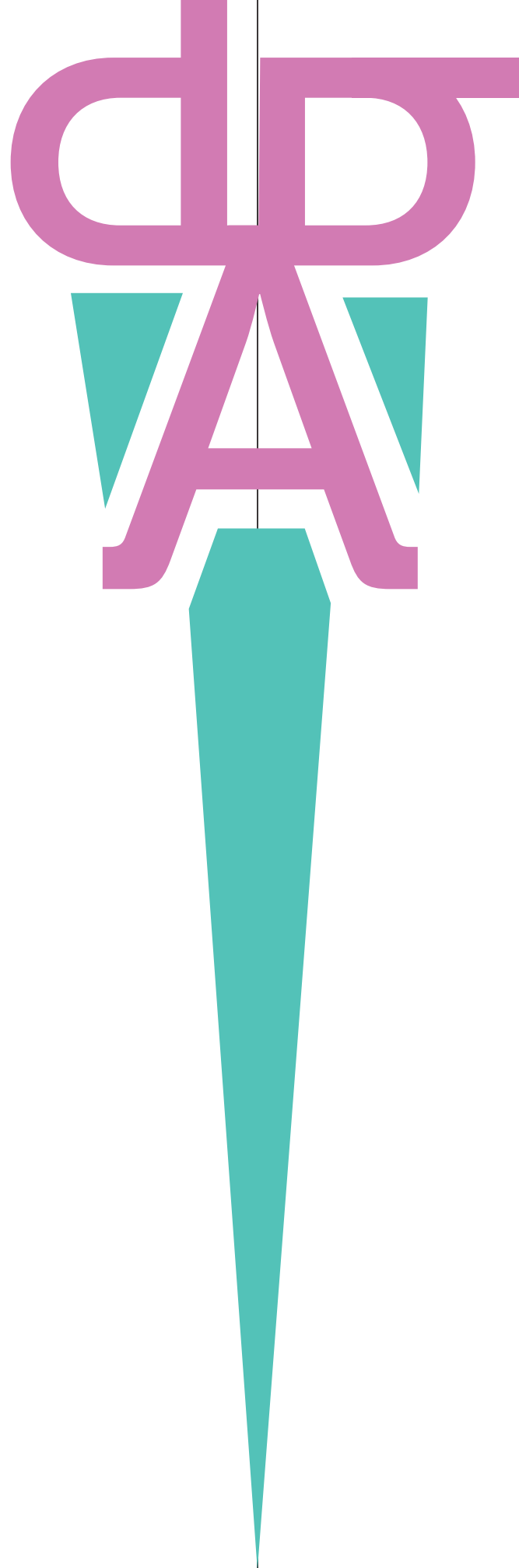
There are also several community-based youth organisations in various parts of the country (including the North Eastern Region) that work towards community development. NGOs, non-profit organisations, corporates through their CSR programmes and social entrepreneurs are engaged across the country on issues ranging from clean fuel usage to prevention of trafficking and rehabilitation. Several of these organisations have youth volunteers and youth employees.

There is a need to institutionalise community engagement and to design and streamline schemes such that they cater to the non-homogenous youth population.

4.7.2 FUTURE IMPERATIVES

a) Promote and leverage existing community development organisations (CDOs):

While the government should continue to implement the schemes that have seen great success, going forward it should also leverage the large number of organisations that are already working towards community development. This will multiply the scope of youth community engagement in the nation, and has significant potential to generate positive outcomes at the grassroots level.

• A framework for accreditation and certification of NGOs or CDOs should be developed. This will enable funding agencies and youth volunteers to select the most appropriate organisations based on their needs. It can promote the scaling up of organisations that have clearly defined goals and a successful track record for community development.

• A volunteer exchange platform should be set up. Through this platform, the young Indians that are willing to participate in community development programmes can be identified. Similarly, organisations working in the field that require young volunteers or employees can post their requirements. This will enable the matching of volunteers with organisations in an efficient manner.

• Institutionalise the involvement of youth in disaster response activities. Local youth, because of their dynamism and proximity, are invariably the first responders in any disaster relief and rescue activity. Such team activity in the face of adversity not only builds camaraderie and leadership but also provides a much-needed succour to the affected individuals. There is a need to create structures that tap this latent resource and realize its full potential through proper training, equipping and coordinating their efforts with those of the state disaster relief mechanism. Every State and district of the country has Disaster Management Authority as mandated by Disaster Management Act, 2005. The Civil Defence Act, 1968 has also been amended to bring 'disaster management' within its scope. In addition, the panchayats also have a major role under the Disaster Management Act, 2005. The youth can be closely involved in disaster response activities through these mechanisms.

• Similarly, the latent potential and dynamism of youth should also be harnessed in promoting communal harmony and environmental protection.

• The energies of the youth should also be channelized in constructive areas through Panchayati Raj Institutions, which are increasingly playing greater role in local self-governance. This would include campaigning on various social issues and helping in effective implementation of various Government programmes.

b) Promote social entrepreneurship:
There are a growing number of social entrepreneurs in India who recognise that they can create sustainable grassroots development, while making a return for themselves. The social entrepreneurship space is fragmented and largely unregulated, and the government should create an enabling environment for social entrepreneurs.

• Promoting social entrepreneurship as an attractive employment proposition for young Indians will create a positive shift away from volunteerism and philanthropy to sustainable development. This can transform community development and engagement from a short-term prospect for the youth into a sustainable career option.

• Social entrepreneurs require support in the form of seed funding and angel investment. The government can create an enabling policy regime that supports the creation of these funds. It can *enable identification of credible enterprises and financiers* through an endorsement process. It can also *reward the performance of social entrepreneurs through grants-in-aid and award programmes.* These rewards can create further mobilisation of youth towards social enterprise.

• The government is well positioned to create channels of communication between social entrepreneurs, local communities, investors and policymakers. Social enterprise forums can be convened that enable the exchange of information around *successful models, navigating the complex policy environment, and can generate forward and backward linkages between enterprises. Removing barriers to business* on a priority basis for organisations with a social objective can also spawn the development of more social enterprises.

4.8 Priority Avrea 8: Participation in Politics and Governance

4.8.1 CURRENT STATUS

Given the youth comprise 27.5% of the population, it is critical that youth are represented & can participate in politics at all levels. Youth participation and engagement on issues related to politics, democracy, accountability and governance will help create an able generation of future leaders of the country.

As the number of government schemes and direct pay-outs to beneficiaries increase, it is important to ensure that the citizenry is active and engaged in order to prevent leakages. In the 12th Plan period, the funds to PRIs has increased 10-fold over the 11th Plan period from Rs 636 crores to Rs 6,437 crores, further stressing the importance of social mobilisation at the grassroots. An engaged citizenry will help build accountability and ensure better governance, and can also facilitate the implementation of schemes. The youth can be leveraged as a resource to monitor the implementation and promote accountability of welfare schemes and development projects across the country.
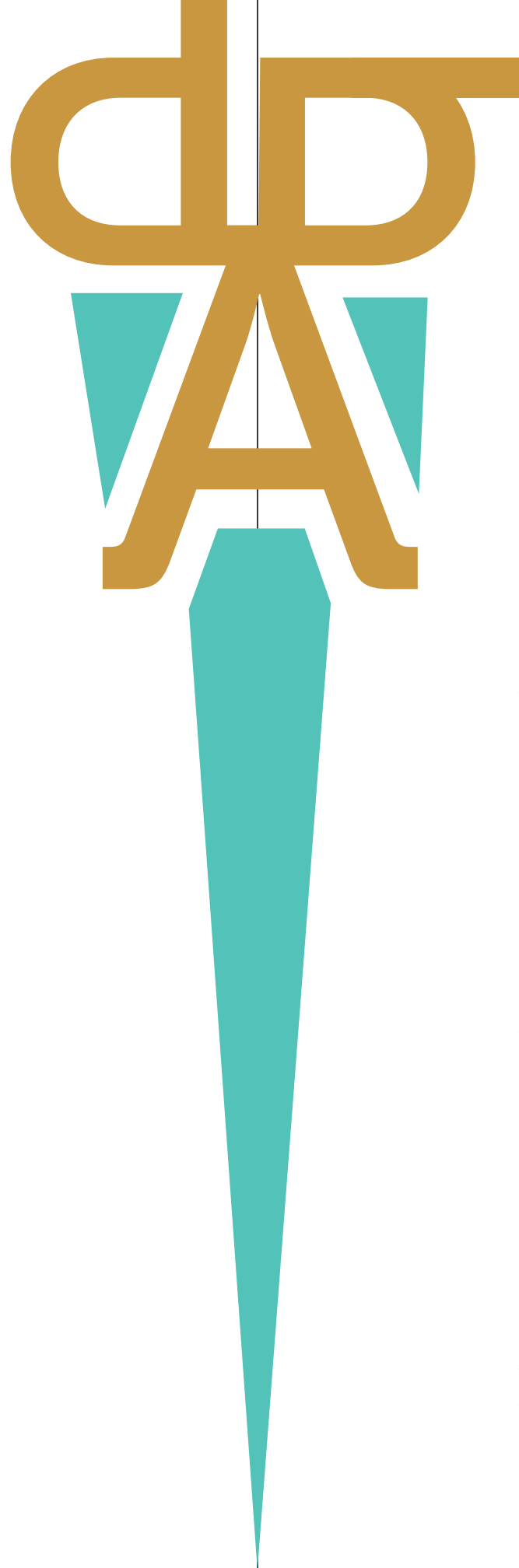
MoPR runs Rajiv Gandhi Panchayat Sashaktikaran Abhiyan (RGPSA) under which the focus is on building the capacities of all elected representatives of the Panchayati Raj Institutions, including the youth and first-time elected representatives.

MoRD has also taken steps to build youth participation in the governance and monitoring of Central schemes. Youth have been co-opted to support fund utilisation and programme implementation in the IAP districts of the country via the Prime Minister's Rural Development Fellowship (PMRDF). The Election Commission runs outreach programmes to get young voters to register and vote in elections, thereby supporting and promoting youth participation in politics and democracy.

Despite a growing focus on youth participation in lower levels of governance, and a clear political push to help more young people transition from student and youth politics to national politics; there is very little coordinated action to promote youth engagement in politics and governance. Furthermore, existing programmes such as those run by MoPR are focused on youth who are already elected leaders or in some way associated with politics, rather than on bringing more youth into political systems.

Civil society groups are working hard, often through partnerships with government, to bridge these gaps. However, without a coordinated push and clear youth focus, these programmes are unlikely to be sufficient to help bring youth into the folds of politics and promote civic engagement at all levels of governance.

4.8.2 FUTURE IMPERATIVES

a) Engage youth that are outside the political system:

It is important to ensure that youth participate in politics at all levels, from the grassroots to the national stage.

• There are several pull and push factors that govern youth participation in politics. *A detailed analysis of these is required* in order to create effective policies and programmes to enable youth participation in politics. *Youth perceptions of politics must be understood* in order to create effective strategies to combat any negative perceptions. Politics must be made attractive & *appropriate reward systems must be created* to incentivise youth to enter politics. *Barriers to entry*, such as financial resources for campaign activities, must be lowered. *Improved channels of transition from student politics* to national politics must be developed.

• It is important to note that youth political participation is not limited to young individuals contesting elections. It also includes mobilising the youth to vote and promote the effective functioning of democratic systems and processes. A more *consistent effort is required to engage with young voters*, understand their concerns and help them see the short-term and long-term benefits of voting for their most preferred candidate or party.

b) Create governance mechanisms that youth can leverage:

The Right to Information (RTI) Act is a landmark legislation that enables ordinary citizens to understand and question the workings of government.

• It is important to build awareness on the importance of an active citizenry. *Education curriculums must be revised* such that the civics component is made more relevant. Youth must be made aware of the various channels available to them to engage with and question government agencies.

• Youth monitoring and accountability creation in the areas of government expenditure and social welfare schemes must be institutionalised. *Public expenditure records must be made more transparent* and accessible for all segments of the population. The 12th Plan details out the role of social mobilisers and highlights the importance of citizen participation in planning and implementation of centrally sponsored schemes (CSS). It lists a provision for *dedicated funds allocated to all flagship schemes to promote citizen participation* in governance, and action must be taken to implement this. *Social audit processes* must be institutionalised to enable youth to provide structured inputs on the effectiveness of government expenditure.

The youth should be involved in Gram Sabha / Mahila Sabha meetings, for monitoring the implementing of programmes at village level. *On-going monitoring & informal feedback* channels must also be created between the bureaucracy and the citizens.

c) Promote youth engagement in urban governance:

There has been a significant focus on the functioning of PRIs and rural governance mechanisms that engage the citizenry. However, a similar *focus on urban governance and the role of the citizenry in supporting Urban Local Bodies (ULBs) is missing.* Given the increasing urbanisation and anonymity that characterises urban life, it is all the more important for the government to act as an intermediary and *create channels and processes by which young Indians can engage* with urban decision makers and contribute to urban governance.

4.9   Priority Area 9: Youth Engagement

4.9.1 CURRENT STATUS

The objective of GoI engagement with the youth is two-fold. First, GoI must engage with youth in order to provide them with information and enable holistic youth development. Second, GoI must engage with youth in order to get inputs on issues, policies and specific programmes, especially those that directly impact youth. By engaging with the youth and by ensuring youth develop leadership and other interpersonal skills, the GoI will help create a generation of individuals that are committed to civic, social and political progress.

GoI, through MoYAS, runs several programmes for youth engagement with the objective of promoting holistic youth development and leadership. These include the NPYAD, Scouting and Guiding, adventure schemes, etc. The Rajiv Gandhi National Institute of Youth Development (RGNIYD) also provides training and capacity building for members of various youth related organisations. GoI has decided to convert RGNIYD into an Institute of National Importance and this is currently under implementation. MoYAS is also in the process of setting up a Youth Development Fund which would help channelize private sector contributions under CSR for GoI's youth development efforts.
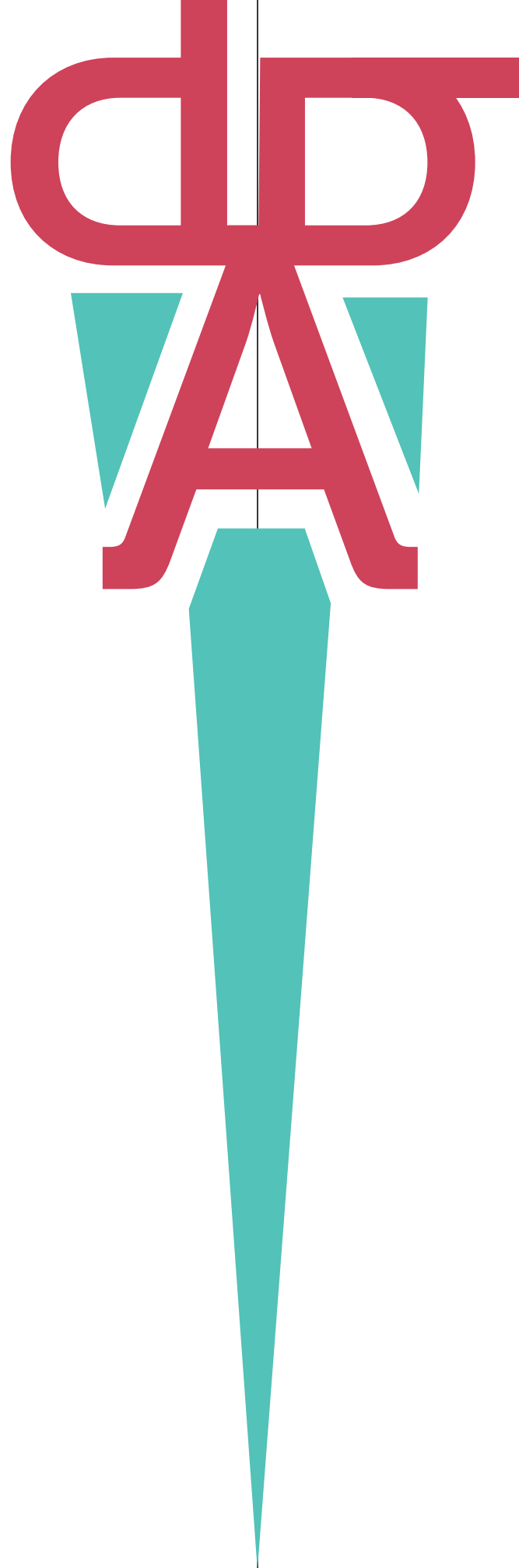
Leadership and personal development is often a by-product of other youth schemes such as NYKS, NSS and NCC. These skills are also imparted in varying measures through the education curriculum in schools and colleges.

While there are a few programmes of varying success that support holistic development of youth, structured programmes that help the GoI engage with youth are absent. There are some unstructured interactions between policy makers and young Indians in forums such as educational institutions. However, there are no systematic channels for engagement between the government and young citizens and no mechanisms for youth to provide inputs to government. This gap has in part been filled by some organisations that provide analysis and commentary on public policy issues.

4.9.2 FUTURE IMPERATIVES

a)   **Measure and monitor effectiveness of GoI's development schemes**: MoYAS is well positioned to leverage its existing grassroots volunteer network through NYKS, NCC and NSS to undertake an assessment of the effectiveness of GoI's development schemes. *Successful efforts can be replicated* to ensure that youth in all segments are benefiting from these programmes, and *targeted schemes for unaddressed segments can be implemented.*

b) Create a platform for engagement with youth:
It is critical for the government to create a structured platform for engagement with the youth across the country. There are different objectives for engagement, and therefore, different engagement models must be piloted and implemented.

• Government should engage with all the youth of the nation to provide them information and do a regular "pulse check". Some ways this can be undertaken include *youth forums at various levels, an interactive online portal and wikipedia-style forums.* The government can leverage partner organisations like NYKS and NSS, NGOs and educational institutions to connect with the youth and use technology and social media in order to achieve this objective.

• Government should engage with a representative cross-section of youth to get inputs on specific policy issues. This can be done by *conducting thematic workshops, putting out calls for policy notes through ICT based channels*, etc. Based on the issue, the government can identify representative educational institutions, youth groups and other partners to create a channel to engage with the youth.

• MoYAS should identify a sub-section of youth that it interacts with in a more continuous & structured manner who can help support its programmes and activities. It should set up a Youth Advisory Council of exceptional yet representative individuals. This council can provide more detailed inputs to government on key policy issues, run programmes to mobilise youth and engage more regularly with diverse segments of the youth.

• GoI should also enable RGNIYD as an Institute of National Importance so that it fulfils its mandate of serving as an apex level resource centre for policy advocacy and capacity building in youth development efforts in the country.
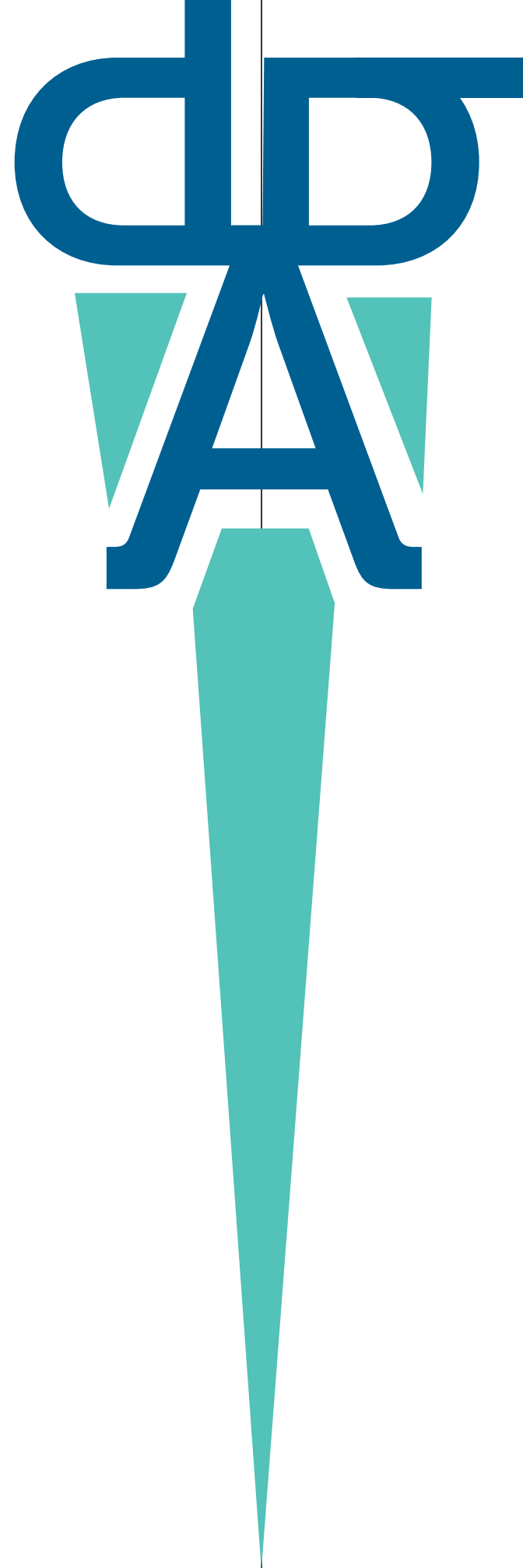
4.10   Priority Area 10: Inclusion

4.10.1   CURRENT STATUS

There are a number of youth at risk and marginalised youth who require special attention in order to ensure that they can access and benefit from the government programmes. These youth can broadly be categorised as follows:

• Socially and economically disadvantaged youth, including but not limited to youth belonging to SC/ ST/ OBC groups, migrant youth and women.

• Out-of-school or drop-outs from the formal educational mainstream.

• Youth living in conflict affected districts, especially those affected by Left Wing Extremism (LWE) and youth from Jammu & Kashmir and the North East.

• Youth living with disability or suffering from chronic diseases.

• Youth at risk, including but not limited to youth suffering from substance abuse, youth at risk of human trafficking and youth working in hazardous occupations, sex workers.

• Youth that suffer from social or moral stigma including but not limited to Lesbian, Gay, Bisexual and Transgender (LGBT) youth, youth infected or affected by HIV/AIDS.

• Youth in institutional care, orphanages, correctional homes and prisons.

The categorisation reflects the shared solutions that may be devised to support these youth, whose enablement and empowerment must be a priority for the government.

A number of Ministries are working on addressing the challenges of these categories of youth. Some sector-specific Ministries have special programmes targeted at these groups that seek to create a more inclusive and equitable society. For example, MHRD has special schemes to support girls' education and bridge the sizeable gender gap in enrolment at all levels of schooling. Other Ministries act as nodal agencies responsible for the well-being of specific groups, for example, MoTA deals with issues that tribals face such as livelihood security and promotion of or access to education.

SC/ST/OBC youth and women have a considerable number of policies targeted at them to promote equity and inclusion. These are in the areas of (a) education scholarships and hostels, (b) credit to support self-employment and entrepreneurship, (c) rehabilitation of individuals from certain occupations such as manual scavenging, and (d) reservations at different levels of governance. These policies attempt to mainstream individuals from these groups into the society from an early age, with the objective that successive generations will be able to benefit and move out of disadvantage and poverty.

With respect to LWE and other conflict-affected regions, there has been an increased focus on creating infrastructure and development in such regions. GoI has also set up a range of schemes to provide employment opportunities to youth living in conflict-affected regions in order to ensure that the youth are productively engaged. For instance, the Planning Commission has been implementing an Integrated Action Plan (IAP) in 82 selected Districts (now increased to 88) of the 9 LWE affected States since 2010-11 for accelerated development of these areas. Skill development has been a major area of focus under this Plan. Similarly, the Ministry of Home Affairs also provides funds to Central Armed Police Forces deployed in LWE affected areas to undertake skill development schemes under Civic Action Programme.

The Department of Disability Affairs under MoSJE supports individuals with disabilities through various Schemes for education scholarships, support for purchasing aids or appliances, grants for rehabilitation and incentives to employers for hiring disabled individuals, etc.

The government recognises that not only is it essential to support youth currently at risk but also to ensure that youth are not faced with circumstances in the future that put them at risk. For example, for youth currently abusing drugs and alcohol, the GoI takes an inter-sectoral approach of covering awareness and information dissemination, counselling and rehabilitation.

Besides the above programmes targeted at specific sections of disadvantaged youth or youth at risk, other government programmes also maintain special focus on such sections of the youth. For instance, NRLM of MoRD seeks to give high priority to youth belonging to categories like ST/ SC/ OBC/ Primitive Tribal Groups (PTGs), migrants, minorities, victims of human trafficking, youth from LWE Districts, North East and J&K, youth engaged in hazardous occupations etc.

4.10.2   FUTURE IMPERATIVES

a) Enablement and capability building for disadvantaged youth:

It is essential that the government continues to promote equity in the formal system and focuses on mainstreaming socially and economically disadvantaged youth. The GoI must review its current programmes for these youth and identify where these programmes have been effective, and where they have failed and the reasons for this. A critical area of focus for disadvantaged youth is education and while the MHRD is taking steps towards ensuring education for all, via RTE and other programmes, *an inter-sectoral approach is needed* to ensure that youth can make the most of education programmes by being in good health and not losing out on income generating opportunities that they perceive as more valuable.

b) Ensuring economic opportunities for youth in conflict-affected regions: A key factor thought to contribute to youth participation in violent conflicts and extremism is the lack of livelihood opportunities. Hence, it is essential to *ensure that these youth are provided with livelihood opportunities.* In the longer term, a programme *of infrastructure development, socio-political access and awareness building* can prevent youth from being attracted to such activities.

c) Develop a multi-pronged approach to supporting youth with disability: While the GoI has taken several steps to support youth with disability, it is important to create systems and infrastructure to enable these youth to lead normal lives. The 12th Five Year Plan makes a set of recommendations on steps required to empower individuals with disabilities, and *all relevant Ministries must develop action plans in this regard*.

d) Create awareness and opportunities to prevent youth being put at risk: While the government is working to create support and rehabilitation systems for youth at risk, it is essential to simultaneously build systems to ensure that youth are not forced to put themselves into situations that constitute physical or mental risk. A t*argeted awareness and outreach programme* for youth that are likely to be at risk must be developed and undertaken as a matter of priority.

4.11 Priority Area 11: Social Justice

4.11.1 CURRENT STATUS

It is important to ensure that youth of all backgrounds are free from discrimination, stigma, and disadvantage; and have recourse to a justice system that is swift and equitable. A concerted effort has been made to ensure that GoI programmes are inclusive, and that disadvantaged groups are supported. It is important that an effort is made to mainstream the disadvantaged groups through affirmative action and other targeted programmes. Furthermore, there is need for greater monitoring and media attention to prevent illegal social practices such as dowry, child marriage, honour killings, caste-based discrimination and stigmatisation of LGBT youth. Hence, it is important to create systems of education and moral transformation at the grassroots level to eliminate these practices of stigmatization and discrimination, and deliver social justice for all.

4.11.2 FUTURE IMPERATIVES

a) Leveraging youth to eliminate unjust social practices:
The youth of the country can be leveraged to build awareness and provide education at the grassroots in order to eliminate unjust social practices. Furthermore, the youth can also be trained to monitor and report on the prevalence of unjust social practices at the grassroots.

b) Strengthen access to justice at all levels:
 Individuals must be given stronger access to formal justice at all levels. The pace at which trials are held must be increased, in order for formal punishment to act as a serious deterrent. Inputs must be taken on the current constraints and bottlenecks at the grassroots level and appropriate action taken.

MONITORING, EVALUATION AND REVIEW

Defining success of NYP-2014

5.1   It is essential to monitor and evaluate the success of NYP-2014 in order to understand the impact of the policy on the youth and to determine future strategies for the youth of the nation. In the short-run, NYP-2014 can be considered successful if it documents priority areas that should be the immediate focus for youth development, creates guidelines from which stakeholders can develop actionable strategies and builds alignment amongst stakeholders, providing them with a concrete framework for action. In the longer term, success can be defined on the basis of whether the objectives of NYP-2014 for youth have been achieved. That is, whether the youth are productive, healthy and active, socially responsible, politically engaged and mainstreamed. Together, these definitions create a framework for measuring the success of NYP-2014, and provide guidelines for selecting appropriate indicators.

Monitoring and Evaluation

5.2   The NYP-2014 seeks to define the Vision of the Government for the youth of the country and to identify the key areas where action is required and not enough is being done, to enable youth development. It is intended to serve as a guiding document and provide a framework for action for all stakeholders.

5.3   Keeping in mind the diversity of the country and the need to address region-specific needs and concerns of young people that are not adequately reflected in the NYP-2014, each state should also enunciate its own State Youth Policy, keeping the overall national perspective set out in the NYP-2014 in view.

5.4   In light of the fact that many Ministries of GoI have significant components of their policies and programmes that are relevant to the youth, an inter-sectoral approach is imperative for dealing with youth-related issues. In view of this, the NYP-2014, consistent with the suggestion made in earlier Policy documents, advocates the establishment of a coordinating mechanism at the Centre and state levels. The State Coordinating Committee may be chaired by the Chief Minister of the state or a senior member of the cabinet. This will ensure optimum utilisation of resources available with different Ministries and Departments and streamlining of policy and programme interventions.

Indicators for measuring success of NYP-2014

5.5   There are two types of indicators that can be selected to measure the impact or success of a policy; leading and lagging indicators. Leading indicators measure short-run impact of the policy, and are more likely to be process-based. They are an early signal of whether the policy is on track to achieve its objectives. Lagging indicators, on the other hand, measure the longer term impact of the policy, once it has been in place for a sufficient length of time. These indicators measure whether the policy has had an impact on the outcomes it was intended to alter, and therefore, whether it has achieved its objectives.

5.6   Leading indicators of success of NYP-2014 measure whether the policy has provided a framework and guidelines for stakeholders, thereby achieving its purpose. The following four leading indicators have been selected:

a) Number of States that have created a youth policy?

b) Number of times has NYP-2014 been referenced in other Central/ State policy documents, reports and RFDs?

c) Number of times NYP-2014 has been referenced in stakeholder documents, including media, civil society, private sector?

d) Number of policies/ programmes that have been initiated to close gaps identified in NYP-2014?

5.7 Lagging indicators of success of NYP-2014 measure the progress towards achieving each one of the 5 objectives for youth set out in the policy. The following 8 lagging indicators have been selected for the corresponding objectives/ priority areas:

EXHIBIT E.6: LAGGING INDICATORS FOR NYP 2014

Create a productive workforce	Youth Unemployment Rate	Completion Rate of Higher Education
Develop a strong & healthy generation	Maternal Matality Rate	Gold medals per capita won at Commonwealth Games
Instill social values and promote community service	Number of delinquent youth (IPC & SLL1)	
Promote participation and civic engagement	Number of elected PRI members below age 35	Youth voter turnout
Ensure inclusion and social justice	Unemployment rate across different social groups	

5.8 A baseline assessment must be undertaken and annual targets must be set for each one of the indicators. In the event these are not met, an investigation into the reasons for this must be done and appropriate course correction actions must be initiated. These indicators may also be combined into a comprehensive Youth Development Index.

Biennial "Status of the Youth" Report

5.9 NYP-2014 recommends that MoYAS publish a *Status of the Youth Report* every 2 years. This report should provide comprehensive information on all youth related schemes and programmes, as implemented by various Ministries. The reports should identify progress against targets on the leading and lagging indicators of success of NYP-2014. This report should also synthesise the views and priorities identified through bottom-up engagement with the youth. Finally, the report will document any previously unidentified challenges facing the youth, and recommend the way forward in these areas.

Review of NYP-2014

5.10 NYP-2014 will be reviewed every 5 years in order to enable GoI to take stock of key achievements and challenges, and refocus the priorities for youth, going forward.

RECOMMENDATIONS ON THE WAY FORWARD

Given that youth comprise 27.5% of the population and will play a crucial role in the progress and development of the nation, supporting and enabling the youth must be made a priority. This document details 11 priority areas and highlights specific gaps where action is required in order to help youth overcome the challenges they face and India to reap the benefits of its demographic dividend.

It is important to identify the most appropriate set of interventions for youth development, and invest in the ones that will have the maximum impact in each of these priority areas. This requires a review of existing government programmes for the youth, an analysis of the impact of stakeholder activities and pilot projects before mass roll-out of new programmes for the youth. Furthermore, it must be noted that given the scale of the challenge, it is imperative to have a concerted effort from all stakeholders.

Stakeholders must be aligned on the objectives for youth development and participation, and must work in a coordinated manner to facilitate holistic youth development. Innovative solutions that leverage available resources and tools are required to empower the youth of the nation.

6.1 GoI needs to increase investment in the youth to capture the demographic dividend

Youth present a considerable economic opportunity today which the government should capitalise on. There is a huge opportunity for improvements in productivity of the youth through programs targeted towards education, skilling, entrepreneurship development and health care.

GoI is currently spending approximately Rs 2,710 on every young individual through various Ministries, of which Rs 1,100 is through targeted programs. In order to capitalise on this opportunity, the government would need to invest more in youth across the various priority areas.

6.2 Mainstream youth issues in the development process

It is evident that the youth will play a crucial role in the future development of the nation. Hence it is important that the issues related to youth are mainstreamed and youth become a national priority. This can be achieved in several ways, including:

- **Building Youth Development into RFDS:**
As identified in Section-4, youth development is not an activity that can be performed in isolation by MoYAS. One key mechanism for ensuring that all Ministries work towards mainstreaming youth development and participation is to identify linkages between MoYAS and other Ministries and incorporate these into the respective RFDs. Youth engagement and participation measures must be included as metrics of success of various government programmes in the respective RFDs.

- **Key Ministries Should Develop a 'Youth Connect' Programme:**
Given the fact that youth comprise 27.5% of the population, and represent a large proportion of the target segment of most of the Ministries, it is important to ensure key Ministries communicate with the youth. NYP-2014 recommends that all relevant Ministries should set up a mandatory 'Youth Connect' programme which is a targeted youth outreach programme. This programme will inform and educate the youth about the various schemes and programmes available to them that are administered by the Ministry. It can run offline through a combination of workshops, briefings and information sessions or online using ICT and social media, tailored to the relevant scheme. The outreach material and information from these programmes can also be fed into the more broad-based MoYAS youth engagement portal.

6.3   Discuss and define role of all stakeholders

Given the scale of the challenges facing the youth and the wide range of stakeholders engaged in various capacities, it is important to define the role of each stakeholder. There are two possible roles, that of a 'doer' responsible for creating programmes, or an 'enabler' that creates a supporting environment for action and promotes the work of other stakeholders. It is important to build stakeholder maps in each priority area in order to understand the range of actors and activities. For each priority area, it is important to determine which stakeholders are responsible for directly financing and implementing programmes, and which stakeholders are responsible for creating an enabling environment. Formal channels for stakeholder interaction must also be developed. For example, with respect to community engagement, MoYAS could act as a 'doer' through its programmes like NSS, NYKS and NYC, which work towards engaging youth in community development initiatives. MoYAS also has a key 'enabling' role to create systems that help the youth connect with existing community development organisations and support their work.

6.4   Leverage various channels for effective youth engagement and participation

There are several existing channels that the government can leverage to effectively engage with youth and promote youth development. Two key ones are ICT and other youth organisations.

• **Use ICT to engage with the youth:** ICT and social media are key tools that can be leveraged to connect and engage with the youth. Given the growing penetration of the internet amongst young people, especially via smartphones, the GoI should more actively engage with the youth using technologies that they access on a daily basis. Youth outreach programmes no longer have to be physically implemented through youth clubs and other such networks, but can also be implemented via the internet, mobile phone applications and social media.

• **Promote youth development through existing organisations:** The government should work towards leveraging the vast number of stakeholders that are already working to support youth development and participation, and expanding its own reach and access to the youth through the networks of these organisations.

All stakeholders should review their strategies in line with the priorities for youth development identified in NYP-2014. They should create action plans, design programmes in specific areas and monitor and evaluate their impact on the youth.

LIST OF ACRONYMS

ASHAs	Accredited Social Health Activists
AWWs	Anganwadi Workers
BCG	The Boston Consulting Group (India) Private Limited
BNV	Bharat Nirman Volunteers
CCE	Continuous and Comprehensive Evaluation
COE	Centre of Excellence
DAC	Department of AIDS Control
EBRs	Economically Backward Regions
GER	Gross Enrolment Rates
GNI	Gross National Income
GoI	Government of India
ICT	Information and Communication Technology
IEO	Independent Evaluation Office
ITI	Industrial Training Institute
JSY	Janani Suraksha Yojana
LAMP	Legislative Assistants to Members of Parliament
LNIPE	Lakshmibai National Institute of Physical Education
LWE	Left Wing Extremism
MECs	Micro-Enterprise Consultants
MGNREGA	Mahatma Gandhi National Rural Employment Guarantee Act
MHRD	Ministry of Human Resource Development
MLE	Ministry of Labour and Employment
MMR	Maternal Mortality Rate
MoHFW	Ministry of Health and Family Welfare
MoPR	Ministry of Panchayati Raj
MoRD	Ministry of Rural Development
MoSJE	Ministry of Social Justice and Empowerment
MoSME	Ministry of Small and Medium Enterprises
MoTA	Ministry of Tribal Affairs
MoWCD	Ministry of Women and Child Development
MoYAS	Ministry of Youth Affairs and Sports
MSMEs	Micro, Small and Medium Enterprises
MUD	Ministry of Urban Development
NACO	National AIDS Control Organisation
NCC	National Cadet Corps
NCERT	National Council of Educational Research and Training
NIS	National Institute of Sports
NPFAI	National Playing Fields Association of India
NPYAD	National Programme for Youth and Adolescent Development
NRHM	National Rural Health Mission
NRLM	National Rural Livelihoods Mission
NSDP	National Skill Development Policy
NSQF	National Skills Qualifications Framework
NSS	National Service Scheme
NYC	National Youth Corps
NYKS	Nehru Yuva Kendra Sangathan
NYP-2014	National Youth Policy, 2014
PEO	Programme Evaluation Organisation
PHC	Primary Health Centre
PMEGP	Prime Minister's Employment Generation Programme
PMRDF	Prime Minister's Rural Development Fellowship
PMSSY	Pradhan Mantri Swasthya Suraksha Yojana
PPP	Public Private Partnership
PRIs	Panchayati Raj Institutions
PYKKA	Panchayat Yuva Krida Aur Khel Abhiyan
RFD	Results Framework Document
RGNIYD	Rajiv Gandhi National Institute of Youth Development
RGPSA	Rajiv Gandhi Panchayat Sashaktikaran Abhiyan
RGUMY	Rajiv Gandhi Udyami Mitra Yojana
RMSA	Rashtriya Madhyamik Shiksha Abhiyan
RSETIs	Rural Self-employment Training Institutes
RTE	Right to Education Act
RTI	Right to Information Act
RUSA	Rashtriya Uchchatar Shiksha Abhiyan
SAG	Special Area Games
SAI	Sports Authority of India
STC	SAI Training Centre
UGC	University Grants Commission
UHC	Universal Health Coverage
ULBs	Urban Local Bodies

Ministry of Youth Affairs & Sports
Government of India

DESIGNED BY: ROOPALI JAIN

Salients points of the draft National Youth Policy

This NYP 2020 is a ten-year vision document that seeks to unlock the potential of India's youth by 2030, in alignment with the global SDGs. The five priority areas outlined to usher such advancements include education, employment and entrepreneurship; youth leadership and development; health, fitness and sports; and social justice. The policy frameworks and guidelines require technical and financial commitments to enable equitable progress of the youth while ensuring inclusion in the design, planning and implementation of specific schemes and programmes. The key thrust areas of each of the five sectors are summarised below.

Education: Education and training systems will be strengthened and made more relevant through curricular reforms, enhancing teacher capacity, integrating value-based education, and scaling-up delivery of vocational education. In addition, the NEET youth will be supported through targeted learning programmes while at the same time reintegrating dropouts and out-of-school youth. The systems will adopt inclusive pedagogies and ensure trained teachers, counsellors, and therapists are available to disadvantaged youth.

Employment and Entrepreneurship: To revitalise the rural economy of India, agriculture and allied spheres will offer more viable, income-generating opportunities for the rural youth. For urban and peri-urban areas, micro-regional employment strategies will ensure the development of district-specific industries and SME cluster development through strong district-level ownership of the employment agenda. Furthermore, entrepreneurship education, mentorship networks and other support systems will help develop a more robust entrepreneurship ecosystem. Finally, informal and gig economy workers will be supported through social security provisions and effective demand-supply matching through technology-based employment platforms. Skilling reforms and efforts to drive awareness on government initiatives and schemes, combined with systemic support to the young urban migrant population and marginalised youth segments will chart the path for a more financially assured youth

Youth Leadership and Development: The GoI will invest in youth leadership by strengthening the youth volunteering ecosystem. The GoI will develop a unified working approach to streamline planning and

execution of various volunteering schemes run or supported by the Central Ministries/Departments. Towards this end, the MoYAS will play a facilitative convening role for promoting youth volunteering in the country. It will provide standardized tool kits for recruitment & mobilization, framework for rewards &incentives, frameworks for impact measurement of volunteering schemes and create capacity building options. Thus, through streamlined opportunities, mentorship and due rewards and recognition MoYAS will cultivatea spirit of volunteerism among youth. Youth, especially the most marginalised, will be equipped with the necessary resources and skills for leadership roles through sustained investment in higher education and targeted leadership programmes, enhanced opportunities to engage with governance and politics, with the support of mentors and with adequate exposure. A youth volunteering and development platform will be mobilised to identify and build a cadre of youth leaders across the country.

Health, Fitness and Sports: Preventative healthcare practices will be integrated into the education curriculum and emphasised through large-scale awareness campaigns to ensure the holistic well-being of youth. In addition to quality treatment facilities, youth health issues will be prioritised likemental illnesses, sexual and reproductive health, and treatment and rehabilitation capacities for substance use disorders will be pivotal. Data will be leveraged to track the progress in youth health metrics and improve access to quality treatments. Finally, specific measures will be undertaken to provide quality healthcare access for all marginalised young women and men, including tribal, disabled, migrant, and other disadvantaged segments.A culture of sports, fitness and healthy habits will be fostered among the youth. The GoI will also invest in the holistic development of sportspersons through sports talent searches that will be expanded to be more comprehensive and inclusive while ensuring the availability of good coaches across the country.- Equitable investments will be made in sporting infrastructure, and long-term support will be provided to promising sportspersons. The policy also recommends special efforts to include marginalised segments in sports and fitness programmes.

Social Justice: Empowering and safeguarding the youth from marginalised and vulnerable communities will require investments in building a value-based social fabric. Efforts will be made to reduce acts of discrimination and violence while also providing the youth with safe spaces, knowledge, and support services for their social welfare.

Raising youth awareness about their rights and initiatives related to legal aid will be crucial for these efforts. In terms of the response, the legal systems will be strengthened to ensure speedier delivery of justice, especially the Juvenile Justice Act's effective implementation and building a more robust system for juvenile rehabilitation among the delinquent youth. Specific efforts will also be made to address cybercrimes.

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युवा कार्यक्रम एवं खेल मंत्रालय

Ministry of Youth Affairs & Sports

युवा कार्यक्रम विभाग

Department of Youth Affairs

Shastri Bhawan
New Delhi, 29th April, 2022

Subject: **Draft National Youth Policy.**

The Government has reviewed the existing draft National Youth Policy, 2014 and prepared a new draft National Youth Policy (NYP). The draft NYP envisages a ten-year vision for youth development that India seeks to achieve by 2030. It is aligned with the Sustainable Development Goals (SDGs) and serves to 'unlock the potential of the youth to advance India'. The draft NYP seek to catalyze widespread action on youth development across five priority areas viz. education; employment & entrepreneurship; youth leadership & development; health, fitness & sports; and social justice. Each priority area is underpinned by the principle of social inclusion keeping in view the interests of the marginalized sections.

2.   The Department of Youth Affairs seek comments/views/suggestions on the draft NYP from all stakeholders.

3.   The comments/views/suggestions   a on the draft Policy may be sent within 45 days (by 13th June, 2022) by email to **dev.bhardwaj@gov.in** or **policy-myas@gov.in.**

(Devashish Bhardwaj)
Deputy Secretary to the Government of India
Tel. No. 011-23383292

National Youth Policy 2021

Ministry of Youth Affairs and Sports

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INTRODUCTION

1 Introduction

1.1 In recent time, the world has witnessed the growth of young people as a vital demographic and a powerful agent of change and progress. They have the power to shape policy, influence markets and reimagine social structures. Furthermore, they are action-oriented, with the ability to think creatively and effect positive change across society, industry, and culture. Youth are at the forefront of harnessing the power of technology in all spheres and serve as a critical component in the larger vision of Atmanirbhar Bharat, and as they pave the way towards the future against incredible odds, they are an indicator of hope.

1.2 International organisations have acknowledged the significance of youth on various prominent development fora, a population that has been prominently featured in 12 of the 17 Sustainable Development Goals (SDGs), and with sufficient support, youth will be instrumental in fulfilling the SDGs.

1.3 With nearly one out of every four persons between the ages of 15 and 29, India has an enviable youth population. Currently, they are estimated to constitute more than 34% of the total population[1]. While these numbers are expected to decline in the coming years, youth will still account for almost 24% of India's population or 365 million people in 2030. Compared to countries like China, Japan, and the USA, where they face the challenge of an ageing population (Exhibit 1), India has the advantage of being in a position of strength with the potential to drive economic growth.
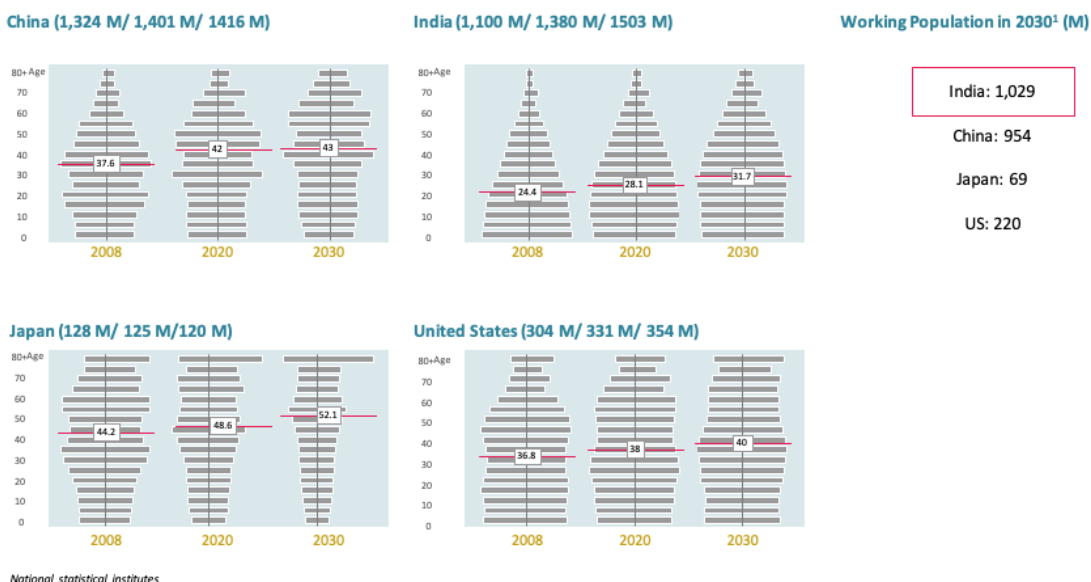
Exhibit 1: Population figures by age for China, India, Japan and the US in 2020 and 2030

1.4 Youth constitute a vital social capital for economic growth anywhere in the world. The GoI recognises that the current youth bulge is an abundant asset and offer immense leverage in terms of skilled labour, entrepreneurship, and innovation & knowledge to accelerate the developmental needs of the country.

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[1] Youth in India, Central Statistics Office

1.5 Keeping with the vision and intent of the National Youth Policy (NYP) 2021 to 'unlock the potential of the youth to advance India', the Government of India (GoI) recognises the importance of understanding this dynamic segment and nurturing them to shape the future. In recent years, many programmes and schemes have been initiated to support youth holistically. These critical interventions include but are not limited to health, education, skill-building, entrepreneurship, and leadership training.

1.6 Over the last two decades, India has made significant strides towards better education and improving the learning quality. The National Education Policy 2020 provides a robust framework that includes learnings from the success of programmes like the Samagra Shiksha Abhiyan (SSA), Rashtriya Uchchatar Shiksha Abhiyan (RUSA) and Beti Bachao Beti Padhao (BBBP). Initiatives like the School Education Quality Index (SEQI) and Performance Grading Index (PGI) draw much-needed focus on better learning outcomes. Similarly, the Skills Assessment Metric for Vocational Assessment (SAMVAY) strengthens the quality and reach of vocational education. These efforts have improved access to education for youth regardless of their social or economic background and enabled synergistic action towards learning quality.

1.7 Each year, millions of young people enter the workforce; they are the foundation of India's population pyramid that can mobilise economic growth. Investments have been made on multiple fronts to generate employment, develop skills and foster entrepreneurship. Schemes like Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Deen Dayal Upadhyaya Grameen Kaushal Yojana (DDU-GKY) and Skills India campaign have been expanded for better reach. New programmes like the Entrepreneurship and Skill Development Programme, Prime Minister's Employment Generation Programme (PMEGP), Pradhan Mantri Mudra Yojana (PMMY) and Start-up India will support the entrepreneurship ecosystem, and the National Career Service matches job seekers with employers.

1.8 The GoI has initiated efforts to engage the youth through technology and has organised youth parliaments, youth conventions and festivals. Special programmes like the Youth for Development, National Youth Advisory Council, and the National Programme for Youth and Adolescent Development (NPYAD) have been launched to increase youth volunteering, motivate the youth and enable them to be strong leaders. The GoI's efforts in education and employment have yielded tremendous results for the youth. Between 2014 and 2017, the Gross Enrolment Ratio (GER) rose for both secondary and higher education levels[2], and 270 new universities were established[3]. According to the Labour Bureau report, approximately 1.1 crore jobs were generated under the PMMY scheme between 2015 and 2017[4], and efforts towards fostering entrepreneurship have resulted in recognition of over 14,000 start-ups across 25 states[5].

1.9 Further to these advancements, the GoI wants to recognise that much more can and should be done. Access to quality education has improved, but additional efforts are needed to effectively equip the youth with the skills necessary for the 21st century. While skill-building and learning

[2] UDISE FLASH STATISTICS 16-17
[3] AISHE Reports
[4] Report on PMMY Survey 2018
[5] Startup India Status Report 2018

opportunities are increasingly outcome-oriented, efforts to cohesively link skilled workers with apt employment is the need of the hour. Activating livelihood opportunities for the large youth population requires understanding where the jobs will come from and how they can be prepared for them. With an increasing range of support and services, entrepreneurship is a career option that holds significant opportunities for India's youth and economy.

1.10   The health and well-being of youth are essential for their personal development and enable them to become productive members of society. Various initiatives have been launched to enhance access to quality healthcare and to provide support in critical areas. These include the National Health Policy release, schemes such as Ayushman Bharat, POSHAN Abhiyaan, Pradhan Mantri Matru Vandana Yojana and the National Strategic Plan for Tuberculosis Elimination. The National Mental Health Policy, launched in 2019, provided the framework to improve the quality of mental healthcare and ensure universal access. These efforts are reflected in the key health metrics that have also registered significant improvements. Between 2014 and 2017, the Maternal Mortality Rate and the rate of tuberculosis (TB) deaths decreased, and the percentage of institutional deliveries increased[67].

1.11   In recent years, sports in India have received widespread attention, as have the efforts to build a fitness culture. Schemes such as the Fit India Movement, Khelo India and the Sports Revitalisation Action Plan have been launched, and India's first National Sports University established. The GoI has emphasised the importance of sports in education and as a viable career option for young people. These interventions have created a space for sports and fitness in the minds of the youth. The GoI's focus on sports and fitness has stimulated the growth of the sporting industry and has brought a considerable degree of private sector investment in the arena[8]. Ten sporting leagues have been established, including the Pro Kabaddi League, Hockey India League and Indian Badminton League. Initiatives to engage the youth and increase awareness have also improved participation.

1.12   From a health and fitness perspective, healthcare access and services are being expanded to address overall well-being. However, efforts need to be bolstered towards addressing critical youth concerns like mental health, substance abuse, and sexual and reproductive health. In recent years, youth participation in civic and political life has increased, creating avenues that can be leveraged to encourage volunteering and develop leadership skills. These efforts need strengthening at-scale for youth mobilisation, especially among youth from marginalised and disadvantaged communities. Additional steps are also necessary for the overall social and economic development of these communities, and to ensure their inclusion and participation across programmes.

1.13   The GoI has implemented various measures to strengthen social justice and reinforce the principle of unity in diversity. These steps have been taken to ensure equity, enhance the justice system, and increase knowledge and awareness among youth. Furthermore, legal literacy clubs have been set up in schools to raise legal awareness, and digital programmes were implemented to improve access to legal aid, such as Tele-law and Nyaya Bandhu. According to

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[6]NITI Aayog, Maternal Mortality Ratio
[7]Global Burden of Disease Study, 2017
[8] Sports Infrastructure in India, PwC, 2019

the National Legal Services Authority, between 2018 and 2019, 1.97 crore individuals attended 1.76 lakh legal literacy clubs. Social audits have been held in various states to elicit youth response on key topics, and 6 lakh youths have participated in neighbourhood youth parliaments[9]. One Stop Centres have been set up for women, and special helplines for the Scheduled Caste (SC) and Scheduled Tribe (ST) communities. Schemes have also been launched to develop various groups, including the North East Special Infrastructure Development Scheme and the Special Central Assistance for Left Wing Extremism (LWE) Affected Districts.

1.14   The world is changing in significant ways, and India's youth are poised to make the most of it. However, action needs to be catalysed to address the barriers to youth development and prepare the youth for a world that is changing in significant ways. The onset of COVID-19, especially, has further accelerated automation, fast-tracked e-commerce, increased remote work, and reduced business travel. the integration of technology in our everyday lives. However, the pandemic also highlighted the need for stronger protections for all youth, particularly the millions of young Indians who migrate from rural to urban areas to pursue better opportunities. The large-scale migration adversely affects the rural economy and imposes a resource burden on urban towns and cities.

1.15   All over the world, rapid urbanization, globalisation and automation are changing the nature of employment and the workforce's skills. Furthermore, climate change is progressing rapidly, affecting agriculture and jobs. Foundational skills that will help citizens thrive in the future of work, including cognitive, digital, interpersonal, and self-leadership skills, are undergoing change. New jobs are emerging, and old ones are becoming obsolete, and economies are trying to limit their contribution to climate change while adjusting to its effects. Understanding the impact of these developments on the youth and leveraging these forces in the right direction will be critical for progressive youth development.

1.16   Keeping with the global trend, India too is urbanising fast. While urbanisation is often linked closely with economic development creating more opportunities for youth, it also exposes them to various risks and vulnerabilities. The predominant challenges for youth of peri-urban areas include social insecurity, unemployment and joblessness, exposure to higher rates of crime and violence leading to detrimental behaviour. The GoI has already launched several schemes to reduce poverty and vulnerability of poor people in urban and peri-urban areas. To enable urban youth to meet their aspirations, the Central Ministries and Departments will focus on providing more options and opportunities. Efforts will need to be made to check detrimental behaviour of the unemployed urban youth while at the same time harnessing their potential for national development.

1.17   It is in this context of evolving barriers to youth development and significant national and global megatrends, that the Ministry of Youth Affairs and Sports (MoYAS) has drafted the National Youth Policy 2021.

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[9] MoYAS Annual Report 2018-19

VISION AND OBJECTIVES OF THE NATIONAL YOUTH POLICY 2021

2 Vision and Objectives of the National Youth Policy

2.1   The NYP 2021 articulates a ten-year vision for youth development that India seeks to achieve by 2030. It is aligned with the SDGs and serves to 'unlock the potential of the youth to advance India'.

2.2   The NYP 2021 seeks to catalyse widespread action on youth development across five priority areas (Exhibit 2), including education; employment and entrepreneurship; youth leadership and development; health, fitness and sports; and social justice. Each priority area is underpinned by the principle of social inclusion — enabling equitable progress by including the most marginalised sections in the design, planning and implementation of all schemes and programmes.

Youth Leadership and Development
Unleash the power of youth to address India's biggest challenges, and emerge as leaders of tomorrow

Education
Enable all youths to take charge of their future through equitable access to quality education

Employment and Entrepreneurship
Empower young Indians to grow enterprises and find sustainable productive employment

Yuvashakti
Unlocking the potential of the youth to advance India

Social Justice
Create a just and equal society based on mutual respect where the youth feel safe, included and able to exercise their rights

Health and Fitness
Ensure health and well-being for youths of all identities;

Develop a culture of fitness and sports among youths, and achieve national and international eminence

Social inclusion (underpinning all objectives)

Leverage the power of diversity in the youth and ensure equitable progress for all groups

Exhibit 2: Vision and objectives of NYP 2021

2.3   The NYP 2021 draws a detailed roadmap towards the vision outlined for the youth in the coming decade and delineates the actions within each priority area.

2.4   The policy envisions an education system that imparts career opportunities and life skills to all young people. It ensures that the youth have access to sustainable livelihood opportunities that encourages them to stay within and revive the rural economy, generate employment via micro-region-specific strategies, foster entrepreneurship and social entrepreneurship, and support the informal and gig economy.

2.5   To develop India's youth, both men and women, as leaders of tomorrow, the NYP 2021 prescribes strengthening the volunteering ecosystem, expanding opportunities for leadership development and mobilising technology to establish a vibrant youth enablement platform.

Further efforts for the inclusion of marginalised and disadvantaged youths in volunteering and leadership opportunities are identified.

2.6 The health and well-being of the youth, especially young women of reproductive age, will be ensured by strengthening preventative and palliative healthcare, especially for mental health, substance abuse disorders and sexual and reproductive health issues that are critical among this demographic. The policy purports a progressive and essential approach to mobilising technology and data to improve healthcare delivery and specific interventions to provide the marginalised youth with access to quality healthcare. The policy also proposes strengthening the overall fitness of youth by building a vibrant culture of sports and fitness.

2.7 The policy outlines actions that will empower the youth and ensure their safety, strengthen the legal system for the quick delivery of justice and provide holistic support for the rehabilitation of juveniles. Special efforts are prescribed to ensure social justice for marginalised and vulnerable youths.

2.8 The NYP 2021 is a roadmap for the development of youth today to ensure a bright future for India tomorrow. This national-level framework will be adopted by states that will formulate their youth policies to serve the development needs of the region. The policy prescribes the necessary actions for various ministries in line with the national priorities in the respective thematic area.

2.9 The success of the NYP 2021 will require actions from stakeholders across government entities, the social sector, civil society, and the private sector. The effective mobilisation of these stakeholders can drive the country towards achieving common policy objectives that will require strategic partnerships, strong coordination, and robust implementation. The MoYAS will coordinate these efforts and ensure that detailed action plans are developed based on policy prescriptions. It will drive the monitoring and tracking of policy outcomes and consolidate findings that will be shared publicly and transparently. As the nodal ministry for youth, the MoYAS will play the critical role of ensuring that actions triggered by the NYP 2021 are effective and efficient in delivering the ten-year vision for youth development in the country.

EDUCATION

3 Education

3.1 Education is the most critical enabler for youth to acquire knowledge as well as the capabilities necessary to make the most of all opportunities throughout life. Education also enables youth to contribute positively and participate fully in society.

3.2 Beyond academic knowledge, young people need quality education that also imparts critical career and life skills and enables the holistic development of these individuals, socialised to societal norms. The NYP 2021 envisages an education system that will ultimately 'enable all youth to take charge of their futures through equitable access to quality education'.

3.3 Over the years, GoI has initiated various transformational education policies and schemes for the nation and state. These schemes include the Sarva Shiksha Abhiyan (SSA) to improve access to elementary education and improve the quality of learning and the Rashtriya Madhyamik Shiksha Abhiyan (RMSA) to provide universal access to secondary level education. In 2018, the Samagra Shiksha Abhiyan (SmSA) was launched to coordinate the implementation efforts and promote an integrated approach for classes 1 to 10.

3.4 The National Education Policy 2020 (NEP) prescribes additional recommendations to strengthen the quality and relevance of education and provide for an equitable education system. The NEP prioritises ensuring universal access to education till class 12, reforming curriculum and pedagogy, infusing education with technology and reimagining vocational education, among others. It also makes provisions for the reintegration of dropouts and out-of-school children (15 to 18 years) and for adult literacy and lifelong learning.

3.5 Aligned with the NEP, the NYP 2021 envisages an education system that ensures holistic learning and development of all segments of youth by making education relevant for those in secondary and higher education, supporting the segment of youths not in education, employment or training (NEET), and by building an inclusive education system that leverages technology for enhanced 'teaching-learning' experiences for youths from disadvantaged and marginalised communities. This will be achieved through key areas of action outlined in Table 1.

Table 1: Areas of action in Education

MAKE EDUCATION SYSTEMS RELEVANT FOR THE YOUTH	**Undertake curriculum reforms to include 21st century skills; build teacher capacity for effective delivery**
	Integrate value-based education in the curriculum for holistic youth development
	Strengthen and scale-up delivery of vocational education in classes 6 to 12
SUPPORT THE NEET YOUTH	Ensure retention of youths at-risk of dropping out
	Reintegrate dropouts and out-of-school youths
	Continue to expand access and strengthen distance-learning programs so that more youth can complete their education
	Develop specific learning programmes targeting NEET youth
BUILD AN INCLUSIVE EDUCATION SYSTEM FOR MARGINALISED AND DISADVANTAGED YOUTH	Strengthen existing schemes to support youth from SC, ST and other marginalised in education
	Ensure availability of inclusive curricular resources and use of inclusive pedagogies
	Ensure the availability of trained teachers, counsellors and therapists for marginalised and disadvantaged youth
	Ensure fair representation of all communities among teachers and staff to promote inclusion

MAKE EDUCATION SYSTEMS RELEVANT FOR THE YOUTH

Undertake curriculum reforms to include 21st-century skills; build teacher capacity for effective delivery

3.6 It is recognised that future jobs in the 21st century will require new skill sets and the youth of the country will have to reskill and upskill regularly. The relevant Central Ministries/Departments and Agencies will review and upgrade education and skilling curriculum and methodologies for teaching and learning periodically to prepare youth for future jobs. Efforts will be made to keep education and skilling of youth relevant to the global and national demands in the everchanging world.

3.7 The development of 21st-century skills is essential for young people to navigate the world. These skills include inter-personal communication, collaboration, critical thinking, design thinking, problem-solving, dealing with change and more.

3.8 It also covers ICT, science, technology, engineering and math (STEM), and advanced technical skills, including deep digital literacy, data and analytics and financial literacy, that have become mainstays of the current time. These skills will be integrated as a core part of the curriculum for secondary and higher education. The relevant ministries will be encouraged to review the scope and depth of the topics currently covered in secondary school to make room for these essential skills.

3.9 Teacher capacity will be developed through teacher training and specialised pedagogical interventions across secondary and higher education to deliver these skills effectively. In addition, the necessary steps will be taken to ensure the adequate availability of teachers.

Integrate value-based education in the curriculum for holistic youth development

3.10 Holistic development of youth necessitates fostering a sense of civic responsibility and inculcating a sense of service. Towards this end, the GoI will integrate a value-based education in the curriculum for schools and colleges, appreciating art and culture, defending human rights, and instilling a belief in social justice. Students will also be engaged in understanding and resolving prejudice and bias; the teachers will be trained to deliver the curriculum effectively and to assess achievements and progress.

3.11 Community service will be integrated into the curriculum. Practical community service can cultivate a sense of civic responsibility and ensure that young people can better engage with society. Therefore, all students pursuing their higher education will be expected to intern or volunteer with NGOs or government volunteering organisations like the Nehru Yuva Kendra Sangathan (NYKS), National Service Scheme (NSS) etc.

Strengthen and scale-up delivery of vocational education in classes 6 to 12

3.12 Efforts will be undertaken to change the perception of vocational education and the idea that it is lesser than academic education. The centrally sponsored scheme of Vocationalisation of Secondary and Higher Secondary Education (VSHSE) provides for diversification of educational opportunities to enhance individual employability, reduce the mismatch between demand and supply of skilled manpower and provides an alternative for those pursuing higher education. The large-scale integration of vocational education with secondary education will reinforce this bridge between education and employment. Furthermore, trade choices, the necessary technical skills and soft skills training will be aligned with industry needs.

3.13 Media campaigns and counsellors will be mobilised to share information about career choices and the options thereafter. Efforts will also be made to raise awareness on the value and utility of vocational education among key influencers, parents, and students.

3.14 In line with the NEP, the vocational education model will be structured to provide practical exposure to multiple vocations in early classes (6 to 9), followed by trade specialisation from class 10 and apprenticeship programmes in higher classes (11 and 12). Partnerships with Sector Skill Councils (SSCs) and Industrial Training Institutes (ITIs) will be encouraged; the quality of vocational training providers will be systematically monitored. They will be held accountable for the employment outcomes of students.

SUPPORT THE NEET YOUTH

3.15 Many young people in India are not in education, employment, or training (NEET). This includes those who do not have access to education, and those that drop out of the system.

3.16 Special efforts will be made to rehabilitate NEET youth as well as enable their learning and development. This would include measures to improve access to education and encourage students to remain in the system. Where applicable, the youth should also be able to re-enter the system with targeted support.

Ensure retention of youths at risk of dropping out

3.17 Building upon the NEP recommendations, efforts will be made to utilise data on students' learning levels, attendance etc., to identify students at risk of dropping out. These students will be given counselling, and school-community-parent partnerships will be mobilised to encourage them to stay in school. These efforts will be made across secondary and higher levels of education, including vocational training institutes.

3.18 The scope of scholarships and benefits will be enhanced based on need and merit to cover vulnerable groups susceptible to dropping out. The GoI will also promote merit-based bank loans to exceptional students, with minimal or no collateral. Finally, a dashboard will be developed to serve as a one-stop-shop for youth to access any information about education-related support services.

Reintegrate dropouts and out-of-school youth

3.19 The segment of NEET youth comprises out-of-school children and dropouts, and concerted efforts will be necessary to track and identify them systematically. Comprehensive data systems will be built to serve this purpose and drive reintegration efforts to welcome these children and youth back into the education system.

3.20 The central and state governments will implement at-scale programmes that will counsel students who have dropped out to return to school, support them in getting admission, help them catch up on missed months or years, and where applicable, prepare them for the workforce. The GoI will encourage partnerships with NGOs and private sector organisations that successfully operate non-formal education centres to support reintegration efforts and to invest in the development of the youth.

Continue to expand access to quality secondary and higher education, and strengthen distance learning programmes

3.21 The number of secondary and higher education institutes will be increased to improve access to education. In areas with high unmet demand, new schools will be established or upgraded. In areas with low demand, access will be ensured by providing supplementary transport and information and communication technology (ICT) – enabled learning facilities where possible.

3.22 Improved funding and capacity building support will be provided to state universities, and central universities that receive a larger share of the University Grants Commission (UGC) funding and support today. This will equip them to handle the load of enrolments, address issues such as teacher shortages, and improve access to quality education for students from underserved areas.

3.23 Several colleges in India have very low enrolment, and several universities and colleges lack appropriate accreditations. The policy prioritises stronger regulation of private institutes to ensure that the education imparted is of value to the youth. Additionally, efforts will be made to increase the number of multi-disciplinary institutes in the country. School and college infrastructure will also be improved with additions like science laboratories, libraries, computer centres, etc.

3.24 COVID-19 has forced government and institutes to rethink the traditional modes of teaching and accelerated technology integration as a channel to deliver lessons. This momentum will be maintained to upgrade teaching and learning and to strengthen distance and open learning. Technology will be leveraged to enhance access to education for those who are physically unable to attend school or college due to distance or disability. These technology-related transformations will be accompanied by suitable measures to ensure that distance and open education delivers quality learning.

Develop specific learning programmes targeting NEET youth

3.25 Creating opportunities for learning for the existing NEET population of youth will be a priority for the Central and State Governments. Investing in their holistic development is essential to grow to their full potential and contribute to society, the workforce, and nation-building.

3.26 Specific national-level programmes will be implemented targeting the youth in the NEET category, with the support of communities, civil society organisations (CSOs), NSS, NYKSs etc. These programmes will cover a wide range of essential skills that may include:

- Basic literacy and numeracy skills to close gaps in learning
- Essential life skills, mostly financial and digital literacy, childcare and family welfare education
- Constitutional and legal awareness for improved participatory citizenship
- Essential value-based education, especially awareness of human rights and gender sensitisation
- Arts and culture awareness, with a focus on tolerance, multiculturalism and pluralism driving the *"Ek Bharat-Shresth Bharat"* initiative.
- Environmental education, with a focus on applied methods to prevent environmental degradation, knowledge of pollution and climate change
- Vocational education and skills training, in alignment with local employment needs

BUILD AN INCLUSIVE EDUCATION SYSTEM FOR MARGINALISED AND DISADVANTAGED YOUTHS

3.27 Youth populations that encounter marginalisation, such as women, SCs, STs, and rural and lower-income groups, face additional barriers in accessing quality education. Special efforts will be made to overcome these challenges to achieve the vision of *"Sabka Saath, Sabka Vikas"*.

Strengthen schemes to support marginalised youths in education

3.28 The schemes to support the inclusion of marginalised youths in education include the Inclusive Education of the Disabled at the Secondary Stage (IEDSS), the programme for establishing ashram schools for tribal students, the National Overseas Scholarship Scheme for SC and ST students, among others. The management and execution of the schemes will be strengthened with better funding, ensuring that these interventions are uniformly implemented, monitored, and widely publicised.

3.29 Overall, efforts will be directed towards the early integration of students from SC, ST and other marginalised sections and their continued education. The education of girls is a priority that has huge dividends in health indicators, not only should girls and young women be encouraged to pursue higher education, but efforts need to be made to increase their representation in STEM.

3.30 New schemes will also be introduced to educate the disadvantaged youth who are not covered adequately by the current programmes. Special scholarships, sanitation facilities, hostel accommodation etc., and other necessary infrastructure and incentives will be considered. Investments in ICT should be used to aid the process of teaching and learning, especially among the SC, ST and other disadvantaged groups to provide them equal footing in the context of the 21st-century.

3.31 All existing and new schemes will ensure that seats and funding allocated for SC, ST and other marginalised and disadvantaged groups are utilised to benefit youth from these target groups.

Ensure availability of inclusive curricular resources and use of inclusive pedagogies

3.32 It is recognised that tribal youth in India are not at par with mainstream population in terms of educational attainment and employment opportunities. The literacy rate and GER among the tribal youth is lower while the drop-out rate is higher than the national average. The Gross Attendance Rate above higher secondary level among tribal youth is only 7%, which is much lower than the national average of 13. The unemployment among tribal youth is also much higher. The GoI will make special efforts to improve literacy rate and GER at secondary, senior secondary and higher education levels and reduce drop-out of tribal youth.

3.33 Special efforts will be undertaken to ensure the relevance of content and curriculum for disadvantaged and marginalised youths. For example, this will include creating education materials in tribal languages and customising content to disability-friendly formats. Such resources will be made available across secondary and higher levels of education.

3.34 Among youths from tribal and marginalised communities, efforts will also be made to encourage teaching in the mother tongue for the early grades and, over time, build proficiency in mainstream languages like English, Hindi, or any other primary regional language. Schools and colleges will be supported to institute special language classes and remedial classes as per the needs of students.

Ensure the availability of trained teachers, counsellors, and therapists for disadvantaged youths

3.35 To support learning for students from marginalised communities, GoI will ensure the availability of trained teachers and staff to deliver the curriculum and content in tribal languages. Teachers will also receive training in teaching and managing integrated classes to create equal education opportunities for the disabled. Furthermore, special efforts will be

made to address the need for special educators and generate community awareness about learning disabilities in rural areas.

3.36 Partnerships with NGOs that are doing exceptional work in educating disabled children and youths will be encouraged. The GoI will ensure that students have access to counsellors and therapists specific to their disabilities. Schools and colleges will either employ in-house counsellors or hire the services of an approved third-party counsellor.

Ensure fair representation among teachers and staff to promote greater inclusion

3.37 The representation of marginalised communities among teachers and education staff will be enhanced to impact the learning of youth from similar communities positively. The GoI will promote fair representation among teachers and school staff by prioritising equal opportunity employment, including women, SC and ST populations, people with disabilities, and other marginalised sections.

EMPLOYMENT AND ENTREPRENEURSHIP

4 Employment and Entrepreneurship

4.1 Despite the sheer numbers of the youth coupled with their dynamism and energy, there is a growing problem of unemployment and underemployment the world over. According to ILO Report 2017, youth unemployment rates are estimated to be three times that of the adult and close to half of the world's unemployed are youth. India is no exception to this global trend which has accelerated due to Covid-19 pandemic. The GoI will endeavour to direct the energies of the youth into productive activities by creating opportunities for employment and entrepreneurship.

4.2 Employment is the means for young people to earn a living, realise their aspirations and be engaged as active citizens. Employed young women and men pave the path to a strong economy and are central to a nation's prosperity. The returns on employment are deeply interlinked with the indices of development, such as health, nutrition, and education. The National Youth Policy 2021 envisions a future for the Indian youth to 'empower young Indians to grow enterprises and find sustainable, productive employment'.

4.3 Economies worldwide are undergoing key structural shifts as technology and globalisation are changing the employment landscape in India. The nature of jobs and the skills required have evolved and affect youth employment and their readiness in terms of skills and training. The onset of COVID-19 has added another set of challenges to consider. The youth now need to balance learning opportunities with more immediate financial needs and find jobs that match their skill levels in a shrunken labour market. To ensure youth welfare and the sustained economic prosperity of the nation, it is imperative to strengthen youth employment on priority.

4.4 Several efforts have been initiated to improve overall employment. The Ministry of Skill Development and Entrepreneurship (MSDE) was set up and flagship programmes like the PMKVY and the Skills India campaign were launched. The PMEGP, PMMY, and Start-up India were initiated to promote entrepreneurship. Schemes like the National Career Scheme (NCS) and the National Skills Qualifications Framework (NSQF) were launched to strengthen the link between vocational education and employment. However, additional efforts need to be made to systematically reduce youth unemployment. Skilled youth will have a major role to play in making India a 5 trillion dollar economy by 2024. Gauging youth potential, assessing their knowledge and skills gaps, and investing to equip them with the necessary expertise and skills to be globally competitive will also need collaborative investment of public and private sector partners, especially in education and industry sectors. The NYP 2021 envisions a future where all young people in India have varied and sustainable employment opportunities. This requires:

- Efforts to generate lucrative income opportunities for youth in rural areas by revitalising the agriculture and allied economy, thereby limiting the need and desire to migrate, in line with the government's target for 'Doubling of Farmer's Incomes by 2022'.
- Developing micro-region-based employment strategies for urban and peri-urban areas, in line with the needs of specific district economies and small and medium enterprise (SME) industry clusters
- Strengthening support for youth entrepreneurship to foster entrepreneurial activity that can create jobs

- Supporting the large informal and gig economy that employs a large number of youths

4.5 These efforts need to be supplemented with four cross-cutting enabling initiatives:

- Reforming skilling to align with market needs, both in rural and urban areas
- Rationalising and strengthening existing government schemes related to employment, entrepreneurship, and skilling
- Undertaking specific measures to support the large urban migrant population
- Ensuring the inclusion of marginalised youths in employment opportunities

4.6 The key action areas as envisaged in NYP 2021 are summarised in Table 2.

Table 2: Areas of action in employment and entrepreneurship

REVITALISE THE RURAL ECONOMY AND RETAIN YOUTH	Make agriculture and allied sectors, and the agri-food value chains a viable and sustainable income opportunity for rural youth
	Support additional income opportunities through efforts in agriculture and allied areas
DEVELOP MICRO-REGIONAL EMPLOYMENT STRATEGIES FOR URBAN/ PERI-URBAN AREAS	Ensure development of district-level employment strategies and ownership of outcomes
	Strengthen programmes to support SME cluster development
STRENGTHEN YOUTH ENTREPRENEURSHIP	Strengthen entrepreneurship education, and support to launch and scale businesses
	Provide specific support for social enterprises and enable social entrepreneurship
	Invest in youth outreach and national mentorship networks to develop an entrepreneurial culture
SUPPORT THE INFORMAL AND GIG ECONOMY AND ENABLE SECTOR GROWTH	Provide informal sector and gig workers with effective social security provisions
	Strengthen Unnati platform to enable demand-supply matching for 'gig' work
CROSS-CUTTING REFORMS TO DRIVE OVERALL EMPLOYMENT	Implement structural reforms in the skilling ecosystem and ensure alignment with job trends
	Review and rationalise all government schemes and raise youth awareness to ensure effective usage
	Provide systemic support to the young urban migrant population
	Devote special efforts towards the inclusion of marginalised youth segments in employment opportunities

REVITALISE THE RURAL ECONOMY

4.7 The rural economy, particularly agriculture and allied sectors, needs to be revitalised to generate income opportunities attractive for the rural youth population. Many young people migrate from villages to towns and cities in pursuit of better income opportunities, often at the cost of poor living and working conditions. Strengthening the agricultural economy will close this divide and enable rural youth to find viable opportunities in their villages.

4.8 The GoI has recently passed three Bills to benefit farmers — the Farmers Produce Trade and Commerce Bill, Farmers Agreement on Price Assurance and Farm Services Bill, and Essential Commodities Bill. These reforms can benefit the rural youth by creating linkages with markets, supporting smallholding farmers and enabling investments in agriculture.

Make agriculture a viable and sustainable income opportunity for rural youth

4.9 The majority of farmers in India are smallholding farmers with low incomes, poor access to resources, and are vulnerable to rural poverty. The gendered perception of farmers often overlooks the contribution of women farmers to the agriculture and allied sectors. The lack of representation or assets to their name and the challenges in accessing credit further add to the barriers they face and compounds their discrimination. Efforts will be made to increase the income of young farmers, men and women, and protect their livelihood to make farming a sustainable career choice. Increasing the income of smallholding farmers will also ensure the viability of farming for the future generations of young farmers.

4.10 Smallholding farmers will be provided improved access to credit, insurance and existing government schemes. Furthermore, a shift from mixed-crops to cash-crops will be incentivised to raise incomes. Investments in relevant infrastructure for irrigation, transportation, storage, and the provision of seeds, technologies etc., will be undertaken. Across the country, smallholding farmers also face unique challenges specific to the regional and agricultural context. The GoI will consider developing an online agriculture platform that will provide farmers with customised, real-time support to overcome these challenges, such as soil and weather-related information, local market linkages and more.

4.11 Over 50% of India's agricultural land is unirrigated and dependent on rainfall, making current and future young farmers vulnerable to the effects of global warming. The GoI will continue its efforts to combat the effects of climate change, providing necessary access to knowledge, infrastructure and technology. Additionally, farmers will be incentivised to shift to drought and flood-resistant crops and trained on better water management and sustainable agriculture practices.

Support additional income opportunities through efforts in agri and agri-adjacent areas

4.12 The broader food processing value chain can be a source of additional jobs and income for the youth. This includes processing for the agriculture and allied sectors like animal husbandry and poultry farming. The GoI will foster the growth of these sectors. Supporting measures may include providing policy and institutional support, investing in infrastructure, upgrading stakeholder capacities, raising awareness on good farming practices, ensuring access to credit,

and facilitating the emergence of new agriculture-related enterprises. The development of this ecosystem will create income opportunities for the youth and position them to become job creators.

4.13   Farmer Producer Organisations (FPOs) are a practical approach towards empowering several small farm holders and improving the marginalised farmer's access to resources. The FPOs can drive collective action among farmers. They can enhance market access, improve post-harvesting crop management, and enable aggregation and logistics support to increase farmer incomes, thus supporting and encouraging the adoption of the agricultural cooperative model.

DEVELOP MICRO-REGIONAL EMPLOYMENT STRATEGIES FOR URBAN/PERI-URBAN AREAS

Ensure district-level ownership of employment agenda with clear goals and accountability

4.14   District economies are often driven by specific sectors functioning within urban and peri-urban zones, such as a tourism services hub or a fisheries hub. Therefore, driving job creation at the local district-level is key to improving employment opportunities for the youth.

4.15   The GoI will drive a District Level Employment Agenda with local-level accountability and governance. This agenda will be developed based on district-level markets and available skill sets. District officers will be entrusted with cross-cutting planning and coordination across departments, developing anchor industries in the district, aligning skilling efforts, and the systematic monitoring of ongoing schemes and programmes.

Strengthen programmes to support SME cluster development

4.16   SMEs in India hold enormous potential to generate employment opportunities for the young men and women in the country. The GoI has undertaken various initiatives to develop SMEs at the cluster-level by enabling access to markets, skills and capital, which will be strengthened.

4.17   Furthermore, a comprehensive SME cluster action plan will be developed. The GoI will invest in necessary infrastructure, simplify regulatory processes, establish single-window clearance systems, and ensure accessible credit schemes. Additionally, value chain linkages will be strengthened centrally through initiatives such as Bharat Craft e-marketplace for micro, small, and medium enterprises (MSMEs). At the state- and district-level, specific cluster development roadmaps will be developed, outlining the strategies for procurement, marketing etc. and identifying the additional support that will be needed from the centre and the state. Different ministries, as well as states, have launched several schemes for cluster development. This includes the Ministry of Rural Development's (MRD) investment in 100 high potential districts as part of the Shyama Prasad Mukherjee Rurban Mission (SPMRM) and the Uttar Pradesh Government's One District One Product (ODOP) scheme. These programmes will be strengthened based on assessment and analysed for gaps; efforts will be streamlined and unified under a national SME cluster action plan. There shall be a renewed focus on creating

opportunities for youth in terms of education, skilling, jobs, entrepreneurship, sports & leisure etc. to enable youth to meet their aspirations of rural living with urban lifestyle.

STRENGTHEN YOUTH ENTREPRENEURSHIP

4.18 Reducing the barriers to launch and grow enterprises is critical to unlocking wilful entrepreneurship and corresponding income generation for the youth. Furthermore, the gap between the demand and supply of jobs can be significantly reduced by establishing nano- and micro-enterprises by first-generation entrepreneurs.

4.19 The GoI has made investments to promote entrepreneurship and increased access to credit through schemes such as the PMEGP, PMMY, and Start-up India, among several others. These programmes will be strengthened to stimulate entrepreneurial activity at scale, with simultaneous efforts to remove the obstacles in the entrepreneurial lifecycle.

Strengthen entrepreneurship education, and support to launch and scale businesses

4.20 Entrepreneurship will be encouraged among young people by integrating entrepreneurship education into the school curriculum to drive awareness and spark interest. The Indian Institute of Entrepreneurship can be leveraged to support the development of the curriculum. To encourage entrepreneurship among rural youths, the GoI will also establish dedicated centres for rural enterprises in select business schools.

4.21 Self-employment tool-kits will be developed in multiple languages to provide guidance through the entrepreneurial journey. The kits will include clear instructions on administrative steps, how to access schemes, channels to overcome common barriers, and the necessary information to access mentor networks.

4.22 Entrepreneurs also require support with scaling up the business and addressing talent and financing issues in that stage. Incubator centres will be set up within universities and colleges to address these challenges. The integration of ICT solutions in entrepreneurial endeavours will be necessary to ensure that these efforts are leveraged to their full potential.

Provide specific support for social enterprises and enable social entrepreneurship

4.23 India has a long history of social entrepreneurship, where large businesses like *Amul* and *Lijjat* have met the dual goal of being financially viable and achieving social impact. India's youth need to be inspired to view social entrepreneurship as a career choice and a means to achieve their aspirations. The GoI will set up necessary governance frameworks and facilitate the development of an ecosystem that supports social ventures, combined with efforts to stimulate youth interest.

4.24 The GoI will define and recognise social enterprise as a separate entity under legal and regulatory frameworks. Social enterprises will require lower compliance requirements and special allowances, and access to tax benefits (under section 80G of the Income Tax Act). Social youth entrepreneurship will be encouraged through additional schemes, such as access to

dedicated funding and expert mentorship networks. The GoI will also evaluate the set-up of a dedicated social enterprise centre. This platform will support youth-led social enterprises through learning, mentorship and funding opportunities in their endeavour to go from the set-up stage to growth and expansion.

4.25   The GoI has mooted the idea of setting up Social Stock Exchange which will work as a platform for listing social enterprise to ensure that capital flow to the social sector is unhindered and capital is utilised effectively to generate a lasting impact for the community. The Security and Exchange Board of India will regulate the functioning of the Social Stock Exchange. The GoI will provide incentives and support to youth to list their social enterprises in the Social Stock Exchange.

Invest in youth outreach and national mentorship networks to develop an entrepreneurial culture

4.26   Inspiring and motivating the youth to be entrepreneurs will be central to the success of the sector. The GoI will use appropriate channels, including social media, to publicise entrepreneurs' stories and their entrepreneurial journey to encourage and inspire young men and women.

4.27   A National Mentorship Programme will be established to foster ecosystems that provide young entrepreneurs with structured support and guidance. These mentorship networks will be available at the district-level, and where possible, at the block-level. A mentor pool will be developed through partnerships with local colleges, institutes, alumni networks, and local entrepreneur associations. Mentors will help youth entrepreneurs develop business models, chart the course from idea generation to execution, and provide expert enterprise management advice. The mentorship network may be offline or mapped to online platforms to enable matches between the entrepreneur and mentor based on the need and expertise. Volunteer networks such as the NSS and NYKS will be leveraged to mobilise this effort on-ground. Within the mentorship programme, provisions will be made to support and recognise budding social entrepreneurs.

4.28   Entrepreneurship competitions can increase awareness and stimulate an entrepreneurial culture among the youth. National, state, district and block-level entrepreneurship competitions will be conducted, with rewards of cash/in-kind prizes, access to finance or incubation opportunities.

4.29   The PM's National Social Entrepreneurship Challenge, a competition, will be launched to trigger youth interest in social entrepreneurship. The challenge will be a large-scale, inter-city, national-level competition to promote and inspire innovative solutions to real-life challenges. Young people from across the country will compete to win grant money to convert ideas into practice and launch their enterprise. A detailed process with clear roles and responsibilities will be defined to undertake the entrepreneur selection process and support winning entrepreneurs.

SUPPORT THE INFORMAL AND GIG ECONOMY AND ENABLE GIG SECTOR GROWTH

4.30   The informal sector accounts for over 80% of jobs in India[10]. Additionally, a large gig economy segment is emerging, where employees undertake independent, flexible, or part-time jobs. The sector employs many youths and has significant potential for future income generation.

4.31   The youth engaged across the informal and gig economy need to be provided adequate protections and income security for their sustenance within the sector. Moreover, efforts need to be made to enable the effective discovery and matching of demand to supply to drive the growth of the gig economy.

Provide informal sector and gig workers with effective social security provisions

4.32   Youth engaged in the informal and gig economy need to be provided protections according to national labour standards. Regulations and policies will be developed to ensure that these workers have access to the necessary safety-nets, health and leave benefits and are protected against discrimination and exploitation.

4.33   The income generation capacity of informal and gig economy workers will be improved by connecting them to avenues of skilling and education. Additionally, employment opportunities in the formal sector will be enabled through engagement with gig platforms. The formalisation of the informal sector will be incentivised by reducing the complexities and costs of formalising a business. These efforts will be supported by a public narrative around the benefits of formalisation.

Strengthen Unnati to enable demand-supply matching for gig work

4.34   A large number of young people seek short-term gig work; this includes students seeking part-time work, self-employed carpenters, electricians etc. Simultaneously, there is a demand for gig employees, like part-time labour or sales force in MSMEs, household demand for repairs, and corporate demand for security, housekeeping and other similar jobs. Currently, only a few private companies are serving the gig economy. Encouraging more private organisations to be involved in the effort to match the demand for gig-work to its supply can unlock unemployment opportunities and the huge untapped potential of India's youth.

4.35   The GoI's Unnati job portal connects blue-collar and grey-collar workers to job providers. This platform will be strengthened with additional features and functionalities to improve access the jobs. Additional features can include worker skills inventory, verified work history from employers, feedback and reviews from employees and employers. Over time, other functionalities can be built, such as demand-based training, information on skills financing, access to financial institutions and career counselling services.

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[10] [Measuring Informal Economy in India](#)

CROSS-CUTTING REFORMS TO DRIVE OVERALL EMPLOYMENT

4.36   A set of cross-cutting initiatives are required to drive up employment opportunities overall. These reforms are outlined below.

Implement structural reforms in the skilling ecosystem and ensure alignment with job trends

4.37   A major thrust of the GoI's efforts to improve the employment scenario has been on skilling. The MSDE was set up, and flagship schemes such as the PMKVY and the Skills India campaign launched to bring skill development to the forefront for all stakeholders. Several other ministries have launched skilling programs, some in partnership with the private sector. There's a need to drive awareness of these schemes and ensure that the benefits are availed by the youth.

4.38   There is a need to reform skilling so that the gap between industry skill needs and supply-side efforts are bridged, and the youth enrolled in skilling courses transition into employment successfully. Efforts will be made to ensure that the skilling opportunities offered in a region are aligned with the local employment needs of the area. Industry inputs will be sought out for a skills training curriculum that will integrate critical life skills – communication skills, customer management, time management skills – into the module to enable sustained employment.

4.39   The GoI will also develop new skilling delivery models where industry organisations themselves undertake the delivery of skills. Partners can be appropriately reimbursed (Reimbursed Cost Model) or provided with financial incentives to promote internship- and apprenticeship-based models.

4.40   The Atmanirbhar Skilled Employee Employer Mapping (ASEEM) is a digital platform that acts as a directory of skilled workforce, connecting candidates, employers and training providers. The platform has been launched to match job seekers with potential employers and skill seekers with skilling institutes and training partners. The GoI will develop the ASEEM portal to build necessary flexibilities and linkages across education, employment and skilling ecosystems.

4.41   The portal will be strengthened to provide insights according to the needs of the various stakeholders. For instance, it will support a candidate's journey from assessing the demand for jobs in their state by sector, match their skill set with potential employers, and, if applicable, identify a training provider to bridge the skills gap. The portal will enable the online verification of job seekers' skills and work history and provide services like career counselling and education financing.

4.42   Additionally, two skilling areas will be prioritised – those in emerging employment avenues and global demand areas. Emerging employment avenues will include green jobs considering climate change concerns, such as those in the National Blue Mission (in aquaculture, marine biotechnology etc.), green construction, green mobility and electric vehicle manufacturing, renewable energy and sustainable financing. Skilling and re-skilling in emerging and advanced technologies such as robotics, machine learning and artificial intelligence, block-chain, and other global demand areas such as medical tourism will also be in focus and need to be prioritised.

4.43 Skill training will include language proficiency and cultural education to prepare young people for global jobs. The central and state governments can also play a key role in supporting young women and men who aspire to study or work abroad by creating linkages with overseas education providers and employers. This support will be in the form of assistance with applications, facilitation of study and work visas, language learning support and access to education loans.

Review and rationalise all government initiatives and raise youth awareness on schemes

4.44 Over the last few years, the GoI has launched multiple schemes spanning skilling, employment and entrepreneurship. All schemes and programmes will be evaluated for reach and usage and assessed for execution issues. Schemes will be terminated, combined, or refined and retained to ensure that resources are spent efficiently to improve youth employment opportunities.

4.45 Processes for systematic and periodic monitoring of schemes and their outcomes will be set up to guide continuous changes and improvements. District officers driving district employment agendas can leverage local government bodies, such as gram panchayats, to improve scheme implementation in the districts.

4.46 Information about all major government schemes will be made available on one platform for easy access. Targeted outreach programmes will also be undertaken to improve awareness of these schemes. Existing youth engagement platforms such as youth clubs, NYKS, NSS and others will be leveraged to run at-scale initiatives. In addition to this, the ASEEM portal will be updated to list all government initiatives relevant to youth employment. The portal will include regularly updated information about all schemes, how to access them, along the point of contact.

Provide systemic support to the young urban migrant population

4.47 In recent years, the rate of inter-state migration in India has been on a steady increase. Young migrants live multi-district lives and often lack access to essential public services. The GoI will build support systems for this sizable population of urban migrants. Major migration corridors have been mapped, and the GoI will facilitate multi-state agreements to ensure that migrant youths can access government resources. Migrant Support Centres will be established to aid the smooth transition of migrants into employment. These centres will support employment opportunities, legal and regulatory issues, identity validation support and accessing utility services, among others.

4.48 A large proportion of migrants work in the labour-intensive informal construction sector. These sectors have low incomes and limited work hazard protections. The GoI will encourage state governments to put in place processes to systematically monitor construction workplaces, with clear accountabilities at the municipality-level. Mechanisms will be established to provide workers with access to social security and insurance, especially for workplace injuries and deaths.

Direct special efforts towards rural youth and the inclusion of marginalised segments of youth

4.49   The GoI will make concerted efforts to create new as well as expand existing opportunities in organized sector for skilled jobs for rural youth. These may be in the areas of health, alternative medicines, physiotherapy, yoga, tourism & hospitality, green jobs like barefoot technicians in solar power, water systems etc. The concerned Central Ministries, Department and Agencies will update the offerings for skilling, re-skilling accordingly to make them job ready.

4.50   The GoI will continue to invest in quality education, skilling, and employment & livelihood opportunities for tribal youth along with their overall development. Towards, this end specific interventions will be made for skill training and education by setting up dedicated skill centres, school and college extension centres etc.

4.51   Efforts under Van Dhan Yojana, which was initiated for the economic upliftment of the forest dwellers will be leveraged for tribal youth. Economic empowerment of tribal youth will be focussed while implementing the Forest Rights Act (FRA), 2006.

4.52   Efforts have been made to include disadvantaged populations in employment and entrepreneurship schemes. These schemes will be improved to increase the scale of execution as well as participation from target segments. Mechanisms will be developed to monitor the success of all inclusion efforts and schemes targeting youth that are marginalised women, disabled, SC, ST, LGBTQIA+, ultra-poor or any other marginalised community. Additional measures will be devised to report progress and empower the youth to review outcomes.

4.53   Targeted efforts will be made to promote inclusive work environments and reduce the challenges that marginalised youths continue to face. These will include regulations for fair recruitment practices on portals such as the NCS, the inclusion of the third gender and other identity options on all employment forms, mentorship and apprenticeship schemes to foster connections between marginalised youth and experienced workers, and peer-support systems among workers from similar communities. Broader campaigns will also be launched for the inclusion and acceptance of marginalised youth in the workplace.

4.54   Concerted efforts will be made to improve access to redressal mechanisms for youth, especially women and members from the SC and ST communities, facing discrimination in the workplace. Focussed drives to raise awareness about the different types of discriminatory practices will be undertaken, adequate redressal channels established, and awareness created about the various modes to access the redressal channels.

YOUTH LEADERSHIP AND DEVELOPMENT

5 Youth Leadership and Development

5.1 The youth of India are the custodians of the future, and the vision of Atmanirbhar Bharat can be realised only by encouraging youth leadership. When empowered with the necessary training, youth can engage in civic and political life and solve many societal challenges. Under the theme of youth leadership and development, a section that will be under the direct purview of the MoYAS, the NYP's primary aim is to 'unleash the power of youth to address India's biggest development challenges and emerge as leaders of tomorrow'.

5.2 Volunteering is a crucial pathway to developing leadership in youth and building in the essential 21st-century skills. It is a noble endeavour that contributes to their personal development and instils a sense of service. Volunteering allows young people to affect a positive change in society and can even dismantle stereotypes and prejudices.

5.3 Social capital for youth, refers to the attributes and qualities of the family, social and community networks that facilitate cooperation between individuals and communities. In a rapidly changing, increasingly globalised society, building social capital supplies the youth with critical means for resolving potential conflict, accessing equal opportunities, and ensuring positive holistic growth. There is need to strengthen the quality and capacity of such networks, so it can create positive impact on the educational, social, economic development of youth, which in turn has an impact on young people's aspirations in education, training and the labour market. The need to improve young people's social networking, life chances and participation in civil society i.e. the development of their social capital – is therefore a focus area in the current trend of the youth policy being framed around the concept of individual choice, and for a deeper integration of youth in normative socio-economic structures.

5.4 The GoI has implemented various leadership and volunteering schemes for the development of youth in India. These include the National Cadet Corps by the Ministry of Defence, Bharat Nirman by the Ministry of Rural Development, and Vidyanjali under the Ministry of Education. There is a need to strengthen these efforts to ensure that all young people can volunteer and are supported to become leaders of the future.

5.5 Key imperatives for action are envisaged under this policy – strengthening the youth volunteering ecosystem, expanding youth leadership development opportunities, and mobilising technology as a cross-cutting youth enablement platform. Special efforts will have to be made to include marginalised and disadvantaged youths in all leadership development and volunteering efforts.

Table 3: Areas of action in youth leadership and development

STRENGTHEN THE YOUTH VOLUNTEERING ECOSYSTEM	Streamline volunteering opportunities and enhance the youth volunteering journey
	Encourage young people to volunteer and ensure due rewards and recognition

	Equip youth volunteers with necessary resources and skills, and develop their social capital to ensure a more holistic, sustained development
INVEST IN YOUTH LEADERSHIP DEVELOPMENT	Expand youth leadership development opportunities through higher education and leadership programmes
	Provide opportunities for the youth to engage with governance and politics
	Raise leadership aspirations through role models and wider exposure
MOBILISE A ONE-STOP YOUTH PLATFORM	Mobilise a one-stop youth volunteering and development platform to achieve youth leadership goals
DEVELOP LEADERSHIP IN MARGINALISED YOUTHS	Ensure inclusion of disadvantaged and marginalised youths and develop leadership capacities in them

STRENGTHEN THE YOUTH VOLUNTEERING ECOSYSTEM

Streamline all volunteering opportunities and enhance the youth volunteering journey

5.6 Several volunteering schemes are run by the different ministries of the central government. These include, for example, the National Service Scheme (NSS) and Nehru Yuva Kendra Sangathan (NYKS) under Ministry of Youth Affairs and Sports (MoYAS), the National Cadet Corps (NCC) under Ministry of Defense, Indian Red Cross Volunteers and Accredited Social Health Activists (ASHAs) under Ministry of Health and Family Welfare, Bharat Nirman Volunteers (BNV) under Ministry of Rural Development, Apda Mitra under the National Disaster Management Authority, Mahila Police Volunteers under Ministry Of Women & Child Development, Nyay Mitra under Ministry of Law & Justice, Digital India Volunteer (DIGI – SEVAK) under Ministry of Electronics and Information Technology, Wildlife Crime Control Bureau (WCCB) Volunteers under Ministry of Environment, Forests, and Climate Change, Vidyanjali - School Volunteer Programme under Ministry of Human Resource Development, Swachhagrahis/ Community Volunteers under Swachh Bharat Abhiyan (SBA), Ministry of Drinking Water and Sanitation etc.

5.6 Currently, these schemes run independent of each other. As a result, there's duplication of effort with respect to various common needs such as systems and processes to mobilize and incentivize volunteers effectively, supporting them with capacity building opportunities, determining the impact of volunteering work etc. Also, a master database of all volunteers in the country does not exist today which is required to mobilize volunteers more effectively in emergency situations for disaster management, meeting the needs of a pandemic etc.

5.7 There is thus the need to build an underlying unifying framework that can help streamline planning and execution, provide standardized guidelines for some of the common requirements with respect to recruitment and mobilization, incentives, capacity building options, frameworks for impact measurement of volunteer work etc. as well as allow much stronger partnership amongst various volunteering organizations and schemes. This requires a convening nodal ministry for volunteers and volunteering work to develop the unified working approach. Ministry of Youth Affairs and Sports will play this facilitative convening role.

5.8 A unifying framework will be developed to link all schemes to the priority areas of the GoI (education, health, nutrition, water conservation and environmental protection, women's empowerment, Swachh Bharat, etc.). I Individual schemes will be mapped and inter-linkages will be established. All streamlined volunteering schemes will be made easily accessible on a common digital platform, where specific opportunities will be updated in real-time with the appropriate inter-ministerial coordination.

5.9 Flagship schemes such as the NSS and NYKS will be restructured to enable longer-term, strategic volunteering engagement. Youth volunteers will work with local communities and relevant stakeholders to develop lasting, sustainable solutions to local challenges.

5.10 State governments and district authorities will curate 6 to 12-month long youth volunteering opportunities in partnership with local NGOs, higher education institutes etc. Through a call for applications, youths will propose social action volunteering projects to solve local- block- and district-level issues. They will work closely with the district officials to plan and execute the projects. Efforts will be made to define monitoring and evaluation frameworks to assess the impact, outcomes and key performance indicators (KPIs) to track progress. Designated district and block officials will also be responsible for outcomes and ensure project continuity from one volunteer to another.

5.11 The GoI will partner with CSOs, volunteer involving organisations (VIOs) etc., to develop a mentorship initiative and integrate it with the volunteering initiative. Through this channel, expert mentors will support youth volunteers in the design, development and implementation of their social volunteering project. VIOs and CSOs that provide structured and organised youth volunteering opportunities will be encouraged to collaborate and scale-up. All these opportunities will be made available on a common technology platform to enable easy access for the youth.

5.12 The onset of COVID-19 has amplified the role of digital technologies and opened up avenues for volunteering online. Efforts will be undertaken to create and curate online volunteering opportunities and make them available on digital platforms and mobile applications. This can facilitate an increase in the participation of youths from diverse backgrounds and remote locations.

5.13 A year-long, full-time, prestigious PM's National Youth Volunteering Fellowship Programme (PMNYFP) will be launched to offer young people an opportunity to participate in a national-level marquee volunteering project. The fellowship will target recent graduates and early working professionals below 29 years who will go through a rigorous application and selection process. A minimum living allowance or stipend will be provided, along with incentives and access to support networks. Lessons will be drawn from various benchmark programmes run by CSOs in India and other countries while designing the fellowship.

Encourage the youth to volunteer and ensure due rewards and recognition

5.14 Volunteering schemes and programmes must instil a sense of pride and inspire while also offering a valuable opportunity for the personal and professional growth of an individual.

5.15 Efforts will be undertaken to motivate youths to join volunteering networks. Youth icons will be roped in as influencers, role models, and brand ambassadors will be appointed for flagship volunteering schemes and organisations like the NYKS, NSS, and others.

5.16 Special drives will be organised to celebrate volunteering, like National Volunteering Day or National Volunteering Week. Furthermore, annual and monthly themes for volunteering will be announced with nation-wide online and offline campaigns. Webinars, workshops and inspirational discussion panels modelled along the TED talks will be organised in universities and colleges to energise youths to volunteer.

5.17 There is a need to recognise and measure the impact of youth volunteering efforts. An accreditation system will be established to recognise and assign weightage to volunteering experiences for higher studies and employment. Credits will also be awarded for volunteering hours that will be linked to school and university assessment systems. This system will be designed based on best practices from other countries like Japan and South Korea, where volunteering credits contribute towards the course and degree requirements. Universities will also be encouraged to create courses for 'national volunteering' or 'international volunteering'. Additionally, a minimum allowance will be given to volunteers in appreciation of their time and efforts.

5.18 The recognition of volunteering efforts has been limited by the lack of impact measurement. As a largely unpaid activity, volunteering is not tracked systematically. However, defining and capturing the size, scale and impact of volunteering efforts are also complex. The International Labour Organization (ILO) has developed a framework for measuring volunteer work to guide statistical organisations. Efforts will be made towards using the ILO framework to guide data collection and impact measurement. Additionally, universities and academic institutions will be encouraged to study the impact of volunteering.

5.19 National Youth Awards recognise the achievements of youths in different fields of development activities and social services. A renewed focus and energy will be brought to this process. Additionally, a standard framework for incentivizing volunteer opportunities would be developed by MoYAS which all Central Ministries/Departments, State Governments and volunteer programmes will benefit from following. This system will evaluate social action projects to identify and reward high performing volunteers. The performance evaluation will be undertaken on both outcomes (e.g. the number of dropout students re-integrated back to school in the project area) and output measures (e.g. the number of youth engagement activities organised).

Equip youth volunteers with necessary resources and skills

Youth volunteers need to be trained and supported in their volunteering journeys. The GoI will partner with academic institutions, VIOs, CSOs and the private sector to create learning opportunities for volunteers. A common set of training modules and mentorship support systems will be developed in collaboration with various Central Ministries/Departments and relevant organizations. Further, online and offline courses will be made available through partner agencies. The curriculum will comprise theme-based training manuals, modules, and toolkits to impart skills like critical thinking, problem-solving, and leadership.

5.20 The GoI will create online platforms and opportunities for the youth to reflect on their volunteering experiences and civic engagements. The platform will become a space to discuss societal issues and challenges and support them in their journey of self-awareness and personal development.

5.21 Further, an integrated mentorship and peer support network will be created within existing youth volunteering schemes and networks. Internship and apprenticeship opportunities will be offered to promote 'learning by doing' for young volunteers enrolled in various volunteering programmes. Training in digital media and ICT will ensure that the volunteers are given skills that will also be relevant in a professional capacity.

5.22 High-performing volunteers will be chosen and provided with additional support. This can be in the form of leadership training, career counselling, and other capacity-building programmes. A cohort of Indian youth will also be selected for leadership development and deployed as youth volunteers with UN entities in different countries.

INVEST IN YOUTH LEADERSHIP DEVELOPMENT

Expand youth leadership development opportunities through higher education and leadership programmes

5.23 India is increasingly seeing the growth of liberal arts universities and independent schools. These institutions provide students with broader exposure to societal issues, nurture critical thinking and prepare them for policy-related or management roles in the development sector. The youth are also receiving practical experience in governance through fellowships like the Chief Minister's Good Governance Associates fellowship in Haryana and full-time opportunities like the Young Professionals programme at NITI Aayog. These efforts will be expanded in strategic partnerships with civil society and private entities.

5.24 Emphasis will be laid on investing in 'social capital' that enables young people, especially marginalised vulnerable youth, to have the information, mindsets, skills, and human connections needed to pursue and achieve life goals. An effort will be made to develop a framework for the measurement and improvement of social capital in programs serving the youth. A commonly agreed upon measure for social capital of youth can be developed to benchmark and monitor progress, and systematically embed a 'social capital' focus, in youth-oriented policies and programs. The World Bank's Social Capital Assessment Tool (SOCAT), the World Values Survey, Social Capital Index, Social Network Index are some suggested measures of social capital, that focus on key indicators like Volunteerism, Social trust, Informal sociability, Engagement in public affairs, Community and organizational life, Fairness, Voting, Tolerance of diversity etc that can be useful for monitoring progress on social capital investment for the youth.

5.25 Social-emotional skills are of paramount importance for youth leadership development. Universities and academic institutions will be encouraged to conduct diploma and certificate

courses on youth leadership development, focussing on building skills like self-awareness, team building, public speaking, conflict resolution, and more.

5.26 A prestigious public leadership programme will be launched for a small youth cohort. This may be implemented in state universities and under the aegis of premier higher education institutions. The leadership programme will prepare young men and women for roles in the social sector, politics, judiciary etc. Lessons from international schools of government and public leadership like the Matsushita Institute of Government in Japan, Australia and New Zealand School of Government, and Blavatnik School of Government will be considered while designing the programme.

5.27 A Capacity Development Challenge Fund will be set up to support academic institutions and CSOs that focus on building youth capacities. This will help to scale the capacity development efforts and enable the launch of new programmes.

Provide opportunities for youth to engage with issues of governance and politics

5.28 Efforts will be made to enhance the participation of young people in local governance and decision-making. Youth including young women will be further encouraged to participate in gram sabha meetings and the electoral processes. Targeted efforts will be made to include individuals from tribal-dominated areas, LWE districts and other disadvantaged communities.

5.29 National youth parliaments conducted at the block-, district-, state- and national-levels will be strengthened. Youth parliament sessions will be encouraged to simulate actual parliamentary proceedings, with debates on locally relevant issues. Participants, irrespective of their gender, will be encouraged to identify specific recommendations for action by key stakeholders.

5.30 A permanent secretariat structure will be established to provide administrative and research support to the national youth parliaments. The secretariat will also ensure rigour in the execution of youth parliaments with a recognition and rewards system to encourage youth participation. Online and offline channels will be mobilised to position the youth parliaments as a prestigious annual event, and to generate awareness and encourage participation across the country.

5.31 Factoring youth inputs in an inclusive manner into central policy and decision-making is critical. For this purpose, the National Youth Advisory Council (NYAC) will be strengthened. A clear mandate for the NYAC will be defined with sufficient funding to ensure periodic youth consultations. Furthermore, state governments will empower state and district-level youth councils to host regular meetings and gather inputs.

5.32 Young people will be invited to participate in the social audit of key, targeted schemes. Additionally, a youth connect programme will be launched with inter-ministerial collaboration to socialise audit reports and public expenditure records enabling them to engage with government performance data.

Raise youth leadership aspirations through role modelling and wider exposure

5.33   Young people in India need to be inspired to aim higher, aspire for leadership, and invest in self-development. The GoI will launch campaigns across the country to identify and celebrate local heroes and their stories. These campaigns will demonstrate the possibilities and potential paths to achieve them. For those who come from disadvantaged backgrounds held back by cyclical barriers, success stories of role models from similar backgrounds and experiences can help break the cycle. Youth leaders will be identified in each district, and dialogues will be held offline and online to reach a broad cross-section of young people.

5.34   Youth cultural exchanges will be organised to broaden young minds. Exchange programmes such as the Ek Bharat Shreshtha Bharat and the Tribal Youth Exchange Programme will be promoted and scaled up. Further, youth festivals and youth conferences will be organised to enhance networking and learning opportunities. This is another avenue that can be opened up to private sector investments and can be conducted at a national and international levels.

MOBILISE A ONE-STOP YOUTH ENABLEMENT PLATFORM

Mobilise a youth volunteering and development platform to achieve youth leadership goals

5.35   Existing digital platforms for youth engagement have been limited in scope, coverage and usage. There is a need for a comprehensive digital platform for young people. This will be a one-stop flagship platform for youths and available as a website and a mobile app. The forum will serve several critical functions.

5.36   The platform will serve as a youth engagement and outreach channel. It will mobilise youths to engage with civic and governance issues by sharing their thoughts or deeper engagement via volunteering. The platform will initiate opinion polls, publicise stories of youth role models and champions, enable mentorship interactions, and host youth dialogues to generate traction.

5.37   Secondly, it will serve as a search engine for all youth opportunities. This will include volunteering, youth exchange, youth leadership development and skill-building opportunities offered by government and non-government entities. The platform will also have a contact list of district and block officials and local mentorship networks and partners.

5.38   Furthermore, a National Volunteer Registry- a database of trained and skilled volunteers will be developed and integrated with the platform which could transform the way volunteers are mobilized and deployed in the country with cross-ministry collaboration. This will include a web or app-based platform which will allow for volunteer registration and management. The platform will serve as a secure national database of trained and skilled volunteers and transform how volunteers are mobilised. All Central Ministries/Departments will be able to register their volunteers through this portal. It will be a secure database with readily available, verifiable information regarding each volunteer's identity, qualifications, training and experience. The platform will also have a database of accredited and recognised CSOs and NGOs, with due consideration to data security.

5.39   The platform will also list various volunteering opportunities/ schemes and make them easily accessible to youth. Specific opportunities will be updated regularly. This will allow appropriate

matching of a volunteer's skills and abilities to the needs of various organizations and schemes in line with their interests.

5.40   On the platform, the dynamic, real-time leader boards will rank districts based on community outcomes achieved through the volunteering projects to foster healthy competition and motivate district and block officials to earn rewards and recognition through the impactful work in their region. This will also enable the provision of online credits to volunteers upon project completion.

5.41   Lastly, the platform will serve as a repository for all youth relevant interventions. It will list youth connect pages from across ministries, enable the social audits of schemes and provide updates on crucial youth development metrics.

5.42   The youth volunteering and development platform will be interactive and engaging. It will have features such as notifications and nudges that will be sent to users about their platform activity. Additionally, soft incentives and rewards will be designed based on metrics such as frequency of engagement.

DEVELOP LEADERSHIP IN MARGINALISED YOUTHS

Ensure inclusion of disadvantaged and marginalised youths and develop leadership capacities in them

5.43   Efforts should be made to ensure that all young people have access to volunteering opportunities and are supported to become leaders of tomorrow. All online youth platforms, including the volunteering and development platform, will be accessible by persons living with disabilities. Similarly, all volunteering and leadership initiatives will also include the disadvantaged and marginalised, giving them agency and building their confidence. Through these efforts, it must be ensured that disenfranchised young women and men are aware of the programmes and have the necessary avenues to participate.

5.44   The representation of marginalised youth in leadership initiatives is essential to ensure fair and equitable leadership in the future. Efforts to elevate youth aspirations will especially target marginalised and disadvantaged youths. Youth councils and youth parliaments will have adequate representation from all communities to ensure that youth issues are not neglected. Furthermore, targeted awareness and capacity building programmes will be launched for disadvantaged youths.

HEALTH, FITNESS AND SPORTS

6 Health, Fitness and Sports

Health

6.1 The health of youth is central to a country's ability to grow and thrive, and the promotion of healthy behaviours is essential for a good quality of life. Preventive health action, coupled with an active lifestyle, is critical to developing a young and healthy population that is productive and can contribute to the nation. Aligned with SDG 3, the NYP 2021 envisions a holistic system that 'ensures the health and well-being of youths of all identities'.

6.2 The GoI has launched several schemes to transform the health sector. In 2014, the National Health Mission (NHM) was launched, which subsumed the National Rural Health Mission and the National Urban Health Mission, and other allied health schemes. Ayushman Bharat and POSHAN Abhiyaan were initiated to provide health assurance and nutrition security, respectively; health-adjacent schemes such as WASH and Swachh Bharat Mission were launched to improve overall health and hygiene. These efforts have enhanced key youth health metrics such as maternal mortality and TB deaths over years of sustained interventions.

6.3 Young people all over the world are facing new and evolving health challenges. Further with with the onset of the COVID-19 pandemic in March 2020, young people may have been less affected than other age groups by the coronavirus infection itself, but have been disproportionately impacted by the social, educational and economic impacts of the pandemic, especially with educational institutions remaining closed, the youth labour market reduced and widespread concern about mental health implications. The global rise in mental health issues, substance abuse, sexual and reproductive health concerns, the double burden of malnutrition, coupled with the early onset of lifestyle diseases and similar issues are disproportionately affecting the youth. India's youth population is also facing a health challenge in these four critical areas, exacerbated often by limited awareness and stigma associated with these issues. Furthermore, disadvantaged and marginalised communities, including women and tribal populations, face challenges in accessing quality healthcare.

6.4 The National Health Policy (NHP) of 2017 and the National Mental Health Policy (NMHP) of 2014 address some of the above health concerns. The guidelines emphasise investments in school health programmes, provisions for additional mental health specialists, community support networks and leveraging digital technologies to enhance access. Building on these two policies, the NYP 2021 envisages a healthcare system that ensures the holistic well-being of all youths by improving preventative care practices and treatment care across the three primary areas of concern. Further, it outlines efforts towards leveraging technology and data to improve the quality of treatment and special measures required to improve access to quality health care for marginalised youth populations. The recommended outcomes can be achieved through areas of action outlined in Table 4.

Table 4: Areas of action in health

STRENGTHEN PREVENTIVE HEALTHCARE	**Integrate education on youth health issues in school and college curriculum**
	Create a large-scale campaign to improve youth awareness of critical health issues
STRENGTHEN TREATMENT HEALTHCARE	Ensure adequate availability of mental health professionals and access to quality treatment
	Improve treatment and rehabilitation capacities for substance abuse disorders
	Improve access and capacities for sexual and reproductive health treatment
TRACK YOUTH HEALTH METRICS AND LEVERAGE TECHNOLOGY AND DATA IN HEALTHCARE	Leverage data and technology to track youth health metrics and improve treatment delivery
PROVIDE QUALITY HEALTHCARE ACCESS TO MARGINALISED YOUTHS	Ensure that marginalised youth have access to quality healthcare

STRENGTHEN PREVENTIVE HEALTHCARE

Integrate education on youth health issues in school and college curriculum

6.5 The lack of awareness about critical health issues and any associated stigma limits the ability of youth to practise preventative healthcare. Understanding of these issues can be improved by two key measures: integrating health issues in education and mobilising a national youth health awareness campaign.

6.6 Educational institutions can provide structured learning opportunities to promote mental wellness from an early age by integrating a class on empathy and feelings into the curriculum. Students will learn how to identify their thoughts, feelings and problems, and discuss them with their peer group or a teacher.

6.7 Educational institutions will also be encouraged to ensure that students engage in sports, music, dance, drama, or any other extra-curricular interests to build overall mental well-being and a sense of community and support. Besides, mechanisms will be established to leverage education institutes to help identify mental health issues and provide timely treatment. Furthermore, schools and colleges can provide access to counsellors either within the school or through partnerships with service providers.

6.8 Targeted seminars and workshops will be held in schools and colleges to inform the youth of risks associated with substance use disorders (SUD) and empower them to make better

decisions. These sessions will be open to parents and other caretakers and influencers to encourage a wholesome, healthy lifestyle at home and in the community. The schools and colleges can partner with local CSOs for the development and execution of these programmes.

6.9 Sexual and reproductive health education needs to be incorporated in classrooms to empower youth, especially women of reproductive age, with information and encourage them to seek help when required. Sexual and reproductive health education will be integrated from class 7 onwards as part of the core curriculum. In the early classes, lessons may address the basics of sexual and reproductive health, such as puberty and menstrual hygiene. The topics of discussion can be expanded for the older classes to include safe sex practices and sexually transmitted diseases like HIV AIDS among others.

Create a large-scale campaign to improve youth awareness of critical health issues

6.10 A large-scale national youth health campaign will be developed and launched to address youth health priorities, drive awareness and promote preventative health practices. The movement should also enhance youth knowledge of healthcare rights and mechanisms for grievance redressal. The integration of sports in education is well recognized for fostering holistic development by promoting physical and psychological well-being while also enhancing cognitive abilities of the youth.

6.11 There are many common misconceptions around mental health – that mental health issues are uncommon or that depression is a rich person's disease. The awareness campaign will debunk the myths, share basic preventive practices, and raise awareness about existing initiatives to address mental health issues and the appropriate professionals to seek help. An annual mental health awareness week will boost outreach and advocacy efforts.

6.12 Abstinence as a prevention strategy for SUDs has been found to have limited success. Instead, youth health campaigns will address their addiction through socially interactive methods and awareness programmes that will drive behavioural change. Role-play and other similar interventions will allow the youth to practice the act of refusing substances.

6.13 The stigma surrounding discussions related to sexual and reproductive health prevents young people from talking about their concerns and issues. As a result, they have limited knowledge about safe and healthy practices or seeking access to help. The youth health campaign will encourage open conversations and destigmatise these topics. Additionally, the existing systems will be mobilised to disseminate information that will help both men and women to make better decisions about contraception, vaccination, nutrition, etc.

STRENGTHEN TREATMENT HEALTHCARE

Ensure adequate availability of mental health professionals and access to quality treatment

6.14 Youth face several challenges on socio-economic front particularly in terms of insecure future which often cause stress and anxiety. Efforts will be made towards strengthening preventative mental healthcare which will be complemented by improvements in treatment care.

6.15 Necessary steps will be taken to increase the capacity of institutes that offer accredited degrees for mental health professionals. Even though clinical psychologists need to be certified by the Rehabilitation Council of India (RCI), unqualified practitioners continue to exist. Such practices can be curbed by increasing patient awareness about seeking qualified professional help. An accreditation framework will also ensure access to qualified mental health professionals.

6.16 The services of psychologists and psychiatrists will be made available at primary health centres (PHCs), beginning with at least one in a cluster of PHCs. There will also be a clear, defined protocol for primary healthcare providers on managing patients seeking mental health treatment. Furthermore, the state governments may consider tie-ups with third-party mental health clinics for patient referrals and the use of technology to enable sessions over video or voice calls.

6.17 The GoI will also evaluate and develop models to train mental health mentors in rural communities. These mentors will act as first responders and offer psychological first aid to people in crisis. With the help of sector CSOs, the pan-India mental health helpline will be strengthened to provide immediate support with an emphasis on suicide prevention and addiction. Additional mechanisms will also be established to monitor the efficacy of mental health helplines.

6.18 The National Institute of Mental Health Rehabilitation is being established to provide help and services to people with mental illnesses, along with capacity development, policy framing and advancing research in mental health rehabilitation. The GoI will consider making this institute a centre of excellence to guide all significant efforts and decisions regarding mental health policy and services in India.

Improve treatment and rehabilitation capacities for substance use disorders

6.19 The number of affordable rehabilitation centres that treat substance abuse will be increased. Additionally, support groups like Alcoholics Anonymous (AA) and Nicotine Anonymous (NicA) will be encouraged and scaled-up.

6.20 Current efforts to prevent and treat substance abuse lie with the Ministry of Health and Family Welfare (MoHFW) and the Ministry of Social Justice and Empowerment (MoSJE). The MoHFW focuses on prevention (especially concerning tobacco use) and the MoSJE on treatment. Aligning the efforts of the ministries and state governments will build synergy and deliver better results.

Improve access and capacities for sexual and reproductive health treatment

6.21 Reproductive and sexual health issues will be prioritised, and the capacities of the PHCs will be built to respond and address any issues in a sensitive manner. They will be capacitated to provide information to young women on services relating to contraception options, OB/GYN examinations, menstrual health management (MHM), pregnancy, sexually transmitted diseases (STDs) etc. This will empower women to have agency over their body and exercise autonomy when it comes to their sexual and reproductive health.

6.22   PHCs will also conduct regular health camps for young people where they can seek treatment or information on sexual or reproductive health issues in confidence.

TRACK YOUTH HEALTH METRICS AND LEVERAGE TECHNOLOGY AND DATA

Leverage data and technology to track youth health metrics and improve treatment delivery

6.23   There is a pressing need to collect age-segmented health data to enable youth health tracking. Youth-specific health metrics will be added in government health surveys such as the National Family Health Survey (NFHS), National Mental Health Survey (NMHS), and others. In addition to this, efforts will be made to introduce a specific Youth Health Survey, covering mental health, substance abuse, sexual and reproductive health, and other emerging youth concerns. This data will be used to design youth-specific policies and programmes.

6.24   Creating digital health profiles of individuals by digitising and connecting data from various sources can drive preventive health-seeking behaviour and improve treatment care. In the National Health Policy (NHP), the GoI has stated the intent to introduce a uniform system to maintain electronic medical records (EMR) or electronic health records (EHR). These records will be accessible instantly and securely by authorised health practitioners for rapid testing diagnosis, eliminating repetitive and unnecessary investigations. Once the platform is built, digital health records can enable PHCs, mental health workers, pharmacies, etc., to send personalised reminders to patients. EMR or EHR data will also inform health policy decisions and the supply chain for essential medicines. While these use-cases are developed, patient data security and privacy will be ensured at all times.

6.25   A few rural healthcare start-ups and NGOs have mobilised technology to run e-clinics that provide rural community patients access to specialists. These systems can transmit real-time information from patients in rural communities to doctors and experts located remotely. These initiatives will be supported and assessed for at-scale implementation.

PROVIDE QUALITY HEALTHCARE ACCESS TO MARGINALISED YOUTHS

Ensure marginalised youths have access to quality healthcare

6.26   The central and state governments will take steps to ensure that the health needs of tribal youths are met. Awareness programmes will be developed and executed in culturally and contextually relevant ways. Special medical camps will be held to reach tribal populations; the language barrier between health professionals and the tribal community populations will also be addressed using appropriate technology.

6.27   Healthcare utilisation is low among young urban migrants. This is due to the high cost of private healthcare and their inability to access treatment schemes due to the lack of identity documents or remote domicile status. Special mechanisms will be put in place to protect and

promote the health of migrant youth. Additionally, inter-state cooperation mechanisms will be set up along major migration corridors to ensure the provision of health services.

6.28 Efforts will be made to establish simple, standardised procedures to obtain disability certificates. The GoI will also set up rehabilitative centres, especially in rural areas, which will enable the provision of disability aids that are easy to use and maintain.

6.29 Large-scale training programmes will be conducted to sensitise medical professionals to the challenges faced by marginalised groups and orient them towards treating all patients with respect and sensitivity. Such sensitisation training will also be integrated into the curriculum of medical schools and colleges.

6.30 The GoI will also prioritise psychosocial support to the areas and regions affected by violence, conflict, unrest or natural disasters.

Fitness and Sports

6.31 Fitness and sports are vital for personal development, good health, and adds to the prestige and international recognition that a country receives. The NYP 2021 envisions 'a culture of sports and fitness among the youth and achieving national and international eminence.'

6.32 The ubiquity of technology and a competitive education system means that most children and youth spend their free time online or studying rather than outdoors, affecting their overall health and wellness. Even when children want to play, the space for informal, low-cost sports or fitness-related activities can often be limited.

6.33 In 2019, the GoI launched the Fit India Movement, a nation-wide campaign that encourages people to include physical activities and sports in their daily lives. This initiative identified schools as a catalyst for change and introduced programmes like Fit India School Week that was launched across government and private sector schools. Other schemes like Khelo India and NITI Aayog's Sports Revitalisation Action Plan were also launched to upgrade and establish sports infrastructure and facilities. The ambitious Target Olympic Podium Scheme is a flagship programme to aid India's top athletes and fund the development of top candidates for the Olympics. This cluster of initiatives has resulted in progress in fitness and sports in India.

6.34 To strengthen the overall fitness of India's youth, further action is needed to build a vibrant culture of sports and wellness, enable the holistic development of sportspersons, and include marginalised communities in all initiatives and programmes. The NYP 2021 outlines reforms to meet these objectives. Yoga will be promoted as a useful practice to improve physical and mental well-being of youth and to preserve India's rich cultural heritage.

Table 5: Areas of action in fitness and sports

BUILD A CULTURE OF SPORTS AND FITNESS	Develop fitness as a trend and foster healthy habits
	Create an ecosystem to develop sports as a culture from the early years
ENABLE HOLISTIC DEVELOPMENT OF SPORTSPERSONS	Expand sports talent search to include rural areas and community competitions
	Develop quality coaching and long-term support for sportspersons
	Continue and increase equitable investment in sports infrastructure
ENSURE INCLUSION OF MARGINALISED YOUTHS IN SPORTS AND FITNESS	Drive special efforts to include marginalised communities in sports and fitness programmes

BUILD A CULTURE OF SPORTS AND FITNESS

Develop fitness as a trend and foster healthy habits

6.35   Pan-India campaigns such as the Fit India Movement will continue to be run in partnership with the private sector, NGOs, and the media and carried out through various channels. These campaigns will be strengthened to include relevant messaging on health factors, such as the link between sleep deprivation and health outcomes and the importance of a healthy diet.

6.36   The GoI's successful initiative of open-air gyms in parks will be scaled to increase coverage. Additionally, more robust real estate regulatory mechanisms will be established and implemented to ensure adequate area allocation for parks in societies.

6.37   Efforts will be made to restrict access to junk food in educational institutes and government workspaces. The GoI will promote locally available, cheaper, nutritious alternatives. The private sector will be encouraged to make similar choices in their offices, canteens etc. Additionally, MSMEs, women's collectives, youth collectives and social enterprises that provide fast but nutritious foods will be supported.

Create an ecosystem to develop sports as a culture from early ages

6.38   Currently, sports in India is primarily emphasised for competitive reasons. This can lead to disenchantment and limit participation among the youth. To this end, programmes like Khelo India were initiated to develop a sports culture across all ages. State-level initiatives have also

increased private sector investment in the field of sports. Furthermore, the popularisation of sports through movies and media has also substantially advanced the sports agenda.

6.39   The GoI will continue its focus on sports and leverage educational institutes to create an ecosystem that promotes participation from a young age. It will ensure the universal implementation of one-hour of sports every day in schools accompanied by specific guidelines to ensure that schools have playgrounds and qualified physical education teachers. Values like teamwork, dedication and motivation will also be inculcated through a structured sports and playtime programme. Efforts will be made to popularise and promote indigenous sports in educational institutes and in the community.

ENABLE HOLISTIC DEVELOPMENT OF SPORTSPERSONS

Expand sports talent search to include rural areas and community competitions

6.40   To train and develop a cohort of talented sportspersons, it is essential that they are identified early and provided with the necessary opportunities to build a strong foundation. Currently, initiatives like Khelo India Youth Games play a crucial role in determining children with talent. However, steps will be taken to ensure that the reach of these initiatives will be expanded to include out-of-school children and children studying in rural schools without a playground. Channels to scout for talent will be broadened to include community competitions. Civil society partnerships will also be leveraged to organise amateur competitions in rural areas and communities. The selected athletes and players will be supported with access to suitable facilities, coaches and training.

Develop quality coaching and long-term support for sportspersons

6.41   The GoI will prioritise the training of good physical educators and coaches at a large-scale to provide young people who want to play sports with quality coaching. Mechanisms to monitor the quality and performance of coaches will be strengthened while ensuring that they are given the necessary incentives to perform better. These incentives may include salary increases, promotions, and non-monetary rewards and recognition. A train-the-trainer programme will be developed for identified 'star coaches' to scale their knowledge and develop a cadre of quality coaches.

6.42   Relative to conventional careers, sportspeople have short career spans. Efforts will be made to ensure that a person's involvement in sports creates opportunities for them in later stages, especially after retirement from active sports. This will involve the re-evaluating the current incentive systems such as pensions and job reservations for meritorious sportspersons at various government institutions. Additionally, sportspersons who have represented India at the international level will be granted pensions that align with the current costs of living. Furthermore, existing job opportunities for meritorious athletes will be reviewed to ensure prospects even after retirement from sports.

Increase equitable investment in sports infrastructure

6.43   The GoI will continue to ensure the flow of investment in sports infrastructure in schools, colleges and communities. Particular emphasis will be given to building sports infrastructure in places with fewer facilities, especially rural and poor urban areas. Various investment models, including public-private partnerships (PPPs) and corporate social responsibility (CSR) funds, will be explored, accompanied by clear and specific guidelines to increase corporate involvement.

INCLUSION OF MARGINALISED YOUTHS IN SPORTS AND FITNESS

Drive special efforts to include marginalised communities in sports and fitness programmes

6.44   Efforts will be made to ensure equitable access to sporting infrastructure, equipment, and access to coaches the marginalised population. It will be ensured that female players and players with disabilities have access to the necessary resources and facilities, including appropriate sportswear, aids and equipment.

6.45   Targeted efforts will be made to include marginalised communities in fitness outreach and talent scouting programmes. The support of civil society partnerships will be leveraged to implement large-scale community campaigns that promote sports among women, tribal populations, disabled persons etc. And accomplished sportspersons from these communities will be incentivised to participate in such campaigns.

6.46   The GoI will continue to provide support for fair coverage of all sports in the media and public eye. These will include but not be limited to indigenous sports, women's sports, and disability athletics. The Rural Olympics in Punjab is a useful model for encouraging indigenous sports at the grassroots-level and will be studied for lessons that can be adopted.

6.47   Finally, there are only a few schemes that ensure better equity in sports and fitness. Efforts will be made to strengthen the monitoring and evaluation of these schemes and ensure equitable impact across all other programmes.

SOCIAL JUSTICE

7 Social Justice

7.1 The Constitution of India promises all its citizens social, economic and political justice and guarantees their fundamental rights. It upholds the diversity of the country and promotes the core values of individual dignity, fraternity, and unity of the nation. In this context, the NYP 2021 furthers the 'creation of a just and equal society based on mutual respect, where the youth feel safe, included and able to exercise their rights'.

7.2 The GoI has implemented a range of social protection measures, both legal and programmatic, to prevent discrimination against marginalised and vulnerable groups. This includes women, children, SCs, STs, OBCs, religious minorities, and persons with disabilities among others. The Indian constitution guarantees the right to equality, the right to freedom and the right against exploitation. Additionally, the GoI has passed legislation to uphold the values of justice, liberty and equality. This includes the Scheduled Caste and Scheduled Tribe (Prevention of Atrocities) Act, National Commission for Backward Classes Act, Protection of Women from Domestic Violence Act, Protection of Children from Sexual Offences Act, Scheduled Tribes and Other Traditional Forest Dwellers (Recognition of Forest Rights) Act and the annulment of Section 377 by the Supreme Court. As the recent pandemic has unfolded, young people especially are caught in a paradox. Youth that were already facing challenges (such as those living in poverty, living with a disability or in challenging family situations) are especially vulnerable in the aftermath of the pandemic. The likely 'slow burn' impacts of educational and employment constraints, and the role the pandemic is playing in widening health inequalities will need to be dealt with effective and timely interventions.

7.3 Over the years, technology has been leveraged to expand access to legal aid, and the Scheme for Action Research and Studies on Judicial Reforms has been launched to improve overall justice delivery. Legal literacy clubs have also been expanded to continue to raise awareness about constitutional rights and duties. Apart from these efforts, several central ministries have launched initiatives for the social, educational and economic development of marginalised populations. Various psychological, social and legal support mechanisms have also been established in recent years.

7.4 These efforts need to be strengthened and supported by new initiatives to deliver social justice to India's youth. This will be done through reforms that will empower the youth and ensure their safety. There is a need to strengthen the legal system for the faster delivery of justice and provide holistic support for the rehabilitation of juvenile youths. Finally, special efforts are required to ensure social justice for marginalised and vulnerable youths. The NYP 2021 outlines the key areas of action in Table 6.

Table 6: Areas of action for social justice

EMPOWER AND SAFEGUARD THE YOUTH	**Build a value-based social fabric to reduce acts of discrimination and violence**
	Provide the youth with safe spaces, knowledge, and support services
	Raise youth awareness regarding rights and initiatives related to legal aid
	Prevent and address cybercrimes that disproportionately affect the youth
ENABLE FASTER DELIVERY OF JUSTICE AND STRENGTHEN JUVENILE REHABILITATION	Enable faster delivery of justice through strengthening the legal system
	Ensure effective implementation of the Juvenile Justice Act and rehabilitation of delinquent youth
ENSURE SOCIAL JUSTICE FOR MARGINALISED AND VULNERABLE YOUTHS	Review and enhance all social protection schemes for inclusive impact

EMPOWER AND SAFEGUARD THE YOUTH

Build a value-based social fabric to reduce acts of discrimination and violence

7.5 The first step towards empowering the youth is to ensure their safety by working towards a society built on core social values that can prevent acts of discrimination and violence. As highlighted in the Education chapter, efforts will be made to teach social values and human rights through curriculum and teaching reform. These reforms will be designed to underscore the principles of equality and social justice, with the intent of eliminating prejudice and bias.

7.6 To achieve a real, sustained change in mindset and practice, behaviour change communication strategies will be implemented. The plan will employ an interactive and targeted approach to inform and influence youth attitudes and work towards achieving a change in community behaviour patterns.

7.7 The central and state governments will use the services of the NSS and NYKS volunteers, VIOs, CSOs, Faith-Based Organisations and other influential networks to emphasise social inclusion and strengthen the social fabric.

7.8 In order to redress the grievances of youths, a national level grievance redressal mechanism will be put into place. The State Governments will be encouraged to set up dedicated helplines for youths to handle grievances on account of discrimination and any form of violence. It will encourage youth to express their grievances freely and confidentially and foster a well-balanced environment for the youth to prosper.

Provide the youth with safe spaces, knowledge, and support services

7.9 It is essential to provide the youth with safe spaces where they can share their concerns and access knowledge of legal and social protections. The GoI will mobilise CSOs and the private sector to leverage the existing facilities and networks like youth clubs, Samaj Kalyan Kendra and others to create safe spaces for the youth. Furthermore, new facilities will be designated where needed.

7.10 A youth safe space will be provided in every block and district and will be made easily identifiable by using a recognisable logo, symbol, or name. Through awareness drives that will be carried out periodically, youth, especially those from marginalised communities, will know about these spaces and their support services. Spaces like these will thrive on inclusivity and prioritise support to the marginalised and disadvantaged youth.

7.11 The spaces will provide a range of services, such as psychosocial support, access to legal aid, and counselling. These spaces will be equipped to register complaints of violence, harassment, and discrimination, and ensure complete privacy. Additional counselling centres may also be set up in schools after-hours as needed.

7.12 The GoI will support operationalising all sanctioned One Stop Centres, which aim to help women affected by violence. State governments and other stakeholders will ensure that these centres are adequately staffed with medical, legal and mental health professionals and integrated with existing helplines.

Raise youth awareness regarding rights and initiatives related to legal aid

7.13 There is a need to increase youth awareness on legal rights and the aid available to them through the various schemes and initiatives. The National Legal Services Authority had envisaged a legal literacy club in every high school under the leadership of the state legal services authorities. Furthermore, the state governments will provide the necessary support to ensure that these clubs are set up and are functional.

7.14 State and district legal services authorities will be leveraged for improved delivery of legal aids and services at the youth safe spaces. Efforts will include awareness drives, especially key schemes like the Right to Information Act, the Central Public Grievance Redress and Monitoring System (CPGRAMS), Tele-Law and the Nyaya Bandhu access scheme.

7.15 Nation-wide campaigns will be conducted at periodic intervals, and both offline and online platforms will be mobilised to disseminate information on legal and justice support available for the youth. This will cover a range of media such as a radio programme focusing on legal and justice issues with live call-ins and e-kiosks implemented at-scale to impart legal information. The e-kiosks piloted under the Access to Justice programme and launched by the Department of Justice in partnership with UNDP will be assessed and refined for scale-up.

Prevent and address cybercrimes that disproportionately affect youth

7.16 The increased access and dependence on digital technology has resulted in a global rise in cybercrime, which disproportionately affects the youth. In India, too, youth are increasingly

vulnerable to cybercrimes. To effectively address the issue, GoI will strengthen its approach through reforms across prevention, resolution and rehabilitation of those affected by cybercrimes. Cyber law pertaining to, safeguarding data and privacy, addressing cybercrimes, safeguarding intellectual property, will need to be dynamic for upholding safety and security under the Cyber Law IT Act 2000, Companies Act 2013 and National Institute of Standards and Technology compliance.

7.17   To prevent cybercrimes, digital literacy will be included in the curriculum in schools and colleges that will teach components on online safety measures. The module will train children and youth on steps to be safe online, to identify cyberbullying (as a victim or a bystander), and where and how to seek help if faced with a cyber-threat. The curriculum will cover the issues of privacy and security risks associated with sharing and accessing information online. Additionally, education institutions can organise cyber safety week, and awareness drives to supplement curriculum lessons and provide practical training to the youth and staff. The GoI will also encourage education institutions and workplaces to set up mechanisms to manage the incidence of cybercrimes, underscored by a zero-tolerance policy.

7.18   Information on existing systems for reporting cybercrimes and ways to access support is the first step to resolution and can be disseminated through educational institutions and broader campaigns. Available platforms, such as the National Cyber Crime Reporting Portal, will be strengthened, and law enforcement officers will receive special training on managing and conducting investigations of cybercrimes against children and youth while ensuring victim privacy and protection. The GoI will encourage and support CSOs, VIOs and private sector partners to create a community of online volunteers to help young people against cyber-bullying and cyber-threats.

7.19   Efforts will be made to enhance the number and the capacity of counsellors who can support and rehabilitate young people who are either victims or perpetrators of cybercrime. Peer-to-peer support groups will be created in partnership with industry associations, academic institutes, NGOs, VIOs and other private sector entities. Additionally, focused capacity building efforts will be made for Childline India, the 24-hour helpline for child victims of cybercrime.

ENABLE FASTER DELIVERY OF JUSTICE AND STRENGTHEN JUVENILE REHABILITATION

Enable faster delivery of justice for the youth by strengthening the legal system

7.20   Gram Nyayalayas were conceptualised as the first point-of-contact for the resolution of legal issues. The central and state governments are committed to strengthening the existing Gram Nyayalayas and operationalising new ones to ensure that the youth have speedy and easy access to justice. This reform will also reduce the caseload burden in the higher levels of court.

7.21   Efforts will be made to leverage the skills of current law students to make legal aid available to youth and juveniles, especially in rural areas. Students pursuing law in national and state law schools and universities will be incentivised to undertake judicial fellowships or internships in exchange for academic credit.

7.22 Legal aid schemes that use digital media, such as Tele-Law and Nyaya Bandhu, will be scaled up to be more effective. Nyaya Bandhu, a pro bono app launched in 2019, allows individuals from marginalised groups to connect with volunteer advocates. The GoI will review these efforts and assess them for impact and scale-up.

7.23 The GoI will develop and implement a judicial reforms strategy to reduce many pending cases. The strategy will be complemented by increasing the resources and staff available to the National Human Rights Commission. These efforts will ensure that complaints of discrimination and human rights violations are investigated without delay.

Ensure effective implementation of the Juvenile Justice Act and rehabilitation of delinquent youth

7.24 To ensure the Juvenile Justice Act's effective implementation, the central and state governments will constitute juvenile justice boards, child welfare committees and district child protection units in districts that do not already have them on a priority basis. These bodies act on behalf of children in conflict with the law, as well as at-risk and vulnerable youth. Any vacancies in existing juvenile justice boards and child welfare committees will be filled urgently, and regular meetings will be ensured thereon. State governments will also provide for the effective utilisation of juvenile justice funds.

7.25 The central and state governments will establish special homes, observation homes, places of safety and aftercare homes for delinquent youth in every state. They will ensure the availability of qualified psychosocial support; an adequate number of probation officers will also be ensured for effective rehabilitation and reintegration. Rehabilitation models that have successfully brought down recidivism rates will be studied for implementation in other states.

7.26 The Juvenile Justice Board, special juvenile police units, district child protection units, district legal services authority, education department, NGOs, and other bodies that work with juveniles will be sensitised and trained on delinquent youth's specific needs. Every young person who enters the juvenile justice system will undergo a psychosocial assessment. They will be assigned a counsellor who will incorporate the findings to develop a care plan for them. Additional efforts will be made to ensure that the youth are provided with the support they need to follow the care plan.

SOCIAL JUSTICE FOR MARGINALISED AND VULNERABLE YOUTHS

Enhance and review all social protection schemes for inclusive impact

7.27 Adhering to the inclusive approach of *Sabka Saath Sabka Vikas*, the GoI has launched several social protection schemes to support vulnerable and marginalised groups. Examples include the Pradhan Mantri Jan Vikas Karyakram (PMJVK), Accessible India Campaign, North East Special Infrastructure Development Scheme, Revised Scheme of Development of Particularly Vulnerable Tribal Groups, and One Stop Centres. Investments in social protection measures will be continued and augmented; existing schemes will also be reviewed to guide special efforts towards inclusion and empowerment.

7.28 The GoI recognises specific vulnerabilities of tribal youth especially belonging to Particularly Vulnerable Tribal Groups and will continue to protect them from exploitation. Identity, culture and customs of various tribes will be safeguarded while promoting their economic and social development.

7.29 The GoI will establish a robust monitoring and evaluation mechanism to ensure that key social protection schemes reach the intended beneficiaries and achieve the desired scale of impact. A comprehensive database will be created to track the progress of all relevant interventions from different ministries. The management information systems (MIS) of these schemes will be linked to the database to enable periodic reviews and corrective measures to enhance administration. The GoI will also mobilise technology and data to strengthen the delivery of benefits on the ground.

7.30 More flexibility will be provided to states to identify the specific needs of the target beneficiaries of youth schemes. Local youth groups will be mobilised to design solutions to local challenges. Furthermore, the necessary tools and authorisations will be provided to the state and district authorities to innovate and respond to youth concerns. The GoI will also continue to invest in strengthening stakeholders' capacities for efficient delivery of schemes, especially at the district and sub-district levels.

7.31 Youths from vulnerable sections have limited capacity to cope with disasters, accidents, pandemic and other shocks. The GoI encourages the state governments to take appropriate protection measures to prevent the youth from falling back into poverty and debt traps after such incidents.

7.32 Furthermore, many young women and men from poor and marginalised sections are engaged in the informal sector without access to adequate social protections. The state governments are encouraged to develop social assistance programmes to protect the poorest from risk while ensuring equity.

Summary of Recommendations

8 Summary of Recommendations

This NYP 2021 is a ten-year vision document that seeks to unlock the potential of India's youth by 2030, in alignment with the global SDGs. The five priority areas outlined to usher such advancements include education, employment and entrepreneurship; youth leadership and development; health, fitness and sports; and social justice. The policy frameworks and guidelines require technical and financial commitments to enable equitable progress of the youth while ensuring inclusion in the design, planning and implementation of specific schemes and programmes. The key thrust areas of each of the five sectors are summarised below.

Education: Education and training systems will be strengthened and made more relevant through curricular reforms, enhancing teacher capacity, integrating value-based education, and scaling-up delivery of vocational education. In addition, the NEET youth will be supported through targeted learning programmes while at the same time reintegrating dropouts and out-of-school youth. The systems will adopt inclusive pedagogies and ensure trained teachers, counsellors, and therapists are available to disadvantaged youth.

Employment and Entrepreneurship: To revitalise the rural economy of India, agriculture and allied spheres will offer more viable, income-generating opportunities for the rural youth. For urban and peri-urban areas, micro-regional employment strategies will ensure the development of district-specific industries and SME cluster development through strong district-level ownership of the employment agenda. Furthermore, entrepreneurship education, mentorship networks and other support systems will help develop a more robust entrepreneurship ecosystem. Finally, informal and gig economy workers will be supported through social security provisions and effective demand-supply matching through technology-based employment platforms. Skilling reforms and efforts to drive awareness on government initiatives and schemes, combined with systemic support to the young urban migrant population and marginalised youth segments will chart the path for a more financially assured youth

Youth Leadership and Development: The GoI will invest in youth leadership by strengthening the youth volunteering ecosystem. The GoI will develop a unified working approach to streamline planning and execution of various volunteering schemes run or supported by the Central Ministries/Departments. Towards this end, the MoYAS will play a facilitative convening role for promoting youth volunteering in the country. It will provide standardized tool kits for recruitment & mobilization, framework for rewards & incentives, frameworks for impact measurement of volunteering schemes and create capacity building options. Thus, through streamlined opportunities, mentorship and due rewards and recognition MoYAS will cultivate a spirit of volunteerism among youth. Youth, especially the most marginalised, will be equipped with the necessary resources and skills for leadership roles through sustained investment in higher education and targeted leadership programmes, enhanced opportunities to engage with governance and politics, with the support of mentors and with adequate exposure. A youth volunteering and development platform will be mobilised to identify and build a cadre of youth leaders across the country.

Health, Fitness and Sports: Preventative healthcare practices will be integrated into the education curriculum and emphasised through large-scale awareness campaigns to ensure the

holistic well-being of youth. In addition to quality treatment facilities, youth health issues will be prioritised like mental illnesses, sexual and reproductive health, and treatment and rehabilitation capacities for substance use disorders will be pivotal. Data will be leveraged to track the progress in youth health metrics and improve access to quality treatments. Finally, specific measures will be undertaken to provide quality healthcare access for all marginalised young women and men, including tribal, disabled, migrant, and other disadvantaged segments. A culture of sports, fitness and healthy habits will be fostered among the youth. The GoI will also invest in the holistic development of sportspersons through sports talent searches that will be expanded to be more comprehensive and inclusive while ensuring the availability of good coaches across the country. Equitable investments will be made in sporting infrastructure, and long-term support will be provided to promising sportspersons. The policy also recommends special efforts to include marginalised segments in sports and fitness programmes.

Social Justice: Empowering and safeguarding the youth from marginalised and vulnerable communities will require investments in building a value-based social fabric. Efforts will be made to reduce acts of discrimination and violence while also providing the youth with safe spaces, knowledge, and support services for their social welfare. Raising youth awareness about their rights and initiatives related to legal aid will be crucial for these efforts. In terms of the response, the legal systems will be strengthened to ensure speedier delivery of justice, especially the Juvenile Justice Act's effective implementation and building a more robust system for juvenile rehabilitation among the delinquent youth. Specific efforts will also be made to address cybercrimes.

Key policy interventions proposed for each of the five priority areas are also summarised in Table 7 below.

Table 7: Priority areas and action imperatives of the National Youth Policy 2021

PRIORITY AREA	ACTION IMPERATIVES
EDUCATION *'ensure access to equitable and quality education'*	**Make the education system relevant for the youth** – incorporate 21st-century skills, value-based education and large-scale delivery of vocational education linked to employment
	Support the NEET Youth (youths not in education, employment or training) through retention and reintegration efforts, physical or online access expansion, and targeted learning programmes
	Build an inclusive education system for the marginalised and disadvantaged youths through targeted schemes, inclusive resources and pedagogies, and appropriately trained teachers and counsellors
EMPLOYMENT AND ENTREPRENEURSHIP *'empower youth to grow enterprises and find sustainable employment'*	**Revitalise the rural economy and retain youth** with attractive income opportunities within agriculture and agriculture-allied areas
	Generate employment in urban/peri-urban areas with micro-region-specific employment strategies that promote district-specific industries and SME cluster development
	Strengthen youth entrepreneurship with necessary investments in entrepreneurship education, mentorship and support systems, and targeted support for social entrepreneurs
	Support informal and gig economy workers, and enable gig sector growth with adequate social security provisions and leveraging demand-supply matching technology
	Drive overall employment by **reforming skilling, rationalising all schemes basis outcomes,** and providing **specific support to urban migrants and marginalised youth segments**
YOUTH DEVELOPMENT AND LEADERSHIP *'empower youth to be the leaders of tomorrow'*	**Strengthen the youth volunteering ecosystem** through streamlined opportunities, mentorship, and due rewards and recognition
	Invest in youth leadership development through targeted programmes, opportunities to engage with issues of governance and politics, and broader exposure to raise aspirations
	Mobilise a one-stop youth enablement platform to achieve youth volunteering and leadership goals
	Develop leadership capacities in marginalised youths through specific inclusion measures
HEALTH *'ensure health and well-being of all youths'*	**Strengthen preventive healthcare practices among youth** through integration with the education curriculum and large-scale awareness campaigns
	Strengthen healthcare for mental health issues, substance use disorders and sexual and reproductive health concerns
	Track youth health metrics, and use data and technology to improve access and quality of treatments
	Undertake specific measures to provide quality healthcare access for all marginalised youths
FITNESS AND SPORTS *'develop a culture of fitness and sports, and achieve eminence'*	**Build a culture of sports and fitness among youth**
	Enable holistic development of sportspersons through comprehensive talent searches, quality coaching, equitable investments in sporting infrastructure and long-term support beyond sporting careers
	Undertake special efforts to include marginalised segments in sports and fitness programmes
SOCIAL JUSTICE *'create a safe, just and equal society for the youth'*	**Empower and safeguard the youth through various measures** including value-based education, provision of safe spaces with support services, increasing awareness regarding rights and legal-aid and specific efforts to address cybercrime
	Enable faster delivery of justice and strengthen juvenile rehabilitation
	Review and strengthen all social protection schemes to ensure social justice for marginalised and vulnerable youths

MONITORING AND EVALUATION AND THE PATH FORWARD

9 Monitoring and Evaluation and the Path Forward

9.1   The effective implementation of the NYP 2021 requires simultaneous, coordinated action from both government and non-government stakeholders. The effort requires a plan, resources and regular updates to deliver the ten-year vision for the Indian youth.

9.2   A robust monitoring and evaluation system will indicate the progress made towards implementing the NYP 2021. These efforts, underscored by the principles of transparency and accountability, will deliver a future in which India's youth can thrive.

9.3   Policy performance monitoring will lay the roadmap, guiding the policymakers and custodians on the right path to its intended final impact. Tracking select parameters will help indicate the reach and effectiveness and achieve its short-, intermediate-, and long-term objectives. Additionally, policy evaluation will help assess the implementation as measured against its scope, desired deliverables, and resource requirements. These evaluations can be used as a framework for decision-making and mid or near-end course corrections as required.

MONITORING AND EVALUATION OF THE NYP 2021

9.4   Execution of the recommendations of NYP 2021 requires concerted actions from the central government, state governments and mobilisation of various cross-sectoral stakeholders such as CSOs, VIOs, academic institutions, private sector entities, and others.

9.5   To ensure synergy of efforts towards youth leadership and volunteering, the MoYAS will orchestrate a joint planning exercise with all concerned ministries and departments. This will provide an opportunity to central ministries and departments to share their plans and collaboration opportunities will be identified. Convenings will also be held to share achievements and progress using a common approach for impact tracking and create a consolidated view of volunteering impact. This will also enable establishing the economic value of volunteering scientifically through various well-coordinated labour bureau surveys etc.

9.6   To ensure that the efforts of the various entities are aligned, there is a need to identify the key metrics that indicate the common policy objective. These metrics will demonstrate the measure of state-level initiative and action and the efficacy of the programmes and interventions.

9.7   Table 8 identifies the proposed metrics in line with the five priority areas of the NYP 2021 and the policy objectives under each theme, i.e., education, employment and entrepreneurship, youth leadership and development, health, fitness and sports, and social justice. The metrics against each of these five areas will be monitored and evaluated on an annual basis. Additionally, key youth development indices for the country will be aligned with these metrics to enable uniform tracking across India.

9.8   The systematic monitoring and evaluation of policy efforts will be accompanied by transparent information sharing. Each ministry will provide updates on the metrics along the priority area relevant to its purview. The MoYAS and the inter-ministerial committees can then collectively

establish the information update in line with the various policy prescriptions. The efforts of various ministries will also be consolidated by the MoYAS and shared publicly on a central platform.

9.9 The NYP 2014 recommended the biennial publication of a Status of Youth report intended to provide an update on all youth-related interventions, and the identification of new challenges for the youth. Committed efforts will be made to ensure that the report is prepared every two years. Furthermore, the scope of the report will include a comprehensive review of the status of youth.

9.10 The MoYAS will undertake efforts to socialise the youth updates along with various youth policy prescriptions, as well as the Status of Youth report. All reports and updates will be made available publicly on the one-stop youth portal making the information relevant to the youth accessible to them.

Table 8: Metrics for tracking progress along each priority area

PRIORITY AREA	METRICS FOR TRACKING PROGRESS			
EDUCATION	GER in higher and secondary education (overall and by gender, social categories etc.) Number of youth empowered for seeking further education via national and other scholarship schemes	Number of NEET youths (including dropouts, Out of School youth)	Number of states implementing reformed secondary education curriculum	Number of schools providing vocational education; number of students enrolled in vocational education
EMPLOYMENT AND ENTREPRENEURSHIP	Youth unemployment rate (overall and by gender, social categories etc.)	Average agricultural household income	Number of states with district-wise employment plans	Digital Skilling of youth in particular tribal and other vulnerable youth; Percentage placement post skilling (after > 6 months)	Percentage of enterprises with > 5 employees (including collectives and SHGs)
YOUTH LEADERSHIP AND DEVELOPMENT	Number of youth registered in formal / organised volunteering initiatives in the last 12 months (public and private, including NSS and NYKS) Number of inter-ministerial signed agreements with the objective of furthering the youth leadership and development agenda, with a focus on tribal, LGBTQI+, youth with disabilities and other vulnerable youth groups	Number of active users on MoYAS youth platform	Number of participants in youth parliaments	Number of elected PRI representatives under the age of 30

HEALTH	Number of states with specific health action plans or initiatives for youth , with additional metrics observed for vulnerable youth groups		Reduced rate of HIV and AIDS, suicide, maternal mortality, substance use and dependence among youths	Mental health professionals to population ratio	Number of tribal youths and disabled youth accessing healthcare
FITNESS AND SPORTS	Prevalence of obesity among youth	Number of schools/ institutions with playgrounds	Number of SAI coaches Number of schools/ institutions with PE teachers	Number of national sports academies in non-metro cities	Tally of medals in Olympics, Paralympics and Commonwealth Games
SOCIAL JUSTICE	Number of blocks with operational 'youth safe spaces' , with additional metrics observed for vulnerable youth groups	Number of legal literacy clubs established and operationalised in each state	Percentage of youth undertrials	Recidivism rate among juvenile delinquents	Ranking on Global Cybersecurity Index, SDG Gender Index and Global Inclusiveness Index

THE PATH FORWARD TO IMPLEMENTING THE NYP 2021

Increase investment towards youth development

9.11 The GoI spent approximately INR 92,000 crore on the agenda of youth in FY2012 (NYP 2014) on youth-targeted schemes in education, health, skill development and other areas. The 2014 policy also considered non-targeted schemes (about INR 55,000 crore) for which the youth were significant beneficiaries. This investment increased by INR 65,000 crore to INR 157,000 crore in FY2018.

9.12 The allocation of the budget to the youth agenda remains constant at nearly 18% average, across all ministries with over 50% of the expenditure committed to three ministries, the Ministry of Education, the Ministry of Social Justice and Empowerment and the Ministry of Skill Development and Entrepreneurship. Going forward, all ministries should review the budget allocations towards their youth agenda and consider increasing it to enable the actions outlined in this policy.

9.13 The budget for the MoYAS in FY2020 was INR 2,200 crore and is incrementally growing at 0.01% of India's GDP – a smaller allocation when compared to similar ministry budgets in some lesser-developed other countries in Asia like Bahrain and Nepal at 0.2% of the GDP, and Bangladesh at 0.1% of the GDP. To adequately stimulate youth development and contribute to

national development, the GoI will need to re-examine the financial resource requirements of the MoYAS based on the prescriptions of the NYP 2021.

Undertake action planning for various government entities and states

9.14 The NYP 2021 provides a roadmap and policy prescriptions across priority areas that span the purview of several ministries. The proposed agenda calls detailed action plans from various government entities at the state, district, block and village-level, as per capacity and governance mandate. The NYP 2021 also calls for supporting governance structures to review the actions and outcomes and ensure progress.

9.15 The MoYAS will orchestrate the detailed action plans and provide implementation support to all the ministries working on youth affairs. In addition, an inter-ministerial committee will be established as a governing body to meet periodically and monitor the progress of all efforts and outcomes of the proposed activities.

9.16 Based on NYP 2021, state governments will develop youth policies customised to state-level challenges and contexts. The MoYAS, in a pivotal role, will provide additional support in policy formulation and implementation across all states and enable knowledge sharing among them.

Engage the youth in dialogue through various channels

9.17 Proactive engagement with the youth can elevate the planning and implementation of schemes and interventions for their development. A deeper understanding of their motivations, aspirations and concerns can enable all stakeholders to refine their efforts for greater impact.

9.18 The MoYAS, as the custodian of all youth-related government endeavours, will drive efforts for stronger youth engagement. It will launch a large-scale campaign to engage with the youth through various spaces, platforms, and media to obtain a comprehensive understanding of their views and insights. The MoYAS will also outline relevant guidelines for the National Youth Advisory Council to ensure sufficient mobilisation for youth engagement.

9.19 All relevant ministries will launch independent Youth Connect programmes. While this was included in the youth policy of 2014, special efforts are necessary to ensure implementation across the board. As a part of this effort, all ministries will create space on their respective websites for information on youth-relevant schemes. The MoYAS will leverage its existing volunteer network and the district youth officers (DYO) channel to facilitate periodic youth consultations with all line ministries. A schedule of youth consultations with ministries, assigning specific months for specific ministries, will be created, and shared each year.

9.20 All the action areas above relate the efforts that the central and state governments will have to undertake in the coming years. This policy is also an invitation to the youth to participate in shaping their future. Young people are invited to access the various online and offline channels available to engage with the GoI and its policies. They are encouraged to be proactive and responsible citizens and contribute to their self-development and the progress of their communities.

9.21 If you are between 15 and 29 years old,

- Provide your thoughts on the youth policy *(email and links here)*

- Share the youth policy with your friends *(social media links)*

- Engage with the MoYAS *(contact info here)*

APPENDIX

10 Appendix

LIST OF ACRONYMS

AA	Alcoholics Anonymous
AIDS	Acquired Immunodeficiency Syndrome
ASEEM	Atmanirbhar Skilled Employee Employer Mapping
BBBP	Beti Bachao Beti Padhao
CPGRAMs	Central Public Grievance Redress and Monitoring System
CSOs	Civil Society Organisations
CSR	Corporate Social Responsibility
DDU-GKY	Deen Dayal Upadhyaya Grameen Kaushalya Yojana
DYO	District Youth Officers
EHR	Electronic Health Record
EMR	Electronic Medical Record
FPO	Farmer Producer Organisations
GER	Gross Enrolment Ratio
GoI	Government of India
ICT	Information and Communication Technology
IEDC	Innovation and Entrepreneurship Development Centres
IEDSS	Inclusive Education of Disabled at Secondary Stage
IIM	Indian Institute of Management
ILO	International Labour Organization
INI	Institute of National Importance
ITI	Industrial Training Institute
KPIs	Key Performance Indicators
LGBTQIA+	Lesbian, Gay, Bisexual, Transgender, Transsexual, Queer, Intersex, Asexual
LWE	Left Wing Extremism
MHM	Menstrual Hygiene Management
MIS	Management Information System
MoHFW	Ministry of Health and Family Welfare
MoYAS	Ministry of Youth Affairs and Sports
MRD	Ministry of Rural Development

MSDE	Ministry of Skill Development and Entrepreneurship
MSJE	Ministry of Social Justice and Empowerment
MSME	Micro, Small and Medium Enterprises
NAS	National Achievement Survey
NCC	National Cadet Corps
NCS	National Career Scheme
NEET	Not in Education, Employment or Training
NEP	National Education Policy
NFHS	National Family Health Survey
NGO	Non-Governmental Organisation
NHM	National Health Mission
NHP	National Health Policy
NICA	Nicotine Anonymous
NIMR	National Institute of Mental Health Rehabilitation
NMHP	National Mental Health Policy
NMHS	National Mental Health Survey
NPYAD	National Programme for Youth and Adolescent Development
NSQF	National Skills Qualification Framework
NSS	National Service Scheme
NUHM	National Urban Health Mission
NYAC	National Youth Advisory Council
NYKS	Nehru Yuva Kendra Sangathan
NYP	National Youth Policy
OB/GYN	Obstetrician-Gynecologist
ODOP	One District One Product
PGI	Performance Grading Index
PHC	Primary Healthcare Centre
PMEGP	Pradhan Mantri Employment Generation Programme
PMKVY	Pradhan Mantri Kaushal Vikas Yojana
PMMY	Pradhan Mantri Mudra Yojana
PMNYFP	Prime Minister's Youth Volunteering Fellowship Programme
PPP	Public Private Partnership
RCI	Rehabilitation Council of India

RMSA	Rashtriya Madhyamik Shiksha Abhiyan
RUSA	Rashtriya Uchchatar Shiksha Abhiyan
SAMVAY	Skills Assessment Metric for Vocational Assessment
SC	Scheduled Caste
SDG	Sustainable Development Goals
SEQI	School Education Quality Index
SME	Small and Medium Enterprises
SMSA	Samagra Shiksha Abhiyan
SPMRM	Shyama Prasad Mukherjee Rurban Mission
SSA	Sarva Shiksha Abhiyan
SSC	Sector Skill Councils
ST	Scheduled Tribes
STD	Sexually Transmitted Disease
STEM	Science, Technology, Engineering, and Mathematics
SUD	Substance Use Disorder
TB	Tuberculosis
UGC	University Grants Commission
UN	United Nations
UNDP	United Nations Development Programme
UNV	United Nations Volunteers
VIO	Volunteer Involving Organisations
VSHSE	Vocationalisation of Secondary and Higher Secondary Education
WASH	Water, Sanitation, and Hygiene