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# Employment, Skilling, and Innovation-Led Entrepreneurship: A Roadmap to Viksit Bharat 2047

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**Abstract**
India is at a historic turning point as it envisions becoming a developed, equitable, and sustainable republic by 2047, marking 100 years of independence. Achieving this vision Viksit Bharat 2047 requires a strong focus on three transformative pillars: employment generation, comprehensive skilling, and innovation-driven entrepreneurship. These components not only shape economic growth but also determine the inclusiveness and sustainability of the nation's development journey. With one of the world's youngest populations, India possesses an unparalleled demographic advantage, yet the challenge lies in converting this potential into productive human capital. A future-ready workforce demands large-scale skill enhancement, technological adaptability, and industry-aligned competencies. Simultaneously, employment creation must expand beyond traditional sectors to embrace new-age opportunities emerging from digitalization, renewable energy, agritech, advanced manufacturing, and the platform economy. As global markets transform due to automation, artificial intelligence, and green transitions, India must create resilient and quality jobs that ensure upward mobility and social equity. Entrepreneurship, particularly innovation-led and technology-enabled ventures, serves as the backbone of economic dynamism. India's growing start-up ecosystem, supported by digital public infrastructure and government initiatives, has the potential to drive job creation, regional development, and global competitiveness. This paper explores the interconnection between employment, skilling, and entrepreneurship as essential drivers for achieving Viksit Bharat 2047. It discusses current progress, identifies persistent gaps, and proposes a comprehensive roadmap that emphasizes innovation, inclusivity, and sustainability. By investing in human capital, strengthening industry linkages, promoting green and digital jobs, and fostering a culture of innovation, India can harness its demographic dividend and build a prosperous, equitable, and sustainable future. The study concludes that these three pillars form the foundation upon which India's long-term national vision can be realized.
**Keywords**: Employment, Skills, Entrepreneurship, Infrastructure, Capital.

## Introduction

India is undergoing a transformative phase, driven by rapid digitalization, expanding youth population, and evolving global economic dynamics. By 2047 the centenary of India's independence the nation envisions becoming a developed, equitable, and sustainable republic. Achieving this vision depends heavily on the country's ability to:

Generate quality employment at scale,
Build a future-ready skilled workforce, and
Promote innovation-oriented entrepreneurship.

These three pillars are interconnected: skilled individuals enhance productivity, entrepreneurship creates new jobs, and employment strengthens economic resilience and social equity. Therefore, developing strong ecosystems in these domains is central to India's long-term development strategy.

## Objectives

1. To analyse the importance of employment generation in India's journey toward Viksit Bharat 2047.
2. To study the role of skilling and human capital development in improving productivity and employability.

3. To examine the significance of innovation-led entrepreneurship in fostering economic growth and job creation.
4. To identify key challenges affecting employment, skilling, and entrepreneurship ecosystems in India.
5. To propose actionable strategies that aligns with the broader national vision of a developed, equitable, and sustainable India by 2047.

3. Employment Generation: Foundation for Inclusive Growth

Importance of Employment in National Development

Employment is a cornerstone of economic stability, social mobility, and inclusive development. Quality jobs uplift communities, reduce inequality, and support sustainable growth. As millions of youths enter the labor force every year, India must prioritize job creation across all sectors.

**Key Sectors for Employment Growth**

Manufacturing & MSMEs: Labour-intensive sectors like textiles, electronics, and food processing.
Service Sector: IT, healthcare, tourism, logistics, digital services.
Agriculture & Allied Activities: Agritech, food processing, dairy, fisheries.
Green Jobs: Renewable energy, waste management, environmental conservation.
Infrastructure: Roads, railways, digital infrastructure, smart cities.
Government Initiatives for Job Creation
Make in India and PLI schemes to boost manufacturing.
MGNREGA for rural employment security.
National Employment Policy (in progress).
Start-up India for entrepreneurial job creation.
Digital India expanding digital work opportunities.
Skilling, Reskilling, and Human Capital Development

**Current Status of Skill Development**

Although India has a young workforce, only a small share is formally skilled. A mismatch exists between the skills taught and those demanded by industries. Bridging this gap is critical to enhancing employability and productivity.

**National Skilling Ecosystem**

Skill India Mission
PM Kaushal Vikas Yojana (PMKVY)
National Skill Development Corporation (NSDC)
Industrial Training Institutes (ITIs)
NEP 2020 integrating vocational education from school level
Digital skilling initiatives (AI, robotics, coding, cybersecurity)

**Future Skill Requirements**

Artificial intelligence, blockchain, data analytics
Robotics, drones, Industry 4.0 technologies
Renewable energy, climate and environment management
Healthcare & biotech
Logistics and advanced manufacturing
Soft skills: communication, teamwork, problem-solving

**Key Gaps**

Outdated curriculum
Limited industry–institution collaboration
Inadequate access in rural and marginalized communities
Shortage of trained instructors
Low recognition of vocational training in society

**Innovation-Led Entrepreneurship in India**

**Role in National Development**

Entrepreneurship drives innovation, regional development, export competitiveness, and job creation. India's start-up ecosystem—one of the world's largest—can play a decisive role in achieving Viksit Bharat 2047.

**Components of the Entrepreneurship Ecosystem**

Start-up India and digital public infrastructure
MUDRA loans for micro-enterprises
Atal Innovation Mission (AIM)
Incubators, accelerators, and innovation hubs
University innovation cells, research parks
E-commerce and fintech platforms enabling market access
Importance of Women and Grassroots Entrepreneurs
Women entrepreneurs enhance gender equity and economic participation.
Rural and grassroots entrepreneurs drive local development and self-reliance.
Social entrepreneurs address societal challenges aligned with sustainable development.

**Key Challenges**

1 .**Employment-Related Challenges**

Jobless or slow employment growth
Large informal workforce with limited social security
Low female labor force participation
Technological automation reducing traditional jobs

2**. Skilling Challenges**

Skill mismatch between education and industry
Limited scale of quality vocational training
Occupational stereotyping
Lack of career guidance and awareness
Rapid technological change outpacing training modules

**3. Entrepreneurship Challenges**

Difficulty in accessing affordable credit
Regulatory complexities for MSMEs
Lack of mentorship and incubation support in rural areas
Low risk-taking ability
Infrastructure and market access constraints

**Roadmap to Viksit Bharat 2047: Strategies & Recommendations**

**1 .Employment Strategies**

Expand labour-intensive manufacturing and MSMEs.
Strengthen rural employment through agritech, FPOs, and food processing.
Promote green jobs in renewable energy and sustainable mobility.
Improve ease of doing business to attract investments.
Protect gig and platform workers with social security measures.

**2. Skilling Strategies**

Align training curriculum with future industry needs.
Mandatory apprenticeships and dual training models.
Integrate digital and green skills at all levels.
Strengthen ITIs and polytechnics through modernization.
Encourage lifelong learning, reskilling, and micro-credentials.
Foster industry-led training in collaboration with companies.

3**. Entrepreneurship Strategies**

Enhance credit access through digital lending and simplified MSME schemes.
Expand incubation networks to tier-2 and tier-3 cities.
Promote women-led enterprises through targeted incentives.

Encourage university-industry research partnerships.
Support start-ups in emerging areas: deep tech, space tech, agritech, EVs, biotech.
Build robust digital market platforms for rural entrepreneurs.

**Employment, Skills, and Entrepreneurship for a Developed, Equitable, and Sustainable India**

**Achieving Viksit Bharat 2047 requires:**

- Developed India: High productivity, innovation-driven economy.
- Equitable India: Reduced regional, gender, and socio-economic disparities.
- Sustainable India: Climate-resilient livelihoods, green jobs, and circular economy.

Strengthening employment systems, skilling ecosystems, and innovation-led entrepreneurship will allow India to harness its demographic dividend, increase productivity, ensure social inclusion, and foster environmental sustainability.

**Conclusion**

India's road to becoming a developed, equitable, and sustainable republic by 2047 is anchored in its ability to create quality jobs, build a globally competitive skilled workforce, and encourage innovation-driven entrepreneurship. While significant progress has been made, addressing existing gaps through coordinated policy action and multi-stakeholder collaboration is essential. If India succeeds in transforming its workforce and entrepreneurial landscape, it will not only achieve its Viksit Bharat 2047 vision but also emerge as a global leader in sustainable and inclusive development.

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