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Q6

Comment on the challenges for inclusive growth which include careless and useless manpower in the Indian context. Suggest measures to be taken for facing these challenges.

UPSC Civil Services Mains 2016 · GS III · 12 marks · Inclusive Growth

Inclusive growth and issues arising from it.

Core demand of the question

- Comment on inclusive-growth challenges from 'careless' (poorly used) and 'useless' (unemployable or idle) manpower
- **Suggest measures:** education, skills, health, jobs in manufacturing and farms, and social security

Revision summary

Careless manpower is employed but low-productivity labour, especially disguised farm unemployment and skill mismatch.

Useless manpower in this question means idle and unemployable people, including educated unemployed and excluded groups.

Both block inclusive growth because output does not draw in the many.

Measures are quality education, PMKVY-type skills, health, Make in India jobs, and productive farm value chains.

MGNREGA and Jan Dhan social security are floors while regular jobs are built.

Introduction

Inclusive growth means output that **the many can join**, not only a rise in average income. In the Indian debate, **careless manpower** is labour that is employed but wasted - mismatched, under-skilled, absent, or stuck in **disguised farm unemployment**. **Useless manpower**, in the examiner's harsh phrase, is the idle and the unemployable: youth without skills, the long-term unemployed, and those locked out by health, caste or gender. Both are a drag on inclusion.

Body

Challenges: careless manpower

- A large farm workforce produces a small share of **gross value added**; extra hands on a tiny plot add little output. That is careless use of people, not a lack of people.
- **Skill mismatch:** degrees without shop-floor, language or digital skills leave graduates in informal odd jobs.
- Public and private offices often run on **overstaffing in some cadres and vacancies in others**, with weak accountability, so paid time is poorly used.

- **Low female labour-force participation** wastes half the talent stock; safety, childcare and social norms keep capable women out of paid work.
- Poor **health and nutrition** cut stamina and attendance, so even employed workers produce below potential.

Challenges: useless (idle and unemployable) manpower

- Open unemployment among the educated, and **NEET-type** youth who are neither in education nor in work, turn the demographic dividend into a liability.
- Illiteracy, dropout after elementary school, and weak **vocational** pathways make many unemployable in modern firms.
- **Regional and social exclusion** (Scheduled Castes, Scheduled Tribes, minorities, persons with disability) leaves groups outside the growth process.
- Informal, unsafe work without **social security** can look like employment while still leaving households in poverty - inclusion in name only.

Measures

- Universal **quality schooling and mid-day meals**, then **Skill India / Pradhan Mantri Kaushal Vikas Yojana** linked to actual employer demand, not only certificates.
- **Make in India**, MSME credit (**MUDRA**, CGTMSE) and labour-intensive exports to absorb surplus farm labour in factories and logistics.
- **Farm-side**: irrigation, **e-NAM**, food processing and producer companies so rural labour is productive, not surplus on the same acre.
- **National Health Mission**, sanitation and nutrition (ICDS, later Mission Indradhanush-type drives) to make the workforce employable in body, not only on paper.
- Raise women's work through childcare, safe transport, and **NRLM** livelihoods; enforce maternity and equal-remuneration law.
- **Mahatma Gandhi National Rural Employment Guarantee** as a floor, plus **Jan Dhan-Aadhaar-mobile** social security, so idle distress does not become permanent exclusion.
- Apprenticeship, easier formal hiring, and regional industrial corridors so 'careless' public payrolls are trimmed and private jobs expand.

Flow diagram

Inclusive growth -> Careless underused labour
 Inclusive growth -> Idle unemployable labour
 Careless underused labour -> Skills jobs farm productivity
 Idle unemployable labour -> Skills jobs farm productivity
 Skills jobs farm productivity -> Health education
 Skills jobs farm productivity -> Factory and rural jobs
 Health education -> Inclusive growth
 Factory and rural jobs -> Inclusive growth

Conclusion

Inclusive growth fails when India either wastes people on low-productivity tasks or leaves them idle and unskilled. The answer is not a slogan against labour. It is health, schooling, demand-linked skills, and jobs in manufacturing, services and productive farming so manpower becomes an asset.

Facts & figures

Disguised unemployment

Surplus workers on family farms whose removal would not cut output; a classic Indian 'careless' use of labour.

PMKVY

Pradhan Mantri Kaushal Vikas Yojana: flagship short-term skill training under **Skill India**.

MUDRA

Micro Units Development and Refinance Agency loans to small own-account and micro firms that can absorb labour.

Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA)

Mahatma Gandhi National Rural Employment Guarantee Act: legal rural employment floor of up to 100 days.

Female LFPR

India's female labour-force participation has been low by international standards, wasting a large talent stock.

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