CHAPTER - VII

SUMMARY OF FINDINGS, SUGGESTIONS AND CONCLUSION
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This chapter attempts to recapitulate the main findings arrived at the course of the study and provides sample suggestions for relieving the graduates from the burden of unemployment.

FINDINGS OF THE STUDY

SECONDARY DATA

- The total population of India was 102.86 crores according to 2001 census. Out of this 74.25 crores were rural and the remaining 28.61 crores represented urban category of population. Similarly, out of 40.22 lakhs of total workers, 31 lakhs represented rural and the remaining 9.23 lakhs urban. Regarding main workers category, out of the total 31.30 lakhs of workers 22.92 lakhs represented rural and the remaining 8.38 lakhs urban.

- Of the total workers, 37.6 percent of them are engaged in organised and unorganized sector, 31.7 percent of them cultivators and 26.6 percent of them are agricultural labourers proving that still our country’s labour force is a force to reckon with.
The TRA values of employment in the central government showed a decreasing trend.

The TRA values of employment in the state govt. employment show fluctuating trend.

The TRA values of employment in the quasi government employment has shown a declining trend.

The TRA values of private sector employment show a fluctuating trend. But its AGR value show a positive growth trend.

The number of employment exchanges has increased during the study period. It was 895 in the initial year and it increased to 947 in the last year of the study period.

The number of registrations was high during the TRA1 period (5976.12). But TRA2 and TRA3 show a declining trend. Their values are 5656.12 and 5890.62.

Regarding vacancies notified in the employment exchanges there is a fluctuating trend (from 385 to 358.2). From TRA1 (390.3) it declined to 284.45 in TRA2 period but it increased to 309.52 in the TRA3 period.

The AGR value of placement shows a regular growth trend -1.60 during the study period.
TRA values of live register show an increasing trend.

Employment rate for 1000 males in Tamilnadu shows a declining trend. It declined from 55.36 in 2002 to 46.28 in 2006 of the study period.

The produced value for employment value for 1000 males shows an increasing trend for the next four years from the study period.

In the study, the available data for the employment rate for 1000 females show a declining trend. In the initial year it was 24.35. It decreased to 22.09 in the year 2006.

The $r^2$ value 0.900 is found as the highest value among the fitted models in cubic model.

Their values range between 207176.28 and 561113.59.

The best fitted model is quadratic model based on the fitted curve for the job seekers for the years from 2007-2010. The calculated value shows a declining trend. The projected values for the next four years show a declining trend.

The predicted values for total graduate job seekers in Tamil Nadu show an increasing trend. The increase may be due to the expected huge turnout from educational institutions every year.
For the application on live register the projected values show a declining trend for the years 2007, 2008, 2009 and 2010.

The best fitted model shown in the table for the total placement is inverse model. The values predicted for the four years point out a declining trend.

The best fitted model shown in the table for the total registration effected is inverse model. It shows an increasing trend. The registration predicted for the next four years shows the same trend 537.87, 573.55, 626.33 and 698.46.

The total employed in the state in lakhs show a declining trend. The projected total employment in the state for the year 2007, 2008, 2009 and 2010 too follow the same trend.

The total employment predicted for the next four years from the study period shows an increasing trend.

The predicted value of Private sector employment in Erode district for the years 2007, 2008, 2009 and 2010 show a downward trend.

The fitted model for estimating public sector employment for four years (2007-2010) shows a declining trend in the state.

The job seekers on the basis of educational qualification in Tamilnadu state are shown in analysis. The mean value of SSLC or equalant was
1207553, HSC / graduates, 781360 and diploma holders, 164182. The mean value of total graduates and post graduates are 490389 and 88112. On the basis of the grand total of the number of job seekers the AGR, LGR and CAGR values are 1.76 percent, 3.15 percent and 3.23 percent and the CV value is 18.8 percent.

- The number of female applicants on the time register of Tamil Nadu state shows an increasing trend. It was 1023637 in the initial year and has increased to 1829315.

- The total applicants in the register of Erode district employment exchange increased from 35746 to 66670 during the study period. From this analysis it is inferred that in the state level, as well as district level the number of female applicants on the live register shows an upward trend.

- The total applicants registered in the Erode district employment exchange shows an increasing trend in the initial year. It was 109801 and it increased to 175426 during the last year of the study period.

- From the study it is clear that the total number of applicants in the Erode employment exchange has kept on increasing throughout the study period.
The number of employment exchange offices declined from 50 in the initial year to 35 in the final year of the study period. The AGR, LGR, and CAGR values show a negative trend.

Regarding registration effected, it shows an increasing trend from 575.7 in 2001 to 636.9 in 2008 of the study period. The mean value is 565.3 showing a decline in the study period.

Vacancies notified has been showing negative growth trend.

As far as placements are concerned the mean value of placement during the study period is 22.2 (in thousands). The AGR value is 11.83%. The CAGR and LGR values pose a negative growth trend.

Regarding placement registrations the mean value is 3.9 percent the AGR value 18.12 percent the LGR and CAGR values are -1.93 percent and -3.49 percent respectively.

From the study it is clear that the number of registration increased but the vacancies declined. In the same way the placement declined shortly. The analysis on live register shows an increasing trend during the study period. Similarly the placement and registrations show lack of measures and policies from government side that gives rise to the number of persons waiting for employment.

To sum up, during the five years of study period, 12241 students with B.A. degree have registered their educational qualification in the
employment office. It was the highest. The average registration of degree students during the study period has been 2448.2. The correlation between arts and science was 0.819 and for arts and commerce the correlation value was 0.968.

❖ The expenditure on unemployment assistance scheme for Erode district in 2007-2008 is Rs.81,04,57,454.

PRIMARY DATA

❖ The agewise analysis of respondents shows that majority of the unemployed are (51.7 percent) in the young category (upto 25 years).

❖ Sex wise analysis points out that majority of respondents (71.7 percent) are male sex only a meager 28.3 percent is constituted by female sex.

❖ Religion wise classification portrays that majority of the respondents are Hindus accounting to 90.3 percent of the total respondents. Muslims and Christian score 4.9 percent each. This might be due to the fact that, they are minority religions in India.

❖ The analysis on occupation of the respondent’s father points out that 38.9 percent of them are coolies and 24.9 percent of them are agriculturists. Nearly 13 percent of them are private employees and
doing business and only 9.1 percent of them are government employees.

- Monthly income wise classification shows that 40.3 percent of the respondents belong to upto Rs.2001-5000 category, 29.7 percent of them represent upto Rs.2000 category.
- Majority (56 percent) of respondents have the family with 2-4 members.
- 36.9 percent of the respondents' parents are illiterate, 37.7 percent of them studied upto secondary level and 14.9 percent of them studied upto higher secondary level.
- 12.6 percent of them completed their degree in the year 2006, 10.6 percent of them completed in the year 2005, 9.7 percent in 2007 and 15.7 percent of them very recently i.e. 2008.
- 42.3 percent of them passed with 61-70 percentage of marks, 30.3 percent of them with 51-60 percentage of marks and 12 percentage of them with 71-80 percentage of marks.
- Majority of the respondents (78 percent) prefer government job, 65.1 percent prefer self-employment and 59.1 percent prefer private employment. The table reiterates the fact that government employment always attracts youth.
39.7 percent respondents are willing to work within the state, rural areas 25.4 percent of them willing to work within the district, 20.3 percent of them willing to work in other states and only 14.6 percent of them are ready to work anywhere in the country.

79.1 percent of the respondents are ready to work in the rural area, 20.9 percent of them are not interested in such offers.

39.4 percent of respondents are ready for the salary of Rs.5001-7500, 28.3 percent of them for Rs.7501-10000, 18.3 percent are even ready for less than Rs.5000. 14 percent of them expect a salary of above Rs.10,000.

Majority of them (54.3 percent) are ready to start their own business if financial assistance is provided by both government and banks. 45.7 percent of them revealed that they are not interested in business.

52.6 per cent of them revealed that they are ready to undergo training, but 47.4 per cent of them are not willing to undergo training.

44.9 percent of them have applied 4-6 times, 20 percent of them 7-9 times, 12.3 percent of them more than 10 times, 22.9 percent of them between 1-3 times. The mean value of number of times applied for the job is 5.7 times. The minimum time applied for the job is 1 and maximum time is 18.
32.3 percent of the respondents spent Rs.200 per month, 29.7 percent of them spent between Rs.201-300 per month towards searching a job.

58 percent of respondents have not received any government dole. Only 42 percent of them received it.

Majority of the respondents (69.7 percent) faced many problems due to unemployment.

It is found that about the reasons of unemployment, 71.7 percent of the respondents feel that it is mainly due to more enrollment in the universities, 67.7 percent of them feel it is due to lack of job oriented education, 64.3 percent of them revealed that over population is the cause and 62.2 percent of them revealed that this is due to industrial underdevelopment.

79.4 percent of the respondents have registered with employment exchange and only 20.6 percent of the respondents have not.

32.9 percent of respondents are unemployed between 1-3 years, 23.7 percent of them between 4-6 years another 22 percent of them 7-9 years and only 15.7 percent of them remain unemployed below one year.

Majority of respondents (81.1 percent) reveal that they remain in temporary employment till a permanent job is secured, and the period of temporary employment is one year.
35.2 percentage of the respondents revealed that they secured employment through advertisement. 23.9 percent of them through TV and Radio and 20.4 percent through friends and 17.3 percent of them through relatives.

Lowest mean ranking value 2.80 is assumed to better job, 3.09 is assumed to temporary nature of employment, 3.30 is for low wages and 3.57 is assumed to low status.

Kendall’s w value is 0.113 and it indicates the lowest value. So there is similarity in assuming the ranks by the respondents.

Majority of the respondents (64.3 percent) revealed that they look after family business, 10.9 percent of them are part-time paid employee and 3.7 percent of them are undertaking training or pursuing higher studies.

Majority of the respondents (68.3 percent) were recruited through public service commission, 59.1 percent were through direct applications, 69.4 percent of them through employment exchanges and 61.7 percent through private recruitment.

39.7 percent of them felt the consequence of unemployment is severe, 37.4 percent of them said it is normal, 22.9 percent of them felt that it is very severe.
Regarding the causes of unemployment Kendall’s concordance co-efficient as per the mean rank value assigns the lowest value to lack of qualification. The next ranks were given to corruption, and lack of commitment.

Of the effects of unemployment Kendall’s W concordance test assigned the lowest mean score to poor health conditions, poverty and drug abuse are the other ill effects of unemployed that follow the lowest mean score.

Regarding the solutions to reduce the unemployment problem Kendall’s w concordance test ranked providing the training facilities as the first NGOs taking up self employment next, and improving educational system the third was assigned and the last providing the financial facilities to self employment.

Regarding preferences of their employment Kendall’s W concordance test assigned the table that the lowest mean score 2.40 was assigned to government jobs, 2.47 was assigned to private sector jobs, 3.35 was assigned teacher/lecturer, 3.35 was assigned to IT/ITES and 3.43 was assigned to entrepreneurship.

39.7 percent of the total respondents are willing to work within the state, 25.4 percent of them within the district, 20.3 percent in other states and 14.6 percent ready to work anywhere in the country.
There is significant association between the percentage of marks obtained and the place of work.

Regarding the community wise preference, among the OC respondents 82.3 percent revealed that they have temporary employment. Similarly in the BC category 81.4 percent have temporary employment. 76.9 percent of the MBC, 90.9 percent of SC 37.5 of the ST categories have temporary employment.

It is clear from Karl Pearson’s simple correlation analysis that there is perfect positive correlation between the number of times applied and the number of times called for interview.

Of the total respondents 54.28 percent of them are ready to start their own business but 45.72 percent are not ready.

Of the total male respondents 71.71 percent are willing for self employment whereas only 28.29 percent of the female respondents prefer to be self employed.

Of the total respondents 75.73 percent of them are single and the remaining 24.27 percent married.

The t test for equality of means between the two variables tested show the respondents who want to do self employment in sex wise categories. There is significant difference between the scores of self
employment and sex. The t test value is found to be significant at 5 percent level.

- The t test was applied for equality of means between the marital status and unemployment and the result shows that between the period of unemployment and marital status there is significant difference. The significance is said to be at 1 percent level.

- 42.98 percent of the respondents obtained 61-70 percent of marks, 30.28 percent of them obtained 51-60 percent of marks.

- The mean value of different groups of percentage of marks are 3.83, 4.17, 4.72, 4.19 and 2.37.

- The table $F$ ratio value shows that there is significant variance between the period of unemployment, and percentage of marks obtained by the respondents. The variance is found to be significant at 5 percent level.

- $F$ ratio shows that there is significant variance between the number of times called for interview and self employment. The variation is found to be significant at 5 percent level.

- There is significant variation between the age of respondents and knowledge and skill enhancement. The $F$ ratio shows that there is a significant variance. The variance is found to be significance at 1 percent level.
f ratio shows that, there is significant variation between the period of unemployment and knowledge and skill enhancement. The variance was found to be at one percent level.

Of the total sample, 251 respondents are male and remaining 99 female. The mean value of sex and rural disadvantage for male is 11.47 percent and for female it is 10.71 percent.

The t test result shows that, there is significant difference between the scores for sex and rural advantage. The t test for equality of means of the variable is found to be significant at 1 percent level.

The f ratio shows that there is significant variance between the percentage of marks obtained and source of employment. The variations between two variables is found to be significant at 5 percent level.

The f ratio shows that there is significant variation between the percentage of marks obtained and the number times applied for the job. The variance is found to be significant at 5% level.

Severity of unemployment and private employment opportunities is found to be significant at 5 percent level.

The mean employment opportunity for various percentage of marks are varied. The mean values are 8.25, 7.48, 7.86, 8 and 7.53
respectively for 40-50 percent, 51-60 percent, 61-70 percent, 71-80 percent and above 80 percent categories.

- The f ratio shows that there is unemployment variable between the percentage of marks obtained by the respondents and employment opportunities. It proves that the percentage of marks will be a ticket to secure employment. The variation between the variables is found to be significant at 5 percent level.

- 58.57 percent of the respondents are from rural areas and 42.43 percent of them are from urban areas. Since education is made compulsory, students from rural areas contribute equally.

- 42.85 percentage of the respondents are arts graduates, 22.85 percent of them science graduates and 20 percent of them commerce graduates. The remaining 14.30 percent are other graduates in other branches like B.B.M., B.B.A., etc.

- Percentage of unemployment among arts graduates are high. Commerce graduates has got employed opportunity atleast in small private concerns. Temporary jobs are easily available to them when compared to arts and science graduates.

- It is clear that 80 percent of respondents depend on employment exchange information for securing employment. 71 percent of them depend on preparation and reference in the library, 62.85 percent
depend on newspaper reading and applying through advertisement and 34.28 percent of graduates attend coaching centres to get employment.

- The level of awareness of employment programmes is high in the case of urban areas compared to rural areas. Out of 350 respondents 190 of them (75.86 percent) revealed that they are aware of the government employment programmes, the remaining 160 of them (60.08 percent) revealed that they are not aware of any government employment programmes.

**FACTOR ANALYSIS**

**RESULTS OF GROUPING OF FACTOR ANALYSED VARIABLES**

<table>
<thead>
<tr>
<th>Item No.</th>
<th>Variables</th>
<th>Factors</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>Additional qualification necessary</td>
<td>Knowledge &amp; skill enhancement</td>
<td>Explains that update of knowledge and Developing technical skills will fetch more job opportunities to the unemployed</td>
</tr>
<tr>
<td>27</td>
<td>Vocational education provides</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>employment</td>
<td></td>
<td></td>
</tr>
<tr>
<td>24</td>
<td>Computer knowledge will provide</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>opportunity</td>
<td></td>
<td></td>
</tr>
<tr>
<td>33</td>
<td>TRYSEM helps to get jobs for rural</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>students</td>
<td></td>
<td></td>
</tr>
<tr>
<td>30</td>
<td>Government employment programme</td>
<td>Governmental programmes</td>
<td>Explains that the government sponsored programmes and other government agencies help get jobs</td>
</tr>
<tr>
<td></td>
<td>helps</td>
<td></td>
<td></td>
</tr>
<tr>
<td>32</td>
<td>Role of DIC in promoting self</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>employment</td>
<td></td>
<td></td>
</tr>
<tr>
<td>17</td>
<td>Employment exchange’s help</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Rural students unable to meet</td>
<td>Rural disadvantage</td>
<td>Explains that the rural unemployed are constrained to reach out for resources of getting employment opportunities</td>
</tr>
<tr>
<td></td>
<td>expenses</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Rural students lack communicative</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>skills</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Rural students unable to contact</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Item No.</td>
<td>Variables</td>
<td>Factors</td>
<td>Description</td>
</tr>
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<td>---------------------------------------------------------------------------</td>
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</tr>
<tr>
<td>9</td>
<td>In urban areas lot of opportunities available</td>
<td>Urban advantage</td>
<td>Explains that urban unemployed are having more employment opportunities and are accessible to resources to equip them for getting employment</td>
</tr>
<tr>
<td>22</td>
<td>Urban students are better placed</td>
<td>Sources of employment</td>
<td>☐ Explains that several sources of employment are available and proper utilisation of these will get more opportunities of employment</td>
</tr>
<tr>
<td>8</td>
<td>Urban students are better in English usage</td>
<td></td>
<td>☐</td>
</tr>
<tr>
<td>28</td>
<td>Libraries-only source of employment news for rural</td>
<td></td>
<td>☐</td>
</tr>
<tr>
<td>29</td>
<td>Internet centers provide employment news for urban</td>
<td></td>
<td>☐</td>
</tr>
<tr>
<td>23</td>
<td>Jobs fairs are helpful</td>
<td></td>
<td>☐</td>
</tr>
<tr>
<td>3</td>
<td>Getting temporary employment now easy</td>
<td></td>
<td>☐</td>
</tr>
<tr>
<td>18</td>
<td>Private job is preferred instead of govt</td>
<td>Private opportunities</td>
<td>☐ Explains that there are more jobs available in private sector also and one can opt for getting Employment into them</td>
</tr>
<tr>
<td>15</td>
<td>Private sector provides more jobs</td>
<td></td>
<td>☐</td>
</tr>
<tr>
<td>13</td>
<td>Preference to IT sector</td>
<td></td>
<td>☐</td>
</tr>
<tr>
<td>1</td>
<td>LPG era provides scope for employment</td>
<td>Scope</td>
<td>☐ Explains that after the LPG era, the scope or getting employment has increased and present system of education is enough to get Employment</td>
</tr>
<tr>
<td>19</td>
<td>Satisfied with the present system of education</td>
<td></td>
<td>☐</td>
</tr>
<tr>
<td>14</td>
<td>Lack of experience and training</td>
<td>Problems</td>
<td>☐ The problems faced by the unemployed during the process of getting employment</td>
</tr>
<tr>
<td>4</td>
<td>Education only a passport for employment</td>
<td></td>
<td>☐</td>
</tr>
<tr>
<td>31</td>
<td>Waiting period for employment is too long</td>
<td></td>
<td>☐</td>
</tr>
<tr>
<td>26</td>
<td>Migration due to search of employment</td>
<td>Employment adventure</td>
<td>☐ The venture into various places to get employment and willingness to accept employment anywhere</td>
</tr>
<tr>
<td>25</td>
<td>Willing to go for any place if job available</td>
<td></td>
<td>☐</td>
</tr>
<tr>
<td>16</td>
<td>Lack of awareness of self employment</td>
<td>Self employment</td>
<td>☐ Explains the lack of awareness of self employment and the interest shown by the unemployed to be self-employed</td>
</tr>
<tr>
<td>21</td>
<td>Willing to approach banks for self employment</td>
<td></td>
<td>☐</td>
</tr>
<tr>
<td>12</td>
<td>Preference only government job</td>
<td>Government job aspiration</td>
<td>☐ The interest shown by the unemployed in jetting government employment and disappointments over the hurdles in getting it.</td>
</tr>
<tr>
<td>20</td>
<td>Favour of reducing retirement</td>
<td></td>
<td>☐</td>
</tr>
<tr>
<td>10</td>
<td>Community plays vital role</td>
<td></td>
<td>☐</td>
</tr>
<tr>
<td>11</td>
<td>Physical inability is a problem</td>
<td>Physical inability</td>
<td>☐ Physical immobility is one factor which may prevent the unemployed to get job.</td>
</tr>
</tbody>
</table>
SUGGESTIONS

On the basis of the primary data analysis and the information received through the conversation the following suggestions are given.

1. Awareness about regular government employment oriented programmes should be created.
2. Training and skill upgradation is a must.
3. Job oriented curriculum should be introduced as per University Grant Commission (UGC) guidance and job oriented courses and certificate courses are to be introduced in the colleges.
4. Securing marks alone is not sufficient. One should update their knowledge and must undergo training.
5. Majority of respondents particularly in rural areas expressed their fear and weakness for / in English communicate skills and self skills. They should be provided training by the government and voluntary agencies. Even though there getting many employments oriented schemes are introduced by the government, the problem arises in the proper identification of beneficiaries. Relationship, corruption, reputation and governance affect the procedures and so it affects the unemployed youths.
6. The banks refuse to give financial assistance under the self-employment programme to many of the youth, due to their defaulting nature. It should be dealt seriously willing by the governments. But in many cases the youth apply for loan just to get subsidies. However, due to innumerable hurdles many a youth is forced to do the family business.

CONCLUSION

Given the reality that the whole world is reeling under the burden of job losses that aggravate the problem of unemployment it is needless to mention that India should arm to protect itself from getting scorched down by the global economic meltdown. In this connection, the findings of the study that Erode Employment exchange’s live register has enrolled more number of rural students bring cheers as it denotes that our country is emerging out of the engulfing darkness of illiteracy to enlightenment. At the same time another result of the study that points out that in placement of the same rural students post a pour success rate impairs the image of India as a growing power.

Both primary and secondary data have helped to identify the general trends in employment. The share of public sector employment has steadily
declined during the study period. At the same time the private sector employment increased significantly. After globalization a lot of employment opportunities are available in the country. But only those who have the ability and skills are successful in getting lucrative jobs. Even the semi skilled and unskilled labours are able to get jobs, of course for lesser wages through on campus and off campus job melas etc. such programmes should be conducted in rural areas so that even rural students will be able to get goods jobs in Information Technology enable services. Even under graduates will be able to secure alternative pay scale. The study and analysis show clearly that the unemployed, educated, rural respondents face many hurdles in getting satisfactory employment. Unemployment leads to the wastage of human resources in the country. Jobs are available for those who are really talented and have comprehensive ability in job markets. Due to their lack of required skills they remain unemployed for long.

While the status quo of the rural youth is like that, the urbanites remain unemployed not because of lacking in qualification nor skill but because of remuneration that does not suit their expectation. Whatever be the reason, youth cooling their heels off for a long time, even after getting educated is a stigma. But the solution to the problems of unemployment as a whole is not an enigma. If properly planned, projected evolved and executed definitely this black spot of unemployment on India can be easily wiped.
The study reveals that the government has initiated a number of orientation programmes and trainings empowering rural students but many have not utilised them as they were not aware of them. In this regard, the officials concerned should not leave the matter by just putting up a poster in the notice board of the employment exchanges or giving advertisements in newspapers. Such information should be percolated even to the farthest and remotest village of the country through Village Administrative Offices and other functionaries of Panchayats.

Government employment oriented programmes can give only temporary jobs and not permanent ones. For getting permanent job one requires good preparation, communication skills, additional diploma and basic computer knowledge. Without enhancing these qualifications it is difficult to contain the unemployment problem. It's time the government revised its employment policies otherwise the problem of unemployment will be a permanent one in the country.

Moreover it is no more a problem compartmentalized to India or any other underdeveloped or developing country for that reason. Every other nation, big or bullying, small or secured joins this bandwagon. Thanks to the recession that pushes everyone around the globe to the brink. For giants it is difficult to recover from a fall. But for India it is one more trial to test its
prowess. India, which was once looked down for its ever growing population will be looked up for its measured advancements in many spheres if it slowly turns the curse of jostling unemployed youth into a blessing of human resource. The day is not far away.