



# Human Capital for Viksit Bharat

5th National Conference of Chief Secretaries  
27<sup>th</sup> December 2025





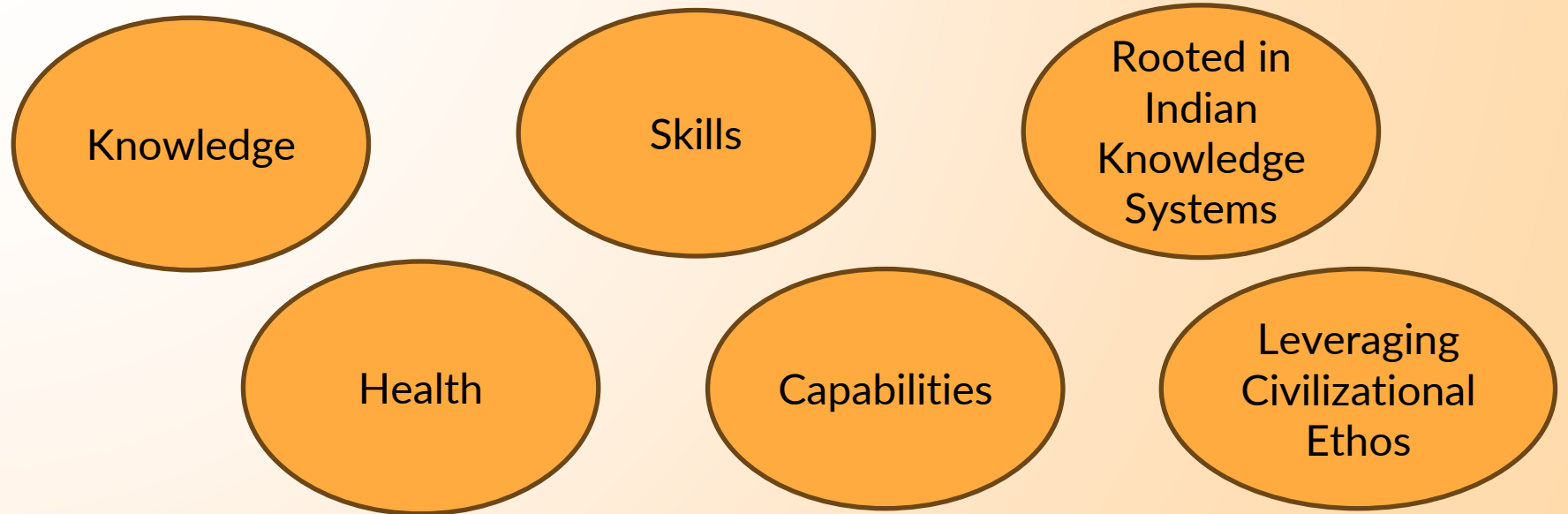
**Shri Narendra Modi,  
Hon'ble Prime Minister**

“No power can stop India from becoming a developed country if the spirit of *Viksit Bharat* guides every step, policy, and decision.”

- Viksit Bharat Young Leaders Dialogue 2025

# What is Human Capital

*Human Capital* is the collective value of People's:



To drive economic growth and social progress.

# Evolution of Human Capital



## Hunters-Gatherer

## Farmer

## Manual workforce

## Skilled Professionals

## AI & the Future of Work

(2.5M – 10,000 BCE)

(10,000 BCE – 1700 CE)

(1700 - 1950s)

(1950s - 2020s)

(2020s-Future)

- Tool-making
- Foraging

- Farming
- Animal domestication
- Community organisation

- Mechanical operation
- Labour Specialisation

- Knowledge-based Services
- Analysis
- Digital Skills
- Communication

*Leveraging Machine Intelligence for Human Capacity*

# Viksit Bharat @2047 – The Vision of Developed India

Developed India by 2047, marking 100 years of Independence:

- Universal access to quality education, healthcare, and housing
- Social justice, equity, and environmental sustainability
- Leapfrog to the future with R & D and Frontier Technology
- Advanced digital infrastructure and global innovation leadership
- High per capita income and GDP growth led by Skilled Workforce

Through



**Atma Nirbhar  
Bharat**



**Swadeshi**



**Vocal  
for  
Local**



**Samridh  
Bharat**

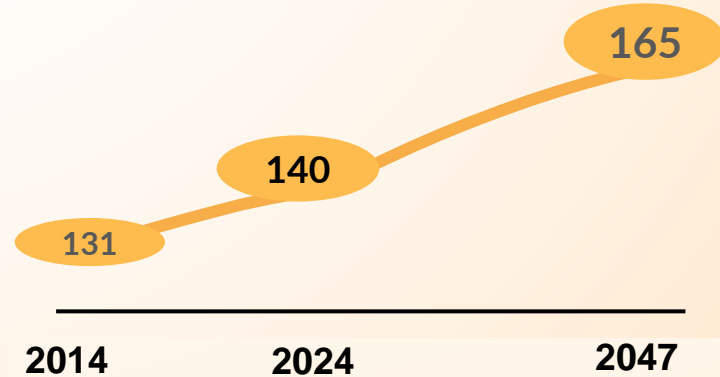
# Viksit Bharat@2047: The trajectory

Demographic

Economic

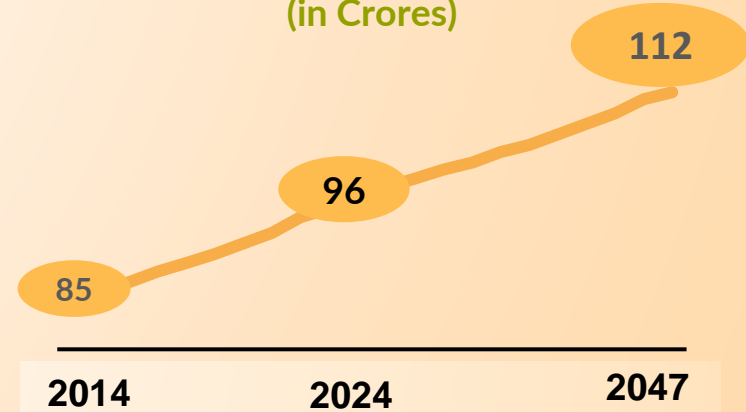
Social

Population (in Crores)



Around **18%** increase  
from 2024

Working Age Population  
(in Crores)



Around **16%** increase  
from 2024

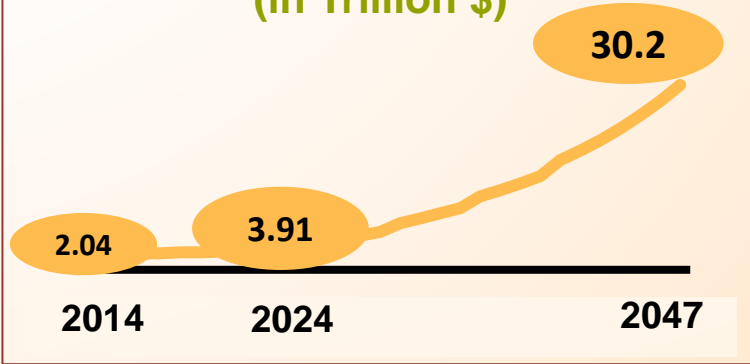
# Viksit Bharat@2047: The trajectory

Demographic

Economic

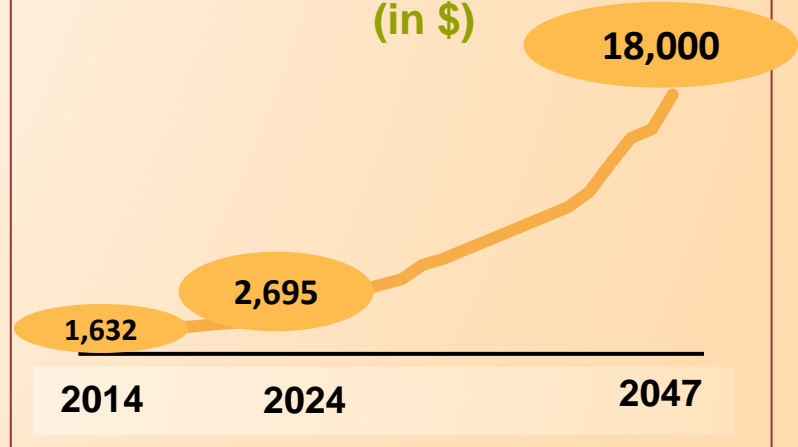
Social

## Gross Domestic Product (GDP) (in Trillion \$)



7.7 times growth from 2024

## Per capita GDP (in \$)



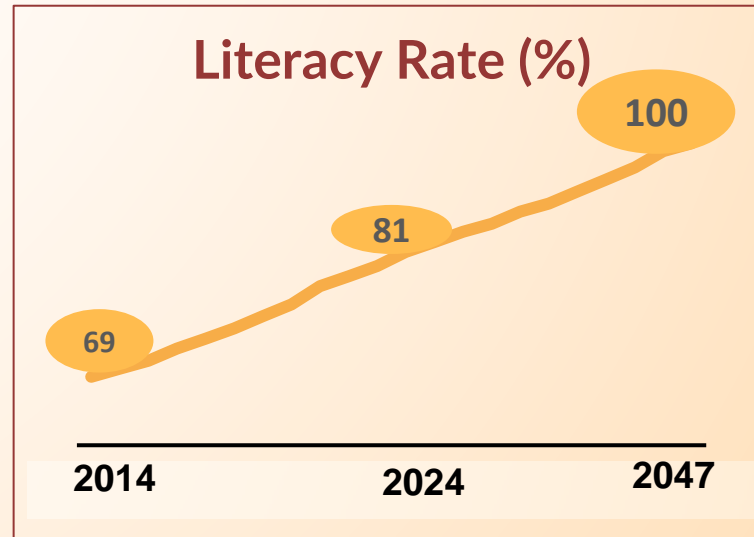
6.7 times growth from 2024

# Viksit Bharat@2047: The trajectory

Demographic

Economic

Social



Universal Literacy



# Human Capital – The Engine of Viksit Bharat



## Human Resources

Population over 140 crores, with 65% under the age of **35 years**  
(UN, 2023)

Median age is approximately **28.8 years**  
(UNFPA, 2024)

Working-age population (19-59 years) will peak at **68.9% by 2030**  
(UN Population Statistics 2022)



## Education

Expected years of Schooling: **13.37 years**  
(UIS Education Survey 2025)

Secondary Stage GER: **68.5%**  
(UDISE 2024-2025)

Higher Education GER: **29.5%**  
(AISHE 2022-23 Provisional)

Literacy rate (7 years & above): **80.9%**  
(PLFS, 2023-24)



## Employability & Upskilling

Youth age group 15-29 with formal skilling: **4.87%**  
(PLFS: 2023-24)

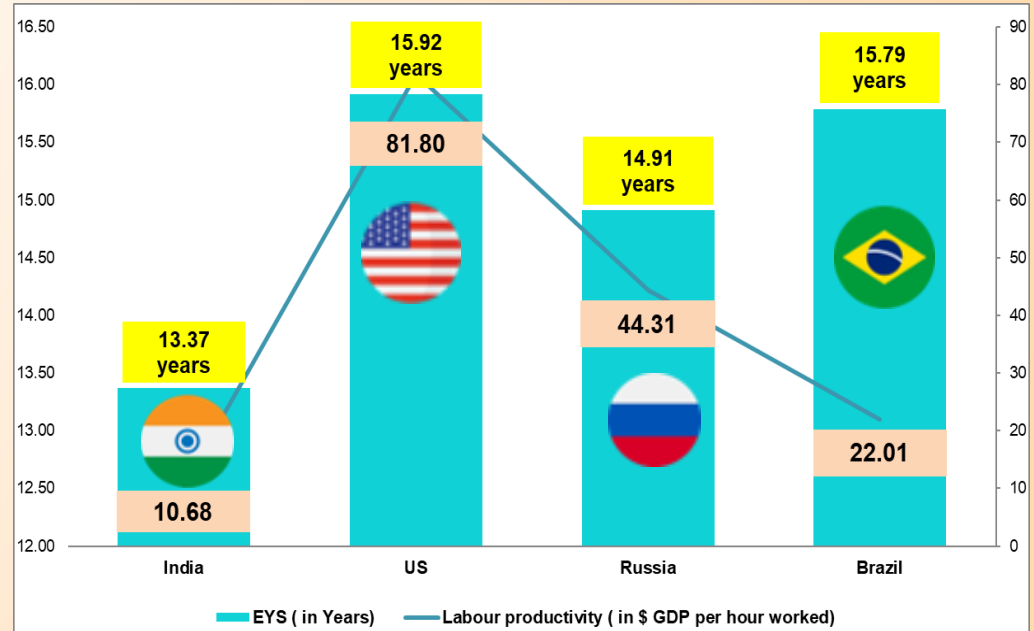
Agriculture employs **46.1%** of workforce  
(PLFS 2023-24)

Female Labour Force Participation : **31.7%**  
(PLFS, 2023-24)

# Big Picture – Human Capital

More number of years of schooling leading to better productivity

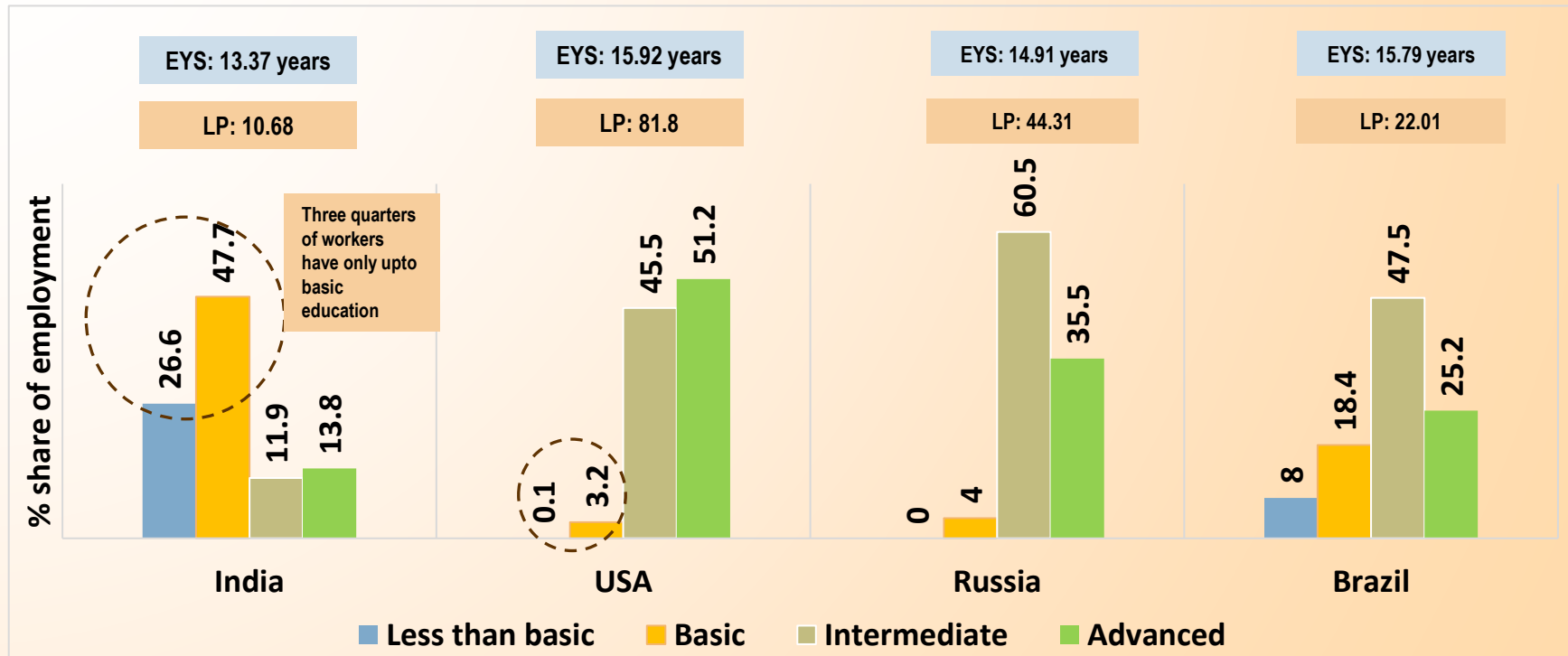
- Each additional year of schooling  
↓  
Increase of 0.37% in GDP.
- India's Expected Years of Schooling increasing to 18 years  
↓  
Approximately Rs 6.12 lakh Crore to GDP (1.85% of the current GDP)



Source: EYS UIS Education Survey 2025 & ILO data on Labour Productivity GDP per hour worked (GDP constant 2021 international \$ at PPP) in 2025. (<https://ilostat ilo.org/topics/labour-productivity/>)

# Impact of Education on Employment

## Employment by education across countries (age 15-64 years)



Source: ILOSTAT data explorer, EYS- UNDP and ILO data on Labour productivity (GDP per hour worked in 2023)

EYS -Expected Years of Schooling, LP - Labour Productivity

# Sectoral Distribution of Human Capital

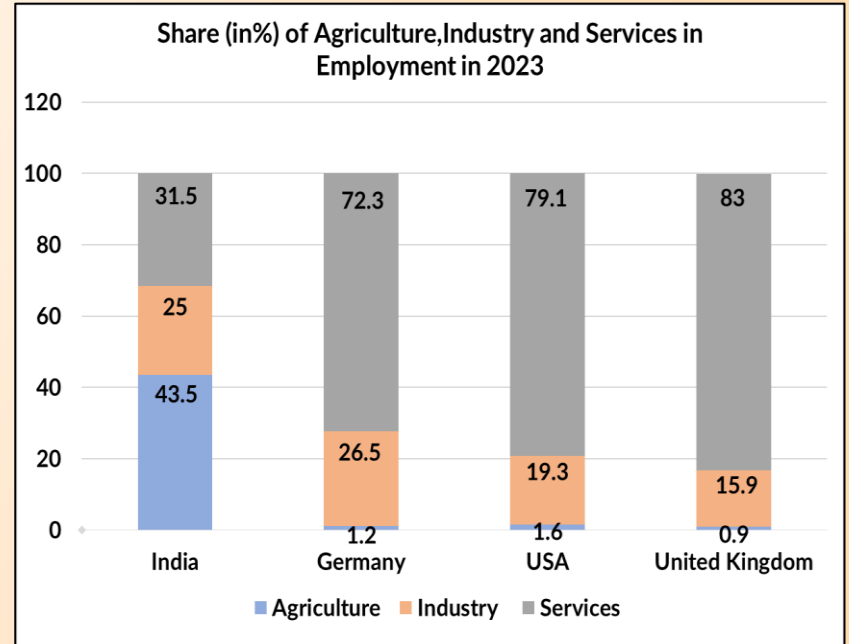
## Employment Population Ratio (EPR) 2023\*:

India's EPR ratio at 53.4% is almost at par with developed countries like USA (60.3%); UK (59.7%); and Germany (59.6%)

## Educational Level of Workforce:

Up to Primary/Middle-School Level

- a. 76.7% in Agriculture
- b. 44.2% in Trade, Hotels & Restaurants
- c. 76.1% in Construction

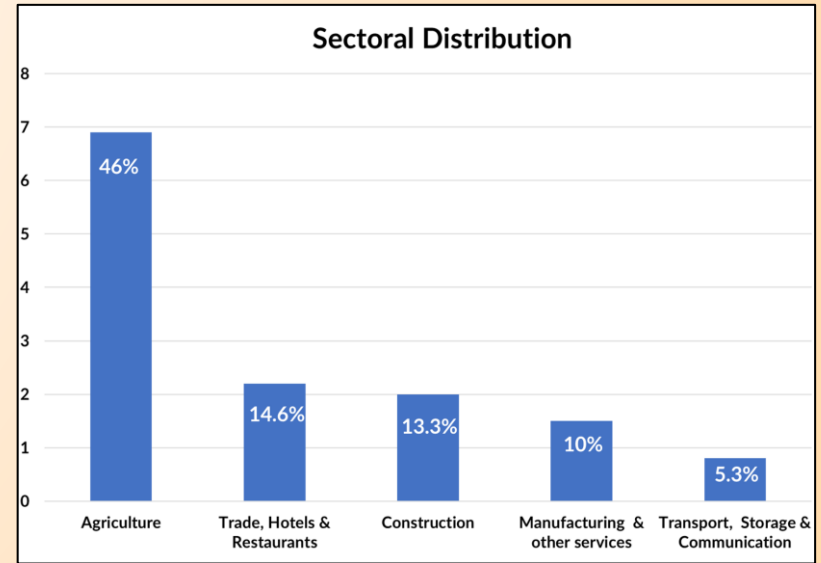
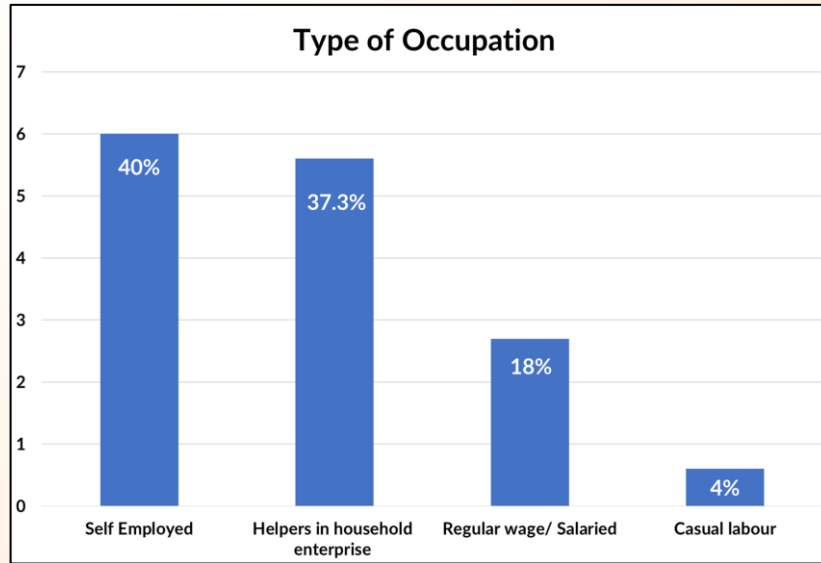


Source: International Labour Organization(ILOSTAT)

\*Source - Working Paper on an assessment of skill gap of the workforce in India based on analysis of Periodic Labour Force Survey 2023-24 (MoSPI 2025)

# Trends in India's Labour Market: 2017-18 to 2023-24

Number of workers added - 15 crores: 2.5 crores per year



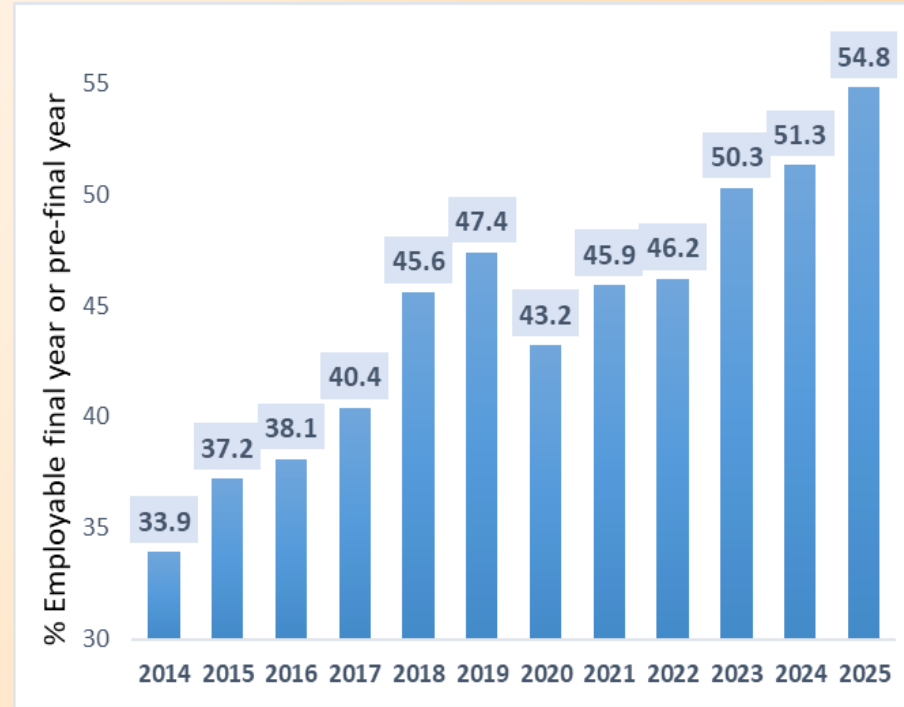
Source: Working Paper on an assessment of skill gap of the workforce in India based on analysis of Periodic Labour Force Survey 2023-24 (MoSPI 2025)

# Skill Gaps: The issue of Employability

- Overall employability among young people: **54.8 %\***
- Talent Shortage reported by Indian companies primarily in IT, engineering services, and sales : **63%\*\***
- Growing demand in futuristic sectors : AI, Space Research, Aircraft & Ship Building, Care Economy, Defence Production, etc.

\*The India Skill Report 2025 \*\*Manpower Group's Talent Shortage Report 2020

**Challenge:**  
**Industries need employable youth;**  
**Youth looking for job**  
(Matching & industry aligned skills required)



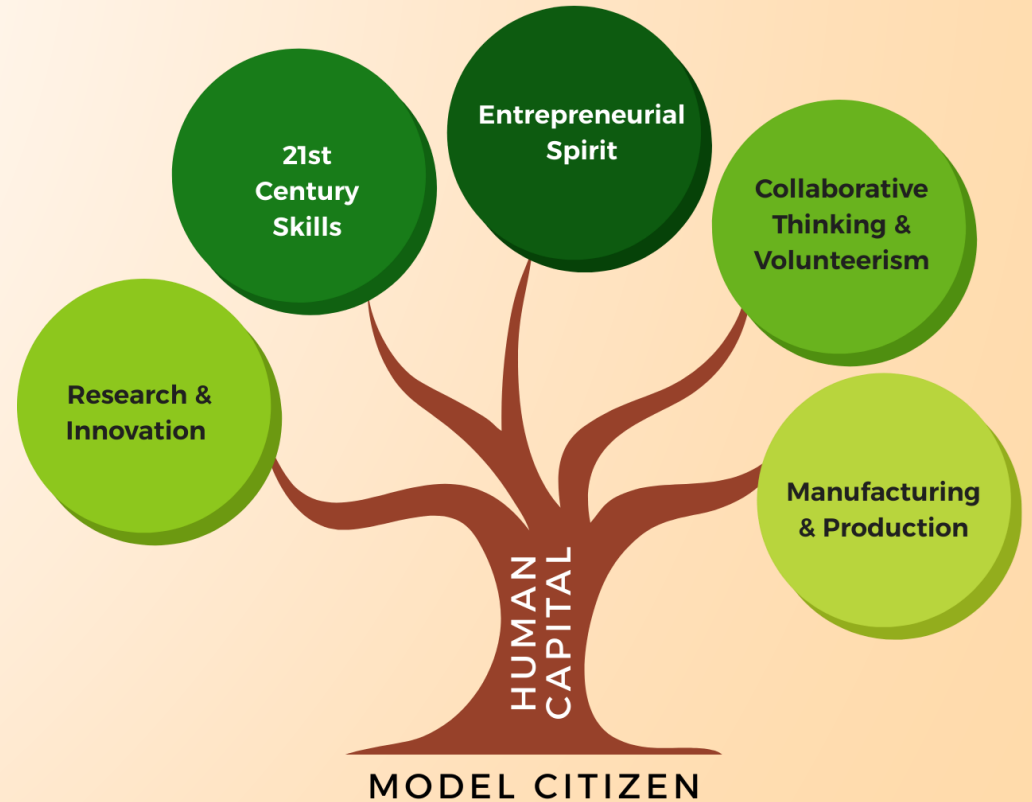
**Employability of Youth**

# Changing Global Paradigm

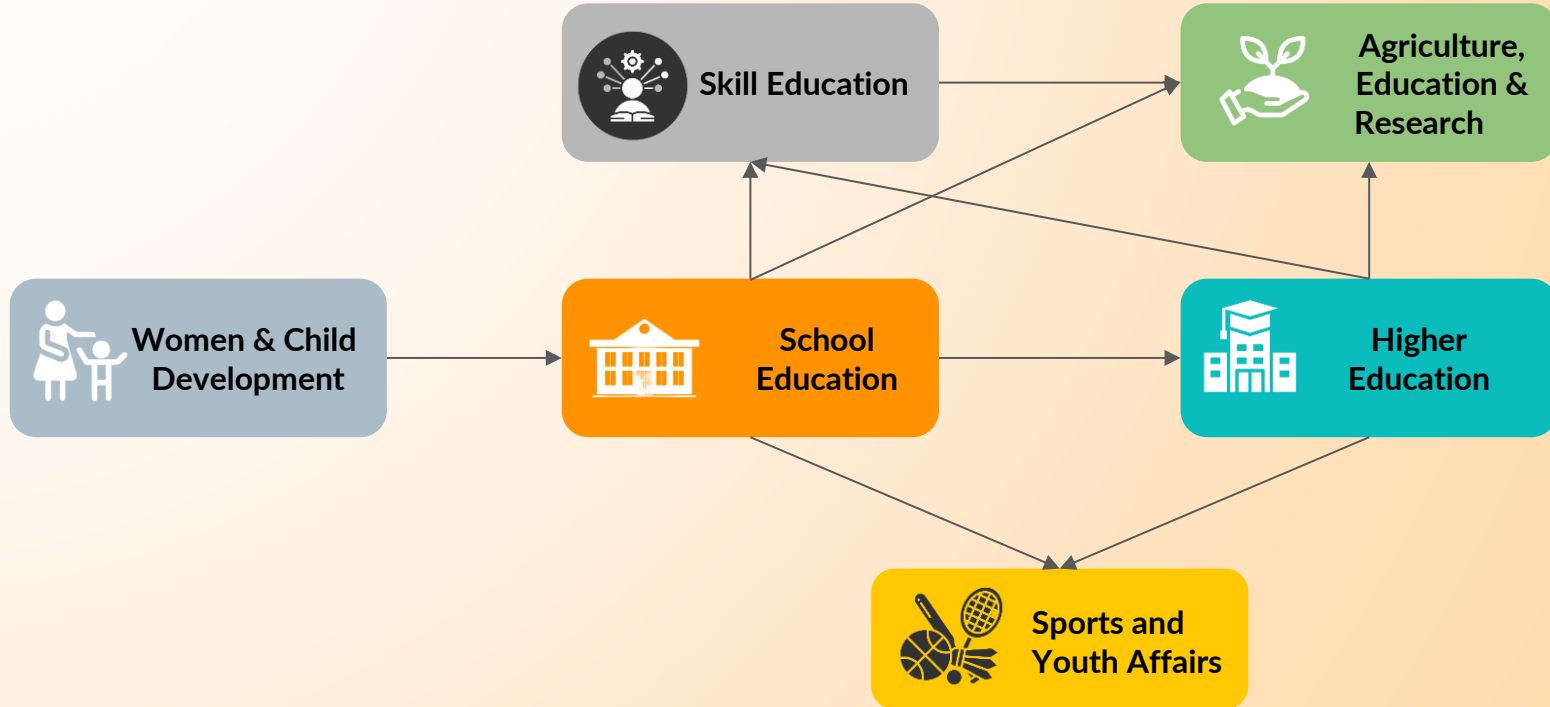
Today, the pathways from education to employability are evolving.

As India aspires to become the human capital hub of the world - ensuring every learner's journey leads to:

- Purpose
- Skill
- Quality
- Productivity
- Prosperity



# Integrated Pathway for Building Human Capital





# The Global Hub of Human Potential

- Create; Retain ; Attract and Export talent
- Nurturing human potential to build Bharat from within and shape the world beyond.



**Creating Talent:**  
nurturing global-ready  
minds

**Retaining Talent:**  
building Bharat from  
within

**Attracting Talent:**  
converging the World  
in Bharat

**Exporting Talent:**  
leading the World  
beyond

# Strong Economic Fundamentals Powering Viksit Bharat

1. Fastest-growing major economy with low and stable inflation in post-COVID time.
2. Robust and healthy banking system and improved access to affordable credit.
3. Narrowing rural–urban inequality indicating inclusive economic growth supported by rising lower-end incomes.
4. Bharat is world’s third-largest startup ecosystem
5. 100+ unicorns, over 51% of startups originating from Tier II and III cities;
6. Ranked 39 in 2024 in Global Innovation Index from 81 in 2015
7. # 1 Globally in AI skill penetration rate
8. Increased formalisation of enterprises, over 7.3 cr registered MSME units providing jobs to 32 crore.

# Women led Development

1. Female Labour Force Participation Rate (FLFPR) increased steadily 17.5 % in 2017-18 to 31.7 % in 2023-24.
2. About 50% of DPIIT registered startups have at least one-woman director.
3. 38 % MSMEs are owned by women.
4. Girls dropout less than boys.
5. Girls consistently outperforming boys in Board exams.
6. STEM education on the rise, with increasing female participation.

# Whole of Government For Human Capital

Department of  
School Education

Department of  
Higher Education

Ministry of Women  
and Child  
Development

Ministry of Skill  
Development and  
Entrepreneurship

Department of  
Sports

Department of  
Youth Affairs

Department of  
Agricultural Research  
and Education



आभार ۞ شکرية धन्यवाद उगाडा पंनवाए नुनंनुरिधन्युवादाऱु  
धन्युवाऱुदनुगुनी धन्यवाद आभार ۞ شکرية धन्यवाद उगाडा पंनवाए  
नुनंनुरि धन्युवादाऱु धन्युवाऱुदनुगुनीआभार۞شکرية धन्यवाद  
उगाडा पंनवाए नुनंनुरिधन्युवादाऱु धन्यवाद  
धन्युवाऱुदनुगुनीआभार۞शکرية धन्यवाद उगाडा पंनवाए  
नुनंनुरिधन्युवादाऱु धन्युवाऱुदनुगुनी आभार۞شکرية धन्यवाद धन्यवाद  
उगाडा पंनवाए धन्यवाद नुनंनुरिधन्युवादाऱु धन्यवाद  
धन्युवाऱुदनुगुनी आभार ۞ شکرية धन्यवाद उगाडा पंनवाए  
नुनंनुरिधन्युवादाऱु धन्युवाऱुदनुगुनी धन्यवाद धन्युवाऱुदनुगुनी  
आभार ۞ شکرية धन्यवाद उगाडा पंनवाए नुनंनुरिधन्युवादाऱु  
धन्युवाऱुदनुगुनी आभार धन्यवाद उगाडा पंनवाए  
नुनंनुरिधन्युवादाऱु धन्यवाद उगाडा पंनवाए नुनंनुरिधन्युवादाऱु