



**Strengthening Education and Skill Development in India: Strategies,  
Challenges, and Opportunities**

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**ABSTRACT**

Education and skills development in India is essential to promote economic growth and social progress. By investing in quality education, vocational training and lifelong learning, India can empower its workforce to meet the challenges of the 21st century and foster positive growth across all sectors. This study explores the state of education and skills development in India and suggests strategies to improve performance. Examines obstacles to strategy implementation and identifies areas for improvement. Through the analysis of existing policies, programs and plans, this article aims to provide a perspective on promoting education and skills development to meet the changing needs of India's workforce and economy. While addressing the complexities of economic inequality, domestic constraints, and cultural subtleties, it seeks to shed light on the possibility of strengthening these important areas through critical analysis. The main objective is to provide important information of interest to stakeholders in the industry and to promote collaboration to create a better education and workforce that can be met as the needs in the country's business environment change.



## INTRODUCTION

In India, pursuing socio-economic development now heavily depends on education and skill development. India offers opportunities and difficulties in terms of realizing human potential because of its diversified cultural context and expanding population. India has historically been the center of a great history of academic prowess, artistry, and craftsmanship. However, modifications in technological requirements have resulted from modernization and technological breakthroughs. Acknowledging these shifts, the Indian government has introduced a number of programs, including the Skill India Mission, which attempts to equip millions of people with the necessary skills to prosper in the rapidly expanding global economy. These programs emphasize how crucial it is to use innovation, entrepreneurship, and job training to close the gap between supply and demand in the labor market. In addition, fostering technological proficiency and digital literacy is crucial to preparing the workforce for the demands of the twenty-first century industry. Information technology, healthcare, manufacturing, and agriculture are just a few of the industries requiring constant retraining and upskilling due to paradigm shifts in technology requirements. Moreover, the nation's talent landscape is significantly shaped by industrial efforts, public-private partnerships, and partnerships with educational institutions. Even with these initiatives, issues with inclusion, accessibility, and quality control still exist, particularly in rural and underprivileged areas. Therefore, fostering innovation centers, expanding access to opportunities for skill development, and cultivating a culture of lifelong learning are crucial to India's progress towards equitable and sustainable growth on the international scene.



## **Importance of strengthening education and skill development for economic growth and social development**

**Human Capital Formation:** education and ability development make contributions to the formation of human capital, which refers to the knowledge, abilities, and competencies that individuals possess. Human capital is a key determinant of productivity and innovation within the economy.

**Multiplied productivity:** A well-educated and skilled personnel is greater effective. People with higher ranges of schooling and schooling are better geared up to perform tasks efficaciously, adapt to technological improvements, and contribute efficaciously to the financial system.

**Innovation and Technological development:** training fosters innovation and technological advancement by means of nurturing vital wondering, trouble-solving talents, and creativity. Skilled individuals are more likely to have interaction in research and improvement sports, leading to the creation of latest products, offerings, and industries.

**Global Competitiveness:** nations with a relatively knowledgeable and professional workforce are extra competitive within the global economy. They're better placed to attract



investment, have interaction in worldwide trade, and take part in understanding-based industries that power financial increases.

**Social cohesion and Inclusivity:** training promotes social concord and inclusivity by fostering a feel of community, tolerance, and know-how amongst diverse populations. It equips individuals with the knowledge and competencies wished to take part completely in civic lifestyles, make contributions to social progress, and deal with societal demanding situations collaboratively.

**Model to alternate:** In ultra-modern swiftly evolving international, non-stop learning and ability development are crucial for people to adapt to converting monetary, technological, and social dynamics. Lifelong mastering opportunities enable humans to stay applicable inside the hard work marketplace and navigate transitions throughout extraordinary degrees in their careers.



In conclusion, making an investment in training and talent development isn't best an funding in individual prosperity . However, additionally, a catalyst for sustainable monetary growth, social development, and human development at massive. By means of prioritizing schooling and ability development projects, governments, businesses, and groups can liberate the full capability of their human capital and build a greater prosperous and equitable future for all.heir human capital and build a greater prosperous and equitable future for all.



## Current State of Education and Skill Development

The state of education and skill development in India reflects a mix of progress and challenges:



**Education Access and Enrollment:** India has made significant strides in increasing access to primary and secondary education through government initiatives such as the Sarva Shiksha Abhiyan and the Right to Education Act. Enrollment rates have improved, particularly at the primary level, although challenges remain in retaining students and ensuring access to quality education in rural and remote areas.

**Quality of Education:** Despite improvements in access, the quality of education in many Indian schools and colleges remains a concern. Issues such as teacher shortages, inadequate infrastructure, outdated curricula, and rote-based learning methods have contributed to low learning outcomes and disparities in educational attainment across different regions and socioeconomic groups.

**Skill Development Initiatives:** The Indian government has launched several skill development initiatives, including the Skill India Mission, to address the growing demand for skilled workers in various sectors of the economy. These initiatives aim to provide vocational



training, certification, and job placement assistance to youth and adults, with a focus on priority areas such as healthcare, manufacturing, information technology, and agriculture.

**Industry-Academia Collaboration:** There has been an increasing emphasis on promoting collaboration between educational institutions and industry partners to bridge the gap between academic learning and industry requirements. Public-private partnerships, internship programs, and industry-sponsored skill development initiatives have emerged as strategies to enhance the employability of graduates and align curriculum with industry needs.

**Digital Learning and Technology Integration:** The COVID-19 pandemic accelerated the adoption of digital learning technologies in India, with schools and universities rapidly transitioning to online teaching and learning platforms. While digital learning has the potential to improve access and flexibility, challenges such as limited internet connectivity, digital infrastructure gaps, and disparities in digital literacy need to be addressed to ensure equitable access to online education.

**Higher Education Reforms:** Efforts to reform India's higher education system have focused on promoting autonomy, innovation, and excellence in universities and colleges. Initiatives such as the National Education Policy 2020 aim to revamp the curriculum, promote multidisciplinary education, enhance research and development infrastructure, and attract foreign students and faculty to Indian institutions.

**Inclusive Education and Gender Parity:** Despite progress, gender disparities persist in access to education and skill development opportunities in India. Efforts to promote gender parity in education include initiatives to eliminate gender-based discrimination, provide scholarships and financial incentives for girls' education, and create supportive learning environments that empower girls and women to pursue academic and vocational pathways.

**Challenges and Opportunities:** Key challenges facing the Indian education and skill development sector include the need for greater investment in infrastructure and human resources, improved teacher training and capacity building, curriculum reform to foster critical thinking and creativity, and enhanced collaboration between government, industry,



academia, and civil society stakeholders. However, India also possesses significant opportunities to leverage its demographic dividend by investing in education and skill development to drive economic growth, innovation, and social progress in the years ahead.

## **Overview of educational infrastructure and enrollment rates Analysis of skill development programs and initiatives Evaluation of quality and relevance of education and skill training in India.**

India's educational infrastructure and enrollment rates have undergone significant changes over the years, reflecting the country's efforts to improve access to education and skill development. Here's an overview, analysis, and evaluation of these aspects:

### **Educational Infrastructure and Enrollment Rates:**

#### **1. Primary Education:**

- India has made strides in increasing access to primary education through initiatives like the Sarva Shiksha Abhiyan (SSA), which aimed to provide universal elementary education.
- Enrollment rates at the primary level have improved significantly, with government efforts focused on increasing school enrollment and reducing dropout rates.

#### **2. Secondary Education:**

- The Rashtriya Madhyamik Shiksha Abhiyan (RMSA) was launched to enhance access to secondary education.
- Despite improvements, challenges persist, including inadequate infrastructure, shortage of teachers, and low retention rates, particularly in rural areas.

#### **3. Higher Education:**

- India has a vast higher education system with universities, colleges, and technical institutions.



- The Gross Enrollment Ratio (GER) in higher education has been steadily increasing, indicating improved access.
- However, the quality of higher education remains a concern, with issues like outdated curriculum, inadequate infrastructure, and a shortage of skilled faculty.

## Analysis of Skill Development Programs and Initiatives:



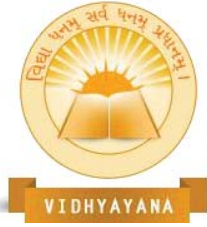
### 1. Skill India Mission:

- Launched in 2015, the Skill India Mission aims to train over 400 million people by 2022 in various skills.
- It focuses on improving vocational training, enhancing employability, and fostering entrepreneurship.
- Skill India initiatives include the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) and the National Skill Development Corporation (NSDC).

### 2. Vocational Education and Training (VET):

- India has been expanding its VET programs to bridge the gap between industry requirements and workforce skills.
- However, challenges such as the lack of standardized certification, industry collaboration, and awareness among youth persist.





## Evaluation of Quality and Relevance of Education and Skill Training:

### 1. Quality of Education:

- Despite progress, the quality of education at all levels remains a concern.
- Issues include outdated curriculum, rote learning, teacher shortages, and inadequate infrastructure.
- There's a need for reforms focusing on student-centered learning, teacher training, and curriculum modernization.

### 2. Relevance of Skill Training:

- While skill development programs have expanded, there's a gap between training and industry requirements.
- Many programs lack industry partnerships, resulting in mismatches between trained workforce and job opportunities.
- The curriculum needs to be aligned with emerging technologies and industry demands to enhance employability.

### 3. Regional Disparities:

- Disparities in educational infrastructure and enrollment rates exist between urban and rural areas, as well as among different states.
- Addressing these disparities requires targeted interventions, investment in infrastructure, and policies tailored to regional needs.

In conclusion, while India has made significant strides in expanding educational infrastructure and skill development programs, there are persistent challenges related to quality, relevance, and equity. Addressing these challenges requires sustained efforts, policy reforms, and effective implementation strategies to ensure inclusive and high-quality education and skill training for all segments of the population.



Strategies for strengthening education and skill development in India should address various aspects, including curriculum design, teacher training, technology integration, vocational education, and partnerships between stakeholders. Here are some strategies:

## 1. Enhancing Curriculum Design:

- Conduct regular reviews of curricula to ensure alignment with industry needs and emerging trends.
- Introduce flexible and interdisciplinary curriculum frameworks that promote critical thinking, problem-solving, and creativity.
- Incorporate vocational and technical skills alongside academic subjects to enhance employability and entrepreneurship.

## 2. Investing in Teacher Training and Professional Development:

- Develop comprehensive teacher training programs focusing on modern pedagogical methods, technology integration, and skill development.
- Provide ongoing professional development opportunities to teachers to keep them updated with new teaching methodologies and subject knowledge.
- Encourage collaboration among teachers, educators, and experts to share best practices and innovative teaching techniques.

## 3. Promoting Innovation and Technology Integration:

- Integrate digital technologies and educational tools into teaching and learning processes to enhance engagement and accessibility.
- Encourage the development and adoption of educational software, online courses, and learning platforms to supplement traditional teaching methods.
- Provide access to technology infrastructure and digital literacy training for both students and teachers.



#### 4. Strengthening Vocational Education and Apprenticeship Programs:

- Expand vocational education programs at the secondary and higher secondary levels to provide students with practical skills and industry exposure.
- Develop structured apprenticeship programs in collaboration with industries to facilitate hands-on training and work experience.
- Recognize and incentivize vocational education and apprenticeship programs to attract more students and industry participation.

#### 5. Fostering Partnerships:

- Foster collaboration between educational institutions, industries, and government agencies to bridge the gap between education and employment.
- Establish industry advisory boards to provide input on curriculum design, skill requirements, and job market trends.
- Facilitate internships, industry visits, and guest lectures to expose students to real-world applications and career pathways.

By implementing these strategies, India can create a more responsive and inclusive education system that equips students with the knowledge, skills, and competencies needed for success in the 21st-century workforce. Collaboration among stakeholders is key to addressing the complex challenges and maximizing the impact of education and skill development initiatives.

#### 4. Challenges in Implementation Inadequate funding and resource allocation Disparities in access to education and skill training Limited coordination between stakeholders Resistance to change and traditional teaching methods Quality assurance and assessment mechanisms-in India

Challenges in the implementation of education and skill development initiatives in India are multifaceted and require concerted efforts to address effectively. Here are the key challenges:



## 1. Inadequate Funding and Resource Allocation:

- Many education and skill development programs face funding constraints, leading to insufficient resources for infrastructure development, teacher training, and curriculum enhancement.
- Inconsistent funding allocation across regions exacerbates disparities and hampers the quality and effectiveness of interventions.

## 2. Disparities in Access to Education and Skill Training:

- Rural and marginalized communities often face barriers such as lack of schools, inadequate infrastructure, and socio-economic constraints, limiting their access to quality education and skill training.
- Gender disparities further exacerbate inequalities, with girls and women facing additional obstacles in accessing education and vocational opportunities.

## 3. Limited Coordination Between Stakeholders:

- Fragmentation and lack of coordination among government agencies, educational institutions, industry partners, and civil society organizations impede the effective implementation of education and skill development initiatives.
- Lack of communication and collaboration lead to duplication of efforts, inefficient resource utilization, and disjointed policy implementation.

## 4. Resistance to Change and Traditional Teaching Methods:

- Resistance to pedagogical reforms and reluctance to adopt innovative teaching methods hinder the modernization of education systems.
- Cultural and institutional inertia, coupled with entrenched practices, pose challenges to implementing student-centered approaches, technology integration, and experiential learning.



## 5. Quality Assurance and Assessment Mechanisms:

- Ensuring the quality and relevance of education and skill training programs remains a significant challenge.
- Inadequate mechanisms for monitoring, evaluation, and feedback limit the effectiveness of interventions and hinder accountability.

Standardizing assessment practices, establishing accreditation frameworks, and promoting continuous improvement are essential for enhancing quality assurance mechanisms.

Addressing these challenges requires a comprehensive approach involving policy reforms, increased investment, community engagement, capacity-building initiatives, and stakeholder collaboration. Prioritizing equity, inclusivity, and sustainability is essential to ensure that education and skill development opportunities reach all segments of the population, enabling them to realize their full potential and contribute to India's socio-economic development.

**5. Opportunities for Improvement Leveraging digital platforms for remote learning and skill enhancement Encouraging private sector participation and investment in education and skill development Empowering marginalized communities through targeted interventions Strengthening governance and monitoring mechanisms Learning from successful international models and best practices.**

Opportunities for improvement in education and skill development in India abound, offering pathways for innovation, inclusivity, and progress. Here are key opportunities:

### 1. Leveraging Digital Platforms:

- India's burgeoning digital infrastructure presents an opportunity to expand access to education and skill enhancement, especially in remote and underserved areas.
- Utilizing online learning platforms, mobile applications, and digital resources can facilitate personalized learning experiences, promote interactive learning environments, and reach learners beyond traditional classroom settings.



## 2. Encouraging Private Sector Participation:

- Engaging the private sector in education and skill development initiatives can bring expertise, resources, and innovation to the sector.
- Public-private partnerships (PPPs) can support the development of vocational training centers, technology-enabled learning solutions, and industry-relevant curriculum design.
- Incentivizing corporate social responsibility (CSR) investments in education and skill development can foster collaboration and social impact.

## 3. Empowering Marginalized Communities:

- Targeted interventions focusing on marginalized communities, including women, rural populations, and disadvantaged youth, can promote inclusivity and equity.
- Tailored programs addressing specific needs and barriers faced by marginalized groups, such as access to education, financial constraints, and cultural norms, can empower individuals and communities to participate fully in socio-economic development.

## 4. Strengthening Governance and Monitoring Mechanisms:

- Enhancing governance structures, accountability frameworks, and monitoring mechanisms is critical for ensuring the effective implementation and impact of education and skill development initiatives.
- Transparent allocation of resources, regular evaluation of program outcomes, and stakeholder engagement can enhance transparency, efficiency, and effectiveness in governance.

## 5. Learning from International Models:

Drawing insights from successful international models and best practices can inform policy formulation, program design, and implementation strategies.



Studying countries with robust education systems, innovative pedagogies, and effective skill development frameworks can provide valuable lessons and benchmarks for improvement.

By capitalizing on these opportunities and adopting a holistic approach that integrates technology, partnerships, inclusivity, governance, and learning from global experiences, India can advance its education and skill development agenda, foster human capital development, and drive socio-economic progress in the 21st century.

## **6. Case Studies and Best Practices Successful initiatives in education and skill development at the state and local levels Exemplary models of public-private partnerships and community engagement Impact assessment and lessons learned from innovative programs.**

Certainly, examining successful case studies and best practices in education and skill development can offer valuable insights for policy makers, educators, and stakeholders. Here are some examples:

### **1. State-Level Initiatives:**

#### **a. Rajasthan's Bhamashah Skill Development Program:**

- Rajasthan's Bhamashah Skill Development Program focuses on providing skill training to youth, particularly from marginalized communities.
- The program emphasizes sector-specific training aligned with local industry needs and job opportunities.
- It leverages partnerships with industry, vocational training providers, and community organizations to deliver training and facilitate employment.

### **2. Public-Private Partnerships and Community Engagement:**

#### **a. Tata STRIVE (Skills Training for Industrial Value Enhancement):**

- Tata STRIVE is a flagship CSR initiative of the Tata Group focusing on skill development.



- It engages in partnerships with government agencies, educational institutions, and NGOs to offer vocational training programs in various sectors, including manufacturing, healthcare, and retail.
- The program integrates industry-relevant curriculum, hands-on training, and job placement support, ensuring alignment with employer needs and market demand.

### 3. Impact Assessment and Lessons Learned:

#### a. Pradhan Mantri Kaushal Vikas Yojana (PMKVY):

- PMKVY is one of India's largest skill development initiatives launched under the Skill India Mission.
- Impact assessments of PMKVY have highlighted both successes and challenges, including improved employability, increased wages for trained individuals, and enhanced industry partnerships.
- Lessons learned include the importance of continuous monitoring, quality assurance mechanisms, and greater alignment between training outcomes and market demand.

#### b. Delhi's Entrepreneurship Curriculum in Schools:

- Delhi's government has introduced an entrepreneurship curriculum in schools to foster entrepreneurial mindset and skills among students.
- The curriculum integrates practical activities, guest lectures from entrepreneurs, and hands-on projects to encourage innovation and problem-solving.
- Early assessments indicate positive outcomes, including increased interest in entrepreneurship among students and enhanced creativity and critical thinking skills.

In conclusion, successful initiatives in education and skill development often involve a combination of innovative program design, stakeholder collaboration, and rigorous impact assessment. By learning from these case studies and best practices, policymakers and practitioners can inform evidence-based decision-making, scale effective interventions, and





address persistent challenges in building a skilled workforce and promoting inclusive economic growth.

**7. Policy Recommendations** Increasing public investment in education and skill development Reforming regulatory frameworks to promote innovation and quality assurance Establishing mechanisms for continuous monitoring and evaluation Encouraging cross-sector collaboration and knowledge sharing.

Policy recommendations play a crucial role in shaping the direction and effectiveness of education and skill development initiatives. Here are some key policy recommendations:

### **1. Increasing Public Investment:**

**Allocate Adequate Resources:** Governments should prioritize and increase public funding for education and skill development initiatives to ensure equitable access and quality outcomes.

**Targeted Funding:** Allocate resources strategically to address regional disparities, marginalized communities, and emerging skill needs in key sectors.

**Investment in Infrastructure:** Enhance investment in infrastructure, technology, teacher training, and vocational facilities to support effective delivery of education and skill training programs.

### **2. Reforming Regulatory Frameworks:**

**Flexibility and Innovation:** Reform regulatory frameworks to encourage innovation, flexibility, and experimentation in curriculum design, delivery models, and accreditation processes.

**Quality Assurance:** Establish robust quality assurance mechanisms, accreditation standards, and performance benchmarks to ensure the relevance, effectiveness, and accountability of education and skill development programs.



**Streamlined Processes:** Simplify administrative procedures, reduce bureaucratic hurdles, and promote transparency to facilitate the adoption of best practices and the scaling of successful initiatives.

### 3. Establishing Mechanisms for Monitoring and Evaluation:

**Continuous Assessment:** Develop comprehensive monitoring and evaluation frameworks to track the progress, impact, and efficiency of education and skill development interventions.

**Data-driven Decision Making:** Collect timely and reliable data on enrollment, completion rates, employment outcomes, and learner satisfaction to inform policy formulation, resource allocation, and program redesign.

**Feedback Loops:** Foster a culture of continuous learning and improvement by establishing feedback mechanisms involving stakeholders, including students, teachers, employers, and communities.

### 4. Encouraging Cross-Sector Collaboration:

**Public-Private Partnerships:** Foster collaboration between government, private sector, civil society, and academia to leverage complementary strengths, resources, and expertise in addressing skill gaps, promoting innovation, and enhancing employability.

**Knowledge Sharing Platforms:** Facilitate platforms for cross-sector knowledge sharing, best practice dissemination, and networking to promote collaboration, synergy, and learning among stakeholders.

**Incentivize Collaboration:** Provide incentives, grants, and recognition schemes to incentivize cross-sector partnerships, industry engagement, and community involvement in education and skill development initiatives.

By implementing these policy recommendations, governments, policymakers, and stakeholders can foster an enabling environment for education and skill development,



enhance the effectiveness and inclusivity of interventions, and contribute to the development of a skilled, resilient, and future-ready workforce.

## **8. Conclusion Recap of key findings and recommendations Call to action for policymakers, educators, and stakeholders to prioritize and invest in strengthening education and skill development in India Outlook for the future and potential long-term benefits of improved education and skill training**

In conclusion, the discussion highlights key findings and recommendations for strengthening education and skill development in India:

### **Key Findings:**

**Challenges:** India faces challenges such as inadequate funding, disparities in access, resistance to change, and quality assurance concerns in education and skill development.

**Opportunities:** Leveraging digital platforms, promoting public-private partnerships, empowering marginalized communities, and enhancing governance mechanisms present opportunities for improvement.

**Best Practices:** Successful initiatives like Rajasthan's Bhamashah Skill Development Program, Tata STRIVE, and Delhi's Entrepreneurship Curriculum demonstrate effective models of intervention and impact.

### **Recommendations:**

- Increase public investment in education and skill development.
- Reform regulatory frameworks to promote innovation and quality assurance.
- Establish mechanisms for continuous monitoring and evaluation.
- Encourage cross-sector collaboration and knowledge sharing.

### **Call to Action:**

Policymakers, educators, and stakeholders must prioritize and invest in strengthening education and skill development in India. It is imperative to allocate adequate resources,



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reform policies, and foster collaboration to address the diverse needs of learners and promote inclusive economic growth.

### **Outlook for the Future:**

Improved education and skill training hold the potential to transform India's socio-economic landscape in the long term. A skilled workforce equipped with relevant competencies can drive innovation, entrepreneurship, and productivity across sectors. Enhanced education opportunities can empower individuals, reduce poverty, and foster social mobility. Moreover, investments in education and skill development can contribute to achieving sustainable development goals and positioning India as a global leader in the knowledge economy.

In conclusion, by embracing the recommendations and forging partnerships across sectors, India can build a robust education and skill development ecosystem that empowers individuals, accelerates economic growth, and ensures a prosperous future for generations to come.



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