



ISSN Print: 2394-7500
ISSN Online: 2394-5869
Impact Factor (RJIF): 8.4
IJAR 2024; 10(6): 265-270
www.allresearchjournal.com
Received: 05-04-2024
Accepted: 09-05-2024

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NEP 2020: A sustainable vision towards reformation in education sector

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DOI: <https://doi.org/10.22271/allresearch.2024.v10.i6d.11841>

Abstract

Indian educational system attained a very engrossing inflection point along with the initiation of National Education policy (NEP, 2020). On one hand, it lays guidelines to shed the outdated model of education and on the other hand, new digital platforms of learning, teaching and innovative practices of teaching are expediting it to global standards to achieve the agenda of education for all and for creating a new benchmarks in the sector of education. The new provisions of NEP 2020 provide assurance of a span-new approach of teaching and learning. A rigorously educated generation with an inflated literacy rate will be empowered to undertake social, economic, and political roles responsibly with an overreaching consciousness about the global issues. Such a dream is envision is embedded in the NEP 2020. After the full implementation of this policy, it will provide a long term spectrum not only to the students, teachers, parents but also the whole society in the form of sustainable career and balanced ecological environment. Along with this it will emphasis on holistic view of education and practicality of the concepts. The emergence of the corona virus has taught all of us to work towards such a platform which can provide us sustainability in both the ways-firstly to maintain a balanced give and take relationship with the environment by reducing the load on the natural resources and secondly, to innovate such methods of working that can be used when situations will be unfavourable and livelihood can be earned in adverse circumstances.

Keywords: NEP 2020, career sustainability, outcome based education

1. Introduction

The perspective of understanding is changing quickly on a very exhaustive scale. Various low cost and moderately skilled jobs could be substituted by machines due to drastic technological and scientific advancements like increase in usage of artificial intelligence, machine learning, and huge data interpretation (Aithal P. S., 2015) [30]. Consequently, the demand for skilled workers with expertise in data science, computer science, mathematics and research along with multi-disciplinary skills in the natural and social sciences as well as the humanities will automatically enhance. The way we are depleting the world resources for energy, water, food, and sanitation, all this leads the climate change, rising pollution, and abolition of natural resources (Aithal P. S., 2019) [8], (Aithal P. S., 2015) [30]. Further this kind of changes will lead the demand for new skilled workers, particularly in the fields of agriculture, climate change, ecology, human management, chemistry, physics, social science and biology (Aithal P. S., 2016) [5], (Deb, 2020) [12], (Aithal P. S., 2016) [5]. As India is growing and coming closer to be a developed nation and could be among the greatest economies of the world, the demand for the professionals related to humanities and arts could be increased (Aithal P. S., 2018) [6], (Kim, 2005) [16], (Papke-Shields & Boyer-Wright, 2017) [25].

New platforms for learning and methods for teaching are continuously being developed by the use of revolutionary digital technology and pedagogical advancements. NEP 2020 will provide vast opportunities for creativity and many other things (Sankaran & Joshi, 2016) [5]. The NEP 2020, the digital revolution, and innovative teaching methods can raise Indian education to international standards. It is the mission which is designed in the NEP 2020. When it will be completely implemented; it is expected to make education more holistic and rewarding (Agrawal, 2013) [1], (Aithal P. S., 2019) [8]. It is crucial to comprehend the potential of evolution of Indian education system with the help of these three forces.

NEP 2020, Digitalized & new platforms and methodologies of teaching and learning as we have recovered from the coronavirus outbreak and ready to begin with new system and courses (Porter, 1982) ^[27], (Saroha & Anand, 2020) ^[29]. NEP 2020, has strengthened the curriculum structure along with assessment criteria which focus on outcome based learning and new regulations promise a brand-new approach of learning with practicality (Aithal P. S., 2019) ^[8], (Srinivasa Rao, Kumar, & Aithal, 2015) ^[30]. More interactive, explorative and collaborative experience can be gained by teachers as well as students. Along with this, research based learning will lead the students to engage more in new and innovative ideas to excel in the field of research and development (Kumar, Prakash, & Singh, 2020) ^[17]. This paper is a conceptual and exploratory paper where reformation in education sector is explored through the sustainable vision of NEP 2020.

2. NEP 2020: Major Implements for Sustainability in Education Sector

Education is the fundamental activity for exploring the potential of human capital. For just and an equitable growth, quality of education and universalization of education is must along with scientific advancement, holistic approach, preservation of culture and development of nation. By developing the outcome based learning platform, talent can

be enriched, explored and carved, to compete with the world standards. New NEP will lead us to fulfil sustainable development goal (SDG4) of millennium, where India has dreamt of universal, equitable and inclusive education for all by 2030 (Pandey, 2019) ^[8], (Aithal P. S., 2020) ^[17]. Such a towering goal needs to reconfigure all the settings of education system along with the perspective of all the stakeholders including teachers, universities, administrators and students.

2.1 Digitalized Infrastructure

The infrastructure of educational institutions will need to be upgraded to make room for new facilities, which would be needed to implement the NEP- envisioned curriculum. For constant development and upgradation of teachers and principal at least 50 hours of workshop or seminars are required each year. This will modernise the faculty members' knowledge and improve their teaching methods (Kumar, Prakash, & Singh, 2020) ^[17]. E-learning systems like Diksha, Swayam, and Swayamprabha will provide e-content for teaching and learning. Blended learning will be an additional method of instruction. To produce synchronous and asynchronous lessons, teachers will need to arm themselves with the necessary technological skills (Markopoulos, Kirane, Piper, & Vanharanta, 2019) ^[8], (Dodgson, 1991) ^[13].

Table 1: Attaining technical sustainability by infrastructural changes

S. No.	Areas	Status before NEP 2020	Proposed Mechanism after NEP 2020	Sustainable Approach
1.	Mode of education	Offline and Distance Learning	Online distance learning and hybrid mode of teaching	<ul style="list-style-type: none"> ▪ Reduce the burden on natural resources by using digital mode of teaching and learning ▪ Less plants/trees need to cut as less paper work is required. ▪ Less usage of roads, energy resources, transportation in travelling and getting sitting arrangements of offline classroom/library system. ▪ Speedy action can be taken to recover the books and documents in extensively secured manner. ▪ Reduce irrelevant competition and efficiently use of land, manpower and energy resources ▪ Lead to equitable development in remote and village areas which will boost the students from all locations to learn and sustain in global market.
2.	Technology in education	No such planning was made separately for using technology to enrich teaching learning experience	NETF(National Education Technology Forum) will work as autonomous body to provide technical support to universities	
3.	Online and Distance learning courses	Very few universities provide the same	All universities who can maintain quality of ICT tools and techniques will provide such type of courses	
4.	Library and technical Labs	Physical library are focused	Digital and Virtual labs & libraries	
5.	Classrooms	Traditional classroom	Smart/Virtual class room	
6.	Student Monitoring system	Paper work done by institutional software	Artificial Intelligence based student portal	
7.	Institution campus	Small autonomous campus with no or low tech. campus surroundings	Big institutions with high-tech campus surroundings	
8.	Education institute in rural area	Less number in rural area with lacking of resources	Compulsory opening in reserved area and availability of hybrid mode of education	

Note: Prepared by the authors

2.2 Digitalized and Integrated Regulatory body

As per the plan the higher education authorities like UGC, AICTE, INC, DCI etc. will be merged in single regulatory body i.e. Higher education commission of India (HECI). Two separate kinds of universities will be divided on the basis of teaching oriented universities and research oriented universities. It will not only boost up the specialisation of the faculty in their respective field but also provide a clear

spectrum to the students that what kind of field they want to choose for their career path. Further National Research Foundation (NRF) will be established to fund the universities and projects to expedite and accelerate the speed of the research. Consolidation of autonomous universities and colleges is to bring that scattered campus under one regulation (Aithal P. S., 2020) ^[17], (Deb, 2020) ^[12].

Table 2: Attaining Sustainability by changes in administrative structure

S. No.	Areas	Status before NEP 2020	Proposed Mechanism after NEP 2020	Sustainable Approach
1.	Autonomy for designing of course content	No or low autonomy for preparation of course content	Full autonomy to design course content	Obsolete course content can be removed and new technology or content can be added for learning. It will enable us to be at par as per global standards.
2.	Curriculum design	Traditional with no updated content	Updated content with use of advanced techniques	
3.	Assessment and Evaluation Process	Offline assessment and evaluation with less use of techniques	Online assessment with excess use of techniques	High-tech. evaluation process will present a true picture of student’s learning and area of improvement.
4.	Regulatory control	Regulated by different universities and colleges	Consolidation of autonomous universities and colleges	Scattered campus under one regulation
5.	Dual degree programmes	Not permitted	Permitted due to various online resources	It can save the time and energy of students and they can better understand the different concepts with the help of online resources and study material

Note: Prepared by the authors

2.3 Empowering teaching profession

Allowing teachers the freedom to make decisions regarding the objectives and regulations of the institutions and to use professional judgement in choosing the methodology and the content to educate the children is known as teacher empowerment (Kenan & Simon, 2018) [6]. Teachers need authority and independence in doing their work when they are contributing in the structural reforms. If they get such type of freedom, they become more dedicated and motivated towards their profession and gain more confidence as a result which pushes them to work really hard (Jha & Parvati, 2020) [14], (Sankaran & Joshi, 2016) [5].

The NEP 2020 accepts that the status of Indian teachers is very apathetic and dis-satisfactory on the reality ground (Sankaran & Joshi, 2016) [5]. So, it gives proposal to completely renew the layout of teaching profession and for that, it proposes a vigorous structure of tenancy on the merit-basis, salary structure and promotion strategy so that the outstanding teachers can be benefitted with incentives and recognized. The NEP 2020 urges that the teachers give shape the future of our children and the children are the future of our country, so they play a vital role in nation building by preparing the students the high quality of nation builders. Despite of playing an important role in creating

good quality of human beings, which is a very hard nut to crack, the teachers do not get proper honour and recognition from the administration which is the biggest drawback in reality (Nair, Guldiken, Fainshmidt, & Pezeshkan, 2015) [30], (Daugherty, 1995) [11], (Kenan & Simon, 2018) [6]. Many challenges and problems like unfair employment conditions, appointment of many teachers on adhoc or contractual basis, poor salaries, absentee-ism, out of date teachers’ knowledge and untrained teachers are faced in post-employment range while lacking of highly committed and skilled faculty members on the other hand is another issue in front of all education institutes (Kumar, Prakash, & Singh, 2020) [17].

Now NEP 2020 will provide full hand holding to the administration for improving the teachers’ miserable conditions, training for upgrading the knowledge and skills of the faculty members, teacher recruitment and positioning, service conditions, working environment that are majorly the route cause for demotivation among qualified trained teachers. Hence, NEP: 2020 recommends many reforms in teacher education as well as proposes many guidelines to bring back the high respect and status for the teachers. It is hoped that the coming generation will come forward to create talent and skills to adopt profession as their career (Aithal P. S., 2020) [17].

Table 3: Attaining sustainability by empowering teaching profession

S. No.	Areas	Status before NEP 2020	Proposed Mechanism after NEP 2020	Sustainable Approach
1.	Apply Eligibility criteria for selection	NET/SLET along with PG degree not strictly applied	Ph.D. degree compulsory applied	It will lead to uniformity in norms and quality of teachers, which leads to quality research in multi fields and innovation for a sustainable future.
2.	Appointment Process	Reservation, bribe or political influence based appointment process	Meritorious based and transparent appointment process	
3.	Faculty Responsibility	Teaching only	Include teaching, research and publication related activities	It will make a better position of India in the field of research on global stage when higher authorities will engage them in research and publication activities. New and other teaching staff will feel encouraged to do more in research for future betterment and sustainability.
4.	Academic upgradation	Technical knowledge and skills not required	Technical knowledge and skills are must	By this remarkable step a control or motivation mechanism can be brought in educational institutes.
5.	Teaching Methodology	No or low use of techniques in teaching methodology	Technology based teaching methodology	Digital repository of content

Note: Prepared by the authors

2.4 Regulation and Supervision Mechanism: The setting of standards/regulatory framework as well as the supporting

mechanisms for governance, teaching, affiliation and regulation must be evaluated in order to make improvements

based on the knowledge and experiences gathered over the past ten years. From higher education, this review will work to guarantee that all students, especially those from disadvantaged and underprivileged backgrounds, would be able to access free, authentic, universal and compulsory high-quality and equitable education (Kumar MJ, 2020) [17], (Suryavanshi, 2020) [30] Suryavanshi for years, there has been too much regulation of higher education; too much has

been tried, with too little success. The regulatory system's mechanism and disempowering nature has been riddled with very basic issues, such as significant power concentrations among few number of bodies, there is a chance of lack of accountability and conflict of interest. To re-energize and enable the higher education industry to grow, the regulatory system needs to be completely overhauled (MHRD, Govt. of India, 2020), (Suryavanshi, 2020) [30].

Table 4: Attaining sustainability by robust regulation and supervision mechanism

S. No.	Areas	Status before NEP 2020	Proposed Mechanism after NEP 2020	Sustainable Approach
1.	Gross enrolment ratio in higher education	26.3% in 2018	50% by 2035	New guidelines and regulations will improve the quality and position of Indian education system on the world platform. Higher enrolment of students will increase the illiteracy level and accordingly intellectual thinking. More students mean, deserving students can come forward who otherwise did not get chance due to any social and economic condition. Better supervision will push more research practices for future sustainability, as research is the only method of sustainability.
2.	Higher education internationalisation	No competition from foreign universities	Need to compete with top 100 universities of the world.	
3.	No admission fee for meritorious students	No such Provision	Compulsory provision for 20% meritorious students	
4.	Role of institution in transforming education system	Major focus on academic and bookish knowledge	Conducting research on disruptive technology including online courses, job oriented education with technical knowledge and skill development	

Note: Prepared by the authors

2.5 Outcome based Learning: Teachers and NEP 2020 can make significant contribution and reforms in pedagogy, to upgrade the level of learning outcomes (Pereira, Flores, & Niklasson, 2016) [25]. The NEP 2020 empowers teachers to choose the best pedagogy for their pupils and encourages them to ensure socio-emotional learning, which is an essential component of holistic development. Innovative teaching strategies used by educators to enhance student learning outcomes will be acknowledged, documented, and widely disseminated as best practises (Nair, Guldiken, Fainshmidt, & Pezeshkan, 2015) [30], (Dodgson, 1991) [13]. To support the transformation of institutions into thriving,

compassionate, and all-inclusive communities for administrators, parents, and students necessary changes are required to do. The management of the institutions/college has been instructed to make sure that all teachers and students have access to a sufficient and secure infrastructure, basic amenities, and resources for sports and recreation. Intensified focus on vocational courses form 26.3% to 50% by 2035 (Agrawal, 2013) [1], (Saroha & Anand, 2020) [29]. Multiple exit entry points are provided for bachelor's degree programmes to meet emergencies and flexibility in learning. Introduction of research based activities in UG and PG level to expedite the research.

Table 5: Attaining sustainability through outcome based learning

Areas	Status before NEP 2020	Proposed Mechanism after NEP 2020	Sustainable Approach
Nature of learning	Theoretical knowledge based learning	Concept based learning with practical knowledge, skill enhancement, outcome based, holistic approach	Outcome based learning will prepare them for earning a better position and livelihood in future, by the use of either education or their skills.
Subjects and curriculum	Common for all	Curriculum can be customized as per the future perspective of the student	
Industry exposure	Industry visit only for namesake. There is gap between academic knowledge and industry needs.	Internship will be compulsory to complete the course and to fill the gap between industry and academia	Practical experiences not only boost up the knowledge and confidence to the students rather it will produce more logical thinking, rational and responsible students and citizens.
Students assessment	Choice based assessment, semester or yearly exams	Competency based evaluation with a focus on continuous evaluation	
Focused outcome	To get jobs	To provide jobs as entrepreneur	Students with intellectual thinking can excel in country or in abroad. Integration of professional and vocational courses will them job maker not the job seeker. It will also help in employment generation.
Integration of education	Lack of integration of professional and vocational education	Integrated professional and vocational education	

Note: Prepared by the authors

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2.6 Research Expedition: According to NEP 2020, all the higher education institutes will emphasize on research and innovation by establishing Technology and development centres, centres in frontier areas of research, Start-up incubation centres, Centres for Industry-Academic Linkage, and Interdisciplinary Research Centres, including humanities and social science research (Marisha & Singh, 2017) ^[19], (Kenan & Simon, 2018). To safeguard students' physical, mental, and emotional wellbeing, all the higher education institutes will feature expert academic and career counselling centres with counsellors on hand for all students (Saroja & Anand, 2020) ^[29].

Table 6: Attaining sustainability by research expedition

Areas	Status before NEP 2020	Proposed Mechanism after NEP 2020	Sustainable Approach
Research funding	Multiple authorities provide more scope of corruption and disparity in funding	Single authority to provide funding to eligible candidate and no scope of corruption	Research quality can be enhanced along with practical implications for sustainable future of living beings, better ways to doing, lesser use of natural capital among many other things.
Research Focus	Single discipline	Multidisciplinary	
Funding for seed research	No such provision	Seed fund will be provided for private and government universities both	
Retired professor use for guiding Ph.D. scholars	No such provision	Appointments can be made for guiding Ph.D. scholars	

Note: Prepared by the authors

3. Conclusion

Benjamin Disraeli (Former Prime Minister of United Kingdom) had said, 'The key to success is to seize opportunities as they present themselves. The moment has arrived for Indian teachers to embrace this chance and take control of their own fate. To achieve this, dream big and put forth a lot of effort. Become a knowledgeable, passionate, and confident practitioner. Share your thoughts, experiment, and learn new things. Learn from the opinions, convictions, and life experiences of your fellow practitioners. Enjoy the trip by developing meaningful connections with the generations of students who will become lifelong learners as a result of their time in your classrooms.

Children must not only study, but more crucially, they need to learn how to learn, in this rapidly changing nature of the job market and the global environment. Therefore, education needs to shift away from teaching knowledge to teaching students how to think from different angle critically, be creative, solve issues and learn multidisciplinary, also learn how to innovate, adapt, and take new information in domains that are new and evolving. To make education more comprehensive, integrated, learner-centred, intuitive, research-oriented, analysis-based, resilient, and, of course, fun, pedagogy must change.

The National Education Policy-2020 visualised for an India-that become the central educational and knowledge platform that can directly supports our country's transformation into a just and thriving knowledge society by offering top-notch education to everyone for a sustainable society. It incorporates ideas and practises from India's rich heritage. Many intellectuals, including Charaka and Panini, Susruta, Aryabhata, Patanjali, Bhaskaracharya and Chanakya, among others, influenced the country's educational system. The nation should make significant offering to world's knowledge in a variety of fields, including astronomy, chemistry, biology, mathematics, metallurgy, architecture, and navigation, defence equipment, medical science and surgery, yoga, fine arts, and chess, through the work of illustrious individuals. With such a history, foundation, and support, the Indian educational system as a whole should be

established and constructed. This education policy will give explosive pace to the technological development and create tech-savvy educators, businessman and entrepreneurs as well as student entrepreneurs. It is true that technology will make positive impact on education in various ways and some of which can be seen at the present time such as technologies involving Artificial Intelligence, Machine learning, block chain, smart boards, handheld computer devices, adaptive computer testing for student development. Few more techniques of educational software and hardware will help students in classroom learning and motivate them to do extensive research on both the technological and educational fronts. The policy's goal is to offer a multidisciplinary and sustainable approach by doing reformation in education section and by developing the human capital of the nation in long term.

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