

# Review of: "Diversity and Inclusion for Innovation-Led Growth"

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The article attempts to explain what is required for innovation-led growth in India to become a developed economy or become one of the biggest economies in the world. The authors did not explain in detail differences between investment driven growth and innovation driven growth. It is important to understand that innovation capabilities need significant amounts of investment.

Diversity could support innovation, however, efforts are required to harness diversity and utilise its potential. Authors could have integrated empirical literature around diversity and decision-making, innovation and creativity to illustrate the point. Although, India is highly diverse, it is a highly divided society with caste-based divisions which stifles productivity and growth. Also, Indian economy is highly informal and unorganized (more than 90% of the economy) where there aren't any protections or social benefits for employees and most of the labour laws are non-existent. There is limited evidence of how diversity is managed or utilised in such workplaces.

The authors have explained the role of higher education in innovation driven growth and how Indian higher education is investing in capacity building. I believe this is a place where authors could observe trends in other developing economies and comment whether the projected growth is feasible and sustainable. There is significant literature which suggests that most Indian graduates are not employable and there is significant movement of talented students towards the western developed economies. How does the NEP address that challenge? This are certain things that need analysis and reflection which will make the article a thought piece.