

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

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Potential competing interests: No potential competing interests to declare.

Diversity and Inclusion for Innovation-Led Growth

General comment: I will commend the authors for a nice job and the manner of presentation of ideas in this paper. I must however state that this paper lacks references as many sentences in the paper need to be supported with reference to show that this is an academic paper.

Envisioning India in Amrit Kaal

If India is shifting from an investment driven economy to innovative economy, then the authors need to briefly explain to international readers how the Indian economy was like years back before Amrit Kaal. Please give a brief explanation.

Please support your assertion with references from a reputable data organization in India or any other source. This is an academic paper and should be based on verifiable facts from reliable sources.

Currently, India stands as the world's fifth-largest economy with a Gross Domestic Product (GDP) of \$3.5 trillion. If its real GDP grows at a rate of 7% per year, it is projected to reach \$38 trillion in 2047. This assumption is reasonable because a 7% growth in real GDP is nearly equivalent to a 10% growth in nominal GDP measured in US dollars.

Diversity and Inclusion are Essential in the Current Climate

Please replace the word “*climate*” in this sub heading with a more suitable word like “*economic dispensation*” or “*economic environment*”

Some questions that the authors need to answer in sub heading of the paper to provide further clarification to international audience are:

What are those laws that recognize the importance of diversity and inclusion in India? International readers will want to know

Focusing on Higher Education to Foster an Innovation-Driven Economy

This sub section presents a good analysis on what the future should look like in India. The authors however failed to provide useful suggestion that policy makers can consider in their plan for a sustainable future in India. From the paper, I am not seeing what should be done and I would like the authors to address the following questions in this sub-sections:

1. How can enrollment rate in higher education increase in India? Please cite previous studies if any?
2. How can females be better represented in the field of mathematic, physics. Engineering and technology in India higher education? Please cite previous studies is any
3. How can female be better represented in academic position in the university in India? Please cite previous studies if any
4. How can the number of foreign students increase in education enrolment in India? Please cite previous studies if any

Support this assertion with a reference because it is an academic paper:

In the academic year 2021-22, the total student enrollment in primary to higher secondary school education reached 255.7 million, compared to 253.8 million enrollments in the previous year. Furthermore, there has been an overall improvement in GER at all levels of school education, including primary, upper primary, and higher secondary, from 2020-21 to 2021-22.

Utilizing Technology as an Enabler

I find this sub-section very interesting but there is need for more references to substantiate various claims made in the paper

Recommendation: I will recommend that the editor accept the paper for publication after correction