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# Human Resource Development in India

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# Human resource

-Human resource refers to people who have the manpower which can be utilised in the production sector.

**-Manpower is an important factor in making goods and services.**

-Therefore, human resource is necessary for the progress of any country.

# What is Human resource development

-Human resource development is the development of man's physical and mental abilities through education, health care, and training.

# What are different levels of human resource development.

- Individuals take efforts to develop their own skills.
- Family creates an environment for the development of the potential of individuals.
- Various institutions and agencies provide facilities for education and training.
- Nation provides the necessary facilities for its people to develop their skills.

# Features of human resource

Human resource has quantitative as well as qualitative features.

## Quantitative features

-Size of population

-Population density

-Growth of population:- Birth rate,Death rate.

-Population structure:- Age structure,  
Sex ratio,  
Labour force participation rate,  
Dependency ratio.

# Qualitative features

-Education- Literacy rate

-Health care- Life expectancy

# Human Resource

## Quantitative features

Size of population

Population density

Growth of population

- Birth rate
- Death rate

Population structure

- Age structure
- Sex ratio
- Labour force participation rate
- Dependency ratio

## Qualitative features

Education

- Literacy rate

Health care

- Life expectancy

# Size of population

-Size of population refers to the total number of people residing in a country at a particular time.

## DEMOGRAPHY.

-The branch of social science that analyses the population, the changes in its size, its structural aspects, etc is known as DEMOGRAPHY.

-Every country collects information on the number of people in the country, their age, sex, socio - economic status, etc. and analyses these at specific intervals of time.

-This activity is known as population census.



- In India, census activities are spearheaded by the Office of the Population Registrar General and Census Commissioner.**
- In India, population census is conducted once in ten years.**
- The last census was conducted in 2011.**
- Information related to the population were collected as on 1 March 2011.**
- According to this census there are 121.02 crore people in India.**
- Out of this, 58.65 crore are females and 62.37 crore are males.**

# Why are population studies conducted?

- Population studies help the government to quantitatively assess the different needs of the people and to plan activities and programmes accordingly.
- Informs the availability of human resource in a country.
- Depicts the extent of basic facilities required by the people.
- Quantifies the goods and services required.
- Determines the socio - economic development policies.

# Some valuable information about Indian population

- According to the United Nations Organisation Report 2014, the world population is 724.4crores.
- One in six person of the world population is an Indian.
- 17.5 percentage of the world population is in India.
- China ranks first in position with 19.4 percent and India ranks second.
- In terms of land area, India ranks seventh with only 2.4 percent.
- India and China can play a major role in making human resource available.

# Density of population

-Density of population refers to the number of people per square kilo meter area.

-This differs in various states in India.



# July 11

## World Population Day

UNDP has declared 11 July as the World Population Day since 1989 and is observed. This day was selected because the world population reached 500 crore on July 11, 1987.

# Population growth rate in India

- Population growth refers to the increase in the number of people in an area within a specific period of time.
- It is indicated in terms of percentage and states the increase in a year as compared to the previous year.

<b>Year</b>	<b>Population (in crores)</b>	<b>Decadal growth rate (in percentage)</b>
1951	36.11	13.31 (1941 - 51)
1961	43.90	21.64 (1951 - 61)
1971	54.82	24.80 (1961 - 71)
1981	68.33	24.66 (1971 - 81)
1991	84.64	23.87 (1981 - 91)
2001	102.87	21.54 (1991 - 2001)
2011	121.02	17.64 (2001 - 11)

*Source : Census of India 2011 (Provisional)*

- Which decade has marked the maximum population growth?
- From which year onwards is there a decrease in the population growth rate?
- How much decrease did the population growth rate record in the decade 2001-2011?

**What are the factors that affect the population of a country.**

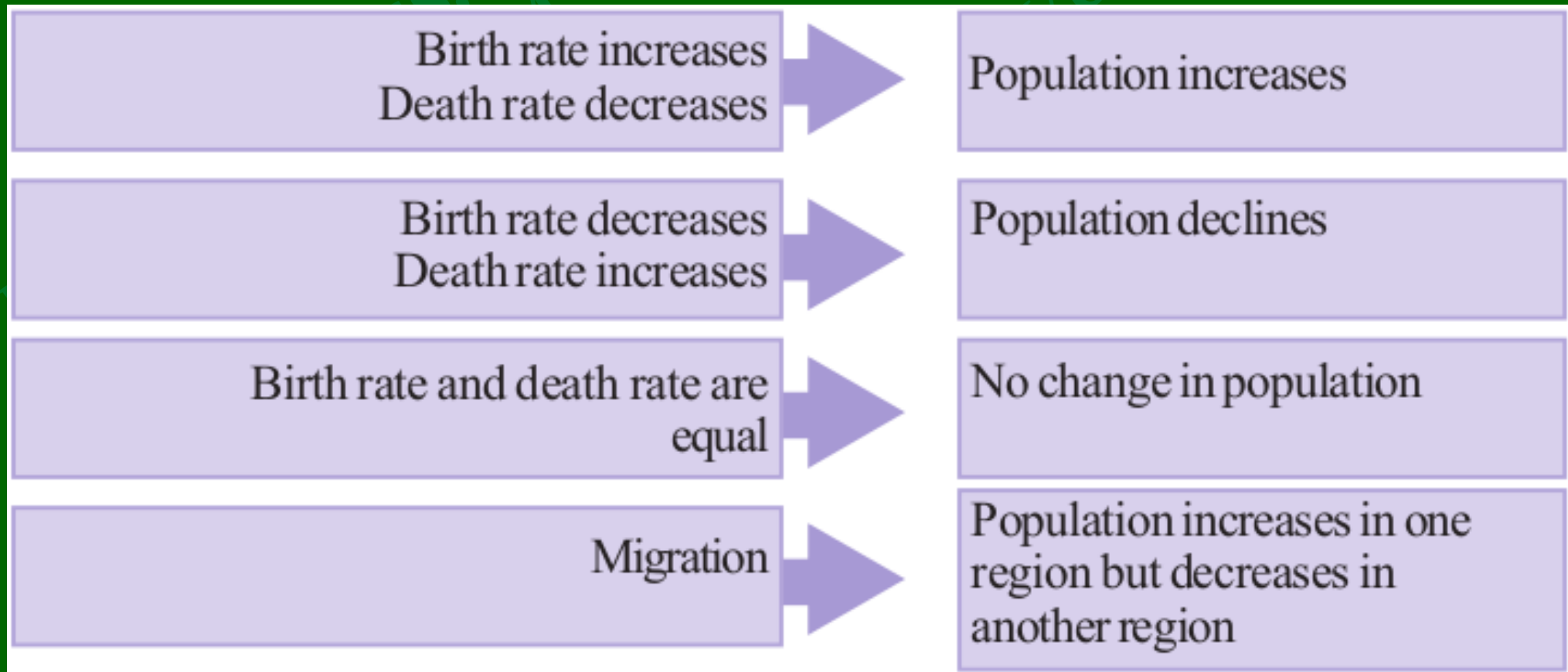
**-Birth rate,**

**-Death rate, and**

**-Migration.**



# What changes are made in the population of a country by birth rate, death rate, and migration?



# Birth rate

**Birth rate is the number of live births per 1000.**

# Death rate

**Death rate is the number of deaths per 1000.**

# Migration

Migration is the settlement of people of a region in another region.

# Population Structure

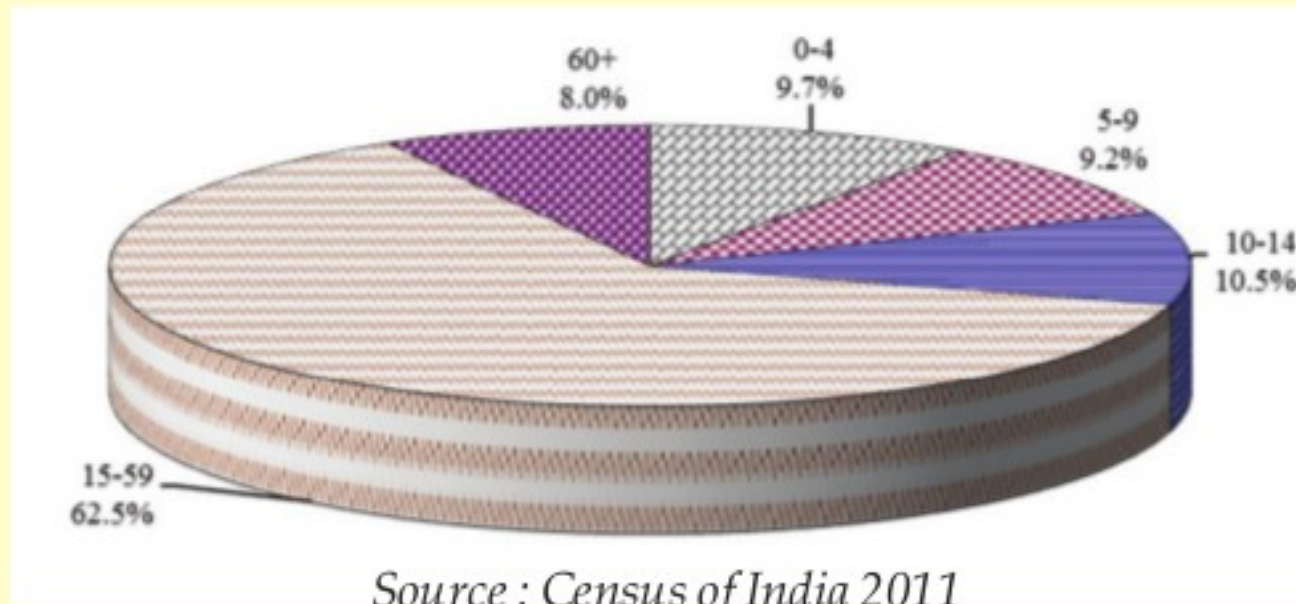
-Age structure is the classification of population into different age groups and presenting the ratio of each group in the population.

-classification is done in age groups like 0- 14 years, 15-59 years, and 60 and above years.

Given below is the age structure based on Census of India 2011.



## Population : Age Structure Distribution



- What percentage of the total population belongs to the age group of 0-14 years? 29.4%
- What percentage of the total population belongs to the age group of 60 years and above? 8.0%
- What percentage of the total population belongs to the age group of 15-59 years? 62.5%

# Labour force participation rate and Dependency ratio

-Labour force participation rate is the ratio of the population in the age group 15 - 59, who are either employed or actively looking for jobs.

-This age group has the capability to contribute to the progress of the nation.

-The age groups 0-14 years and 60 years and above are included in the dependent group.

**-Their proportion in total population is known as dependency ratio.**

**-This group depends on the working force of the country.**

**-An increase in the dependency ratio decreases the per capita income.**

**-Many people in the age group 15 - 59 years do not have a job.**

**-This points to the necessity of utilising the human resource aptly.**

# Sex ratio

**-Sex ratio is the number of females per 1000 males.**

**-The sex ratio plays an important role in determining the human resource of a country.**

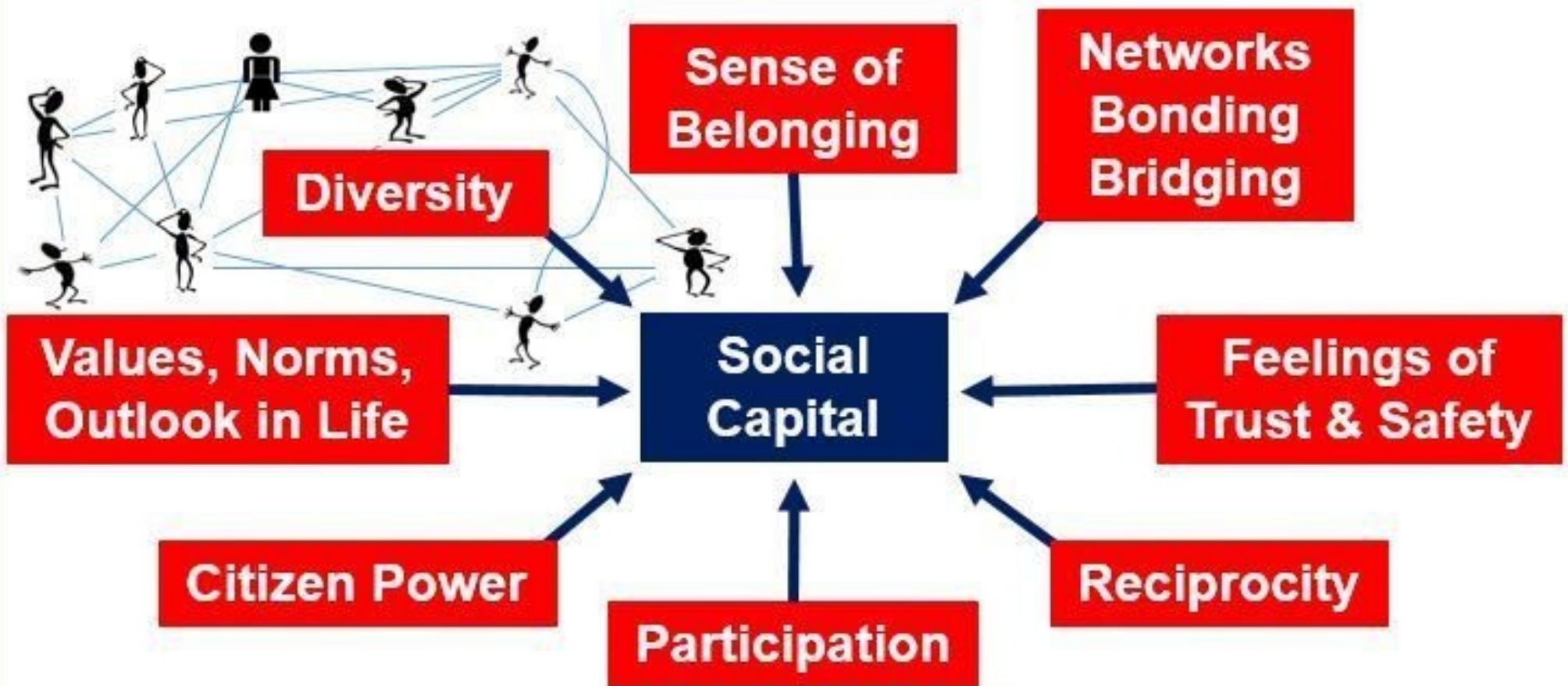
**-According to census 2011, the sex ratio in India is 940.**



# Qualitative features of human resource (What are the qualitative factors that improve the labour potential?)

- Education-**Literacy rate**
- Healthcare-**Life expectancy**
- Training
- Social capital

# Social Capital

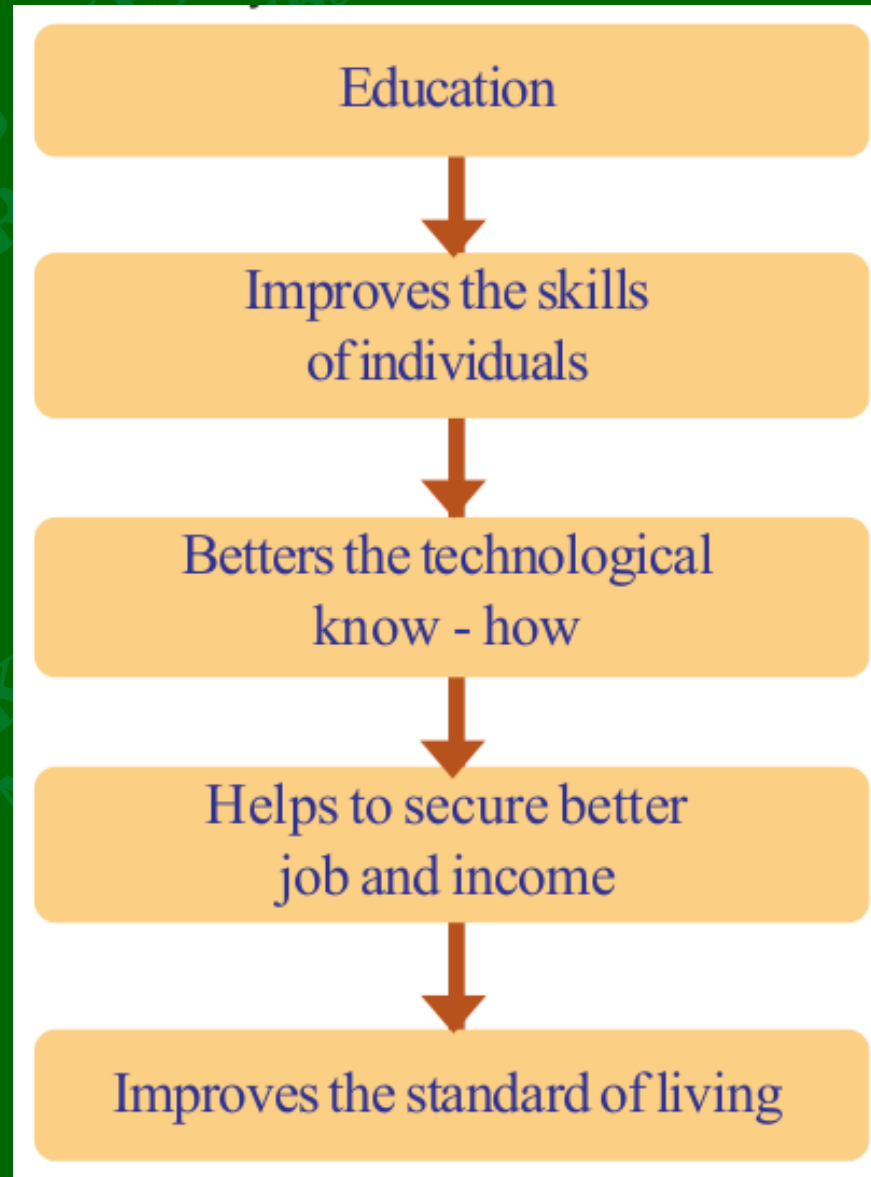




# Advantages in developing human resource.

- Productivity of the workers increases.
- Economic inequality is reduced.
- Natural resource is utilized effectively.
- Makes possible the development and use of advanced technology.
- Social welfare is ensured.
- Entrepreneurship improves.

# How education helps in the development of a country.



**-Experts argue that at least 6% of the national income must be spent for providing facilities in the education sector.**

**-During the year 2017 – 18 Government of India spent only 3.7% of the Gross Domestic Product (GDP) on education.**

**-Hence the literacy rate could not be improved along the expected lines.**

# Literacy rate

-Literacy rate refers to the percentage of population that can read and write with comprehension.

India : Literacy rate	
Female	65.46
Male	82.14
Total	74.04

*Source : Census of India 2011*

# Ministry of Human Resource Development

In India, a department operates for human resource development. The Government of India started this department in the year 1985. The main responsibility of this department is to plan and implement the activities necessary for human resource development.



# Which are the projects implemented in India to develop education and skills.

Projects	Goals
Integrated Child Development Scheme (ICDS)	<ul style="list-style-type: none"><li>• To ensure integrated development of children upto 6 years</li><li>• To provide healthcare for pregnant and lactating women</li><li>•</li></ul>
Samagra Shiksha Abhiyan (SSA)	<ul style="list-style-type: none"><li>• To ensure universal education to all up to higher secondary level</li><li>• To ensure quality and equity</li><li>• To promote the vocational education strenthen</li></ul>

Samagra Shiksha was formed by integrating Sarva Shiksha Abhiyan (SSA) and Rashtriya Madhyamik Shiksha Abhiyan (RMSA)

- To the teacher training institutes like SCERT/DIET
- 
- 

Rashtriya Uchthal Shiksha Abhiyan (RUSA)

- To increase the access to higher education
- To improve the quality of higher education
- 

National Skill Development and Monetary Reward Scheme

- To improve the working skills of the youth
- To ensure the availability of people with employable skills
-

**Which are institutions at various levels to provide education in a country.**

- Schools,**
- colleges,**
- Universities,**
- Technical education institutions.**



# National Skill Development Corporation (NSDC)

In order to compensate the shortage of skilled people, the NSDC has been giving skill training in various fields such as construction, tourism, banking, and engineering.

# Right to Education Act (RTE Act)

-India has made education a fundamental right and has passed the Right to Education Act (RTE Act) in 2009.

-The constitution ensures the goal of "elementary education for all" through RTE.

**What are the problems still exist in the education sector of India which need to be solved.**

- Certain sections drop out from schools without completing primary education.**
- There is a lack of availability of basic facilities in the education sector.**
- Quality of education has to be improved.**

# What is health?

-According to the World Health Organisation (WHO), health is a state of physical, mental and social wellbeing.

-Along with physical conditions, importance is given to mental and social conditions as well.

-It is the government's responsibility to ensure healthcare for all.

-Only then can each individual work for the economic development of a country.

# **Explain how healthy persons can participate in the progress of a country.**

- **Production increases with the increase in efficiency and the number of working days.**
- **Natural resources can be utilised properly.**
- **Medical expense can be reduced, thereby reducing the government's expenditure.**
- **Economic development is possible through increase in production.**



# What are the facilities to be ensured for healthcare.

- Availability of nutritious food
- Availability of clean water
- Preventive measures
- Cleanliness
- Medical facilities
- Ensuring of leisure and entertainment
- Healthy environment

# Government institutions that work at different levels in the medical sector.

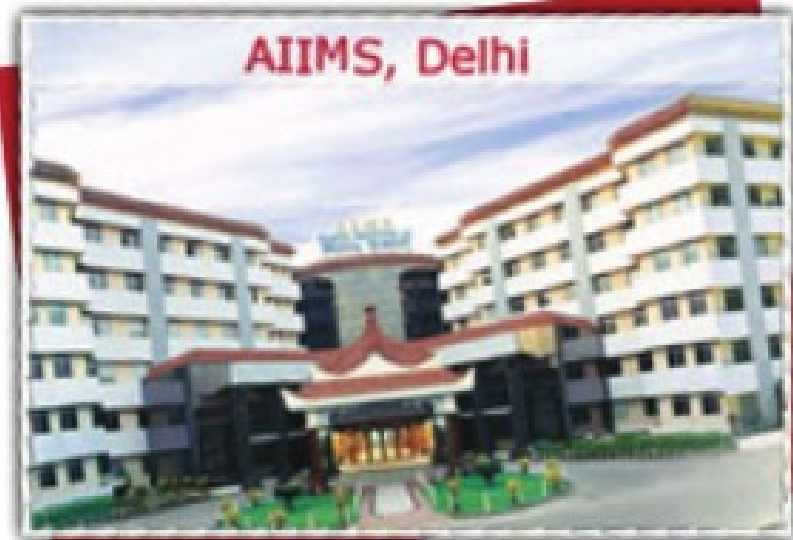
- Medical Colleges
- District Hospitals
- Community Health Centres
- Primary Health Centres
- Health Sub Centres

# Other institutions that work in the medical sector.

- There are various hospitals in the cooperative and private sectors.
- Multi specialty hospitals operate to make available modern treatment facilities.
- There are several institutions which provide different systems of medicine like ayurveda, yoga, naturopathy, unani, sidha and homeopathy.

# All India Institute of Medical Sciences

AIIMS has been established to make available the services of the best doctors and modern medical facilities. Now there are 9 such institutions working in different parts of the country.



## **National Rural Health Mission (NRHM)**

- Function to make available quality health services to all in the rural sector.**
- Multi specialty hospitals operate to make available modern treatment facilities.**

## **National Urban Health Mission (NUHM)**

- It provides improved health services to the residents of urban slums and other marginalised people in towns with a population of more than 50,000.**

# Life expectancy

-Life expectancy is the expected average years of life of a person lives.

## India : Life expectancy

Female

67.7

Male

64.6

Total

66.1

*Source : Census of India 2011*

**ALL THE BEST**

**BIJU K K**

**HST SOCIAL SCIENCE**

**GHSS TUVVUR , MALAPPURAM**

**9895695437,8075512478**