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Human Resource Development in India



**Who all can be seen and what jobs are they engaged in?
Which are the goods and services made available as a result of
these efforts?**

Human resource

Many goods and services are necessary for improving human life and for the progress of a country.

To facilitate this the manpower of many has to be utilised.

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

Human resource development

Increase in production and progress of a country can be accelerated only if the human resource is developed to the maximum.

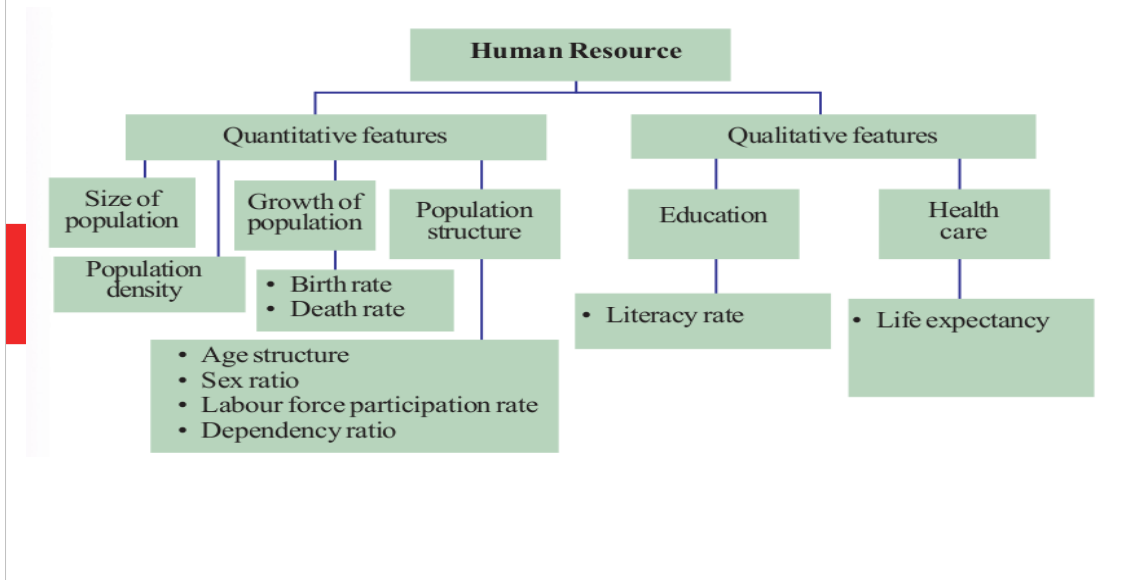
Human resource development is the development of man's physical and mental abilities through education, health care, and training.

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.



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.



Population Census

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.

Census



Why are population studies conducted?

Population studies help the government to quantitatively assess the different needs of the people

To plan activities and programmes

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.

Indian Population

According to the United Nations Organisation Report 2014, the world population is 724.4 crores.

One in six person of the world population is an Indian.

17.5 % of the world population is in India.

China ranks first in position with 19.4% and India ranks second.

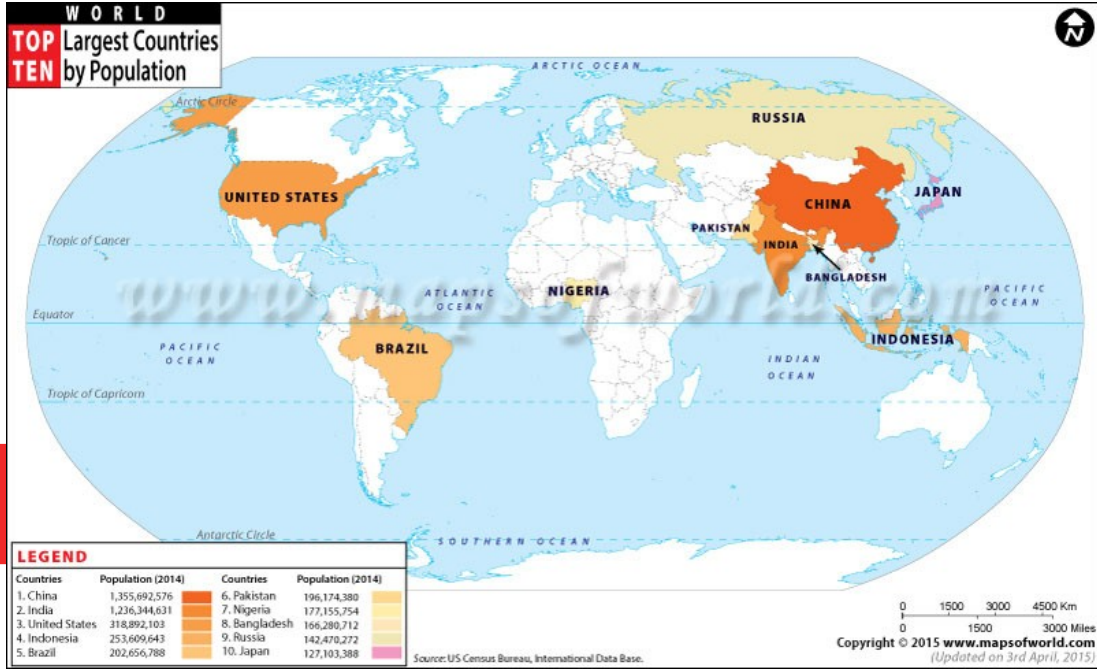
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India and China can play a major role in making human resource available.

It has been proved by the experience of countries like the USA, Japan, and China that a nation can attain high economic development through better human resource development.



Density of population

Density of population refers to the number of people per square kilometer area. This differs in various states in India.



Ranking of States by density: 2001 and 2011

Rank in 2011	States	Density (per sq.km)		Rank in 2001
		2011	2001	
1	2	3	4	5
	INDIA	382	325	
1	Bihar	1,102	881	2
2	West Bengal	1,029	903	1
3	Kerala	859	819	3
4	Uttar Pradesh	828	690	4
5	Haryana	573	478	7
6	Tamil Nadu	555	480	6
7	Punjab	550	484	5
8	Jharkhand	414	338	10
9	Assam	397	340	9
10	Goa	394	364	8
11	Maharashtra	365	315	11
12	Tripura	350	305	12
13	Karnataka	319	276	14
14	Andhra Pradesh	308	277	13
15	Gujarat	308	258	15
16	Orissa	269	236	16
17	Madhya Pradesh	236	196	17
18	Rajasthan	201	165	18
19	Uttarakhand	189	159	19
20	Chhattisgarh	189	154	20
21	Meghalaya	132	103	23
22	Jammu & Kashmir	124	100	25
23	Himachal Pradesh	123	109	22
24	Manipur	122	103	24
25	Nagaland	119	120	21
26	Sikkim	86	76	26
27	Mizoram	52	42	27
28	Arunachal Pradesh	17	13	28



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.



Year	Population (in crores)	Decadal growth rate (in percentage)
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)

**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?**

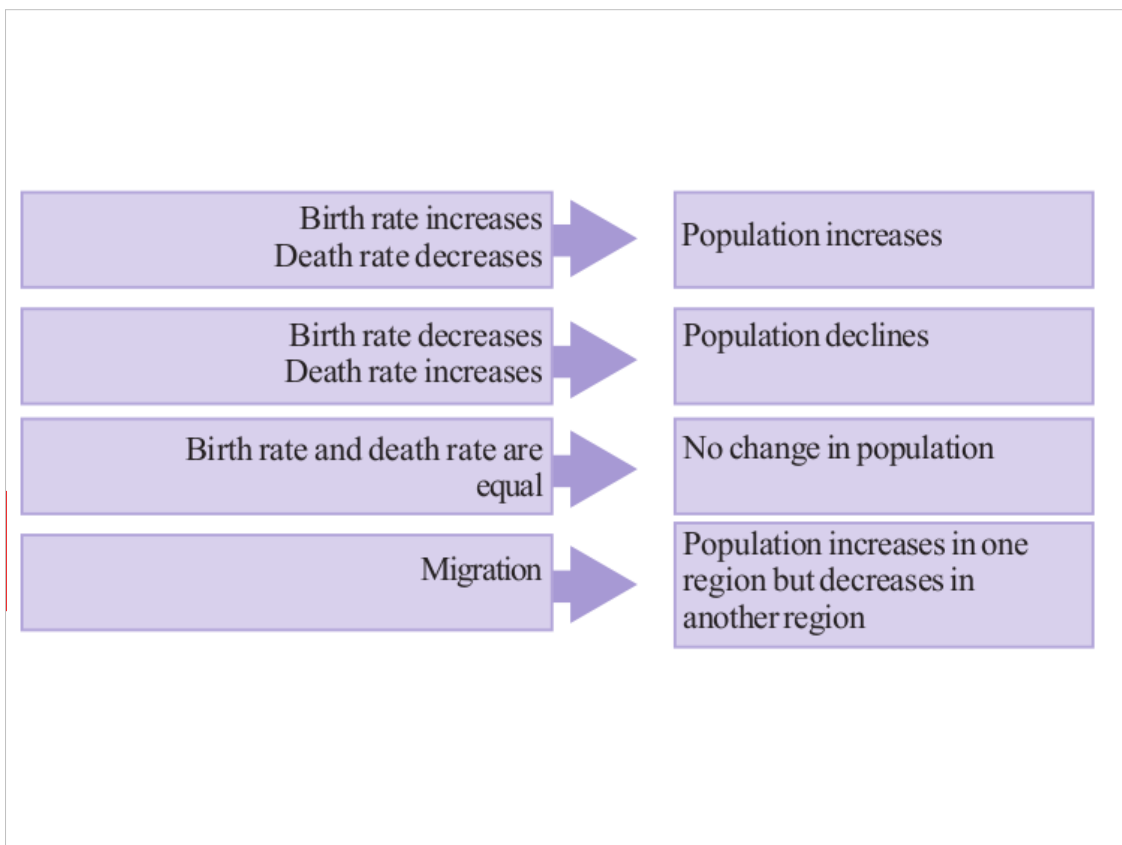
Factors that affect the population of a country

The birth rate

Death rate

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



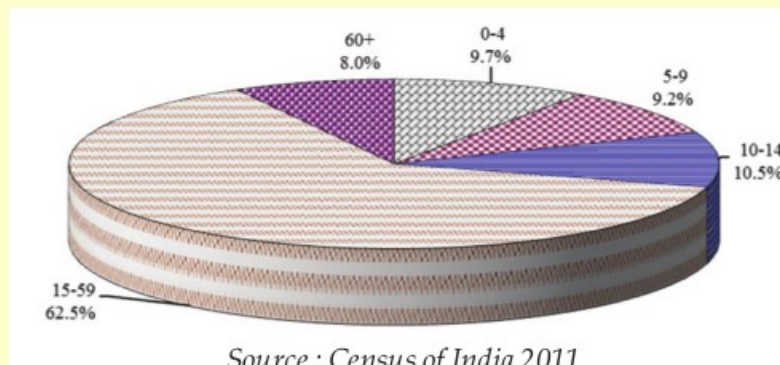
Population Structure

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

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



Population : Age Structure Distribution



Source : Census of India 2011

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

Labour Force Participation

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



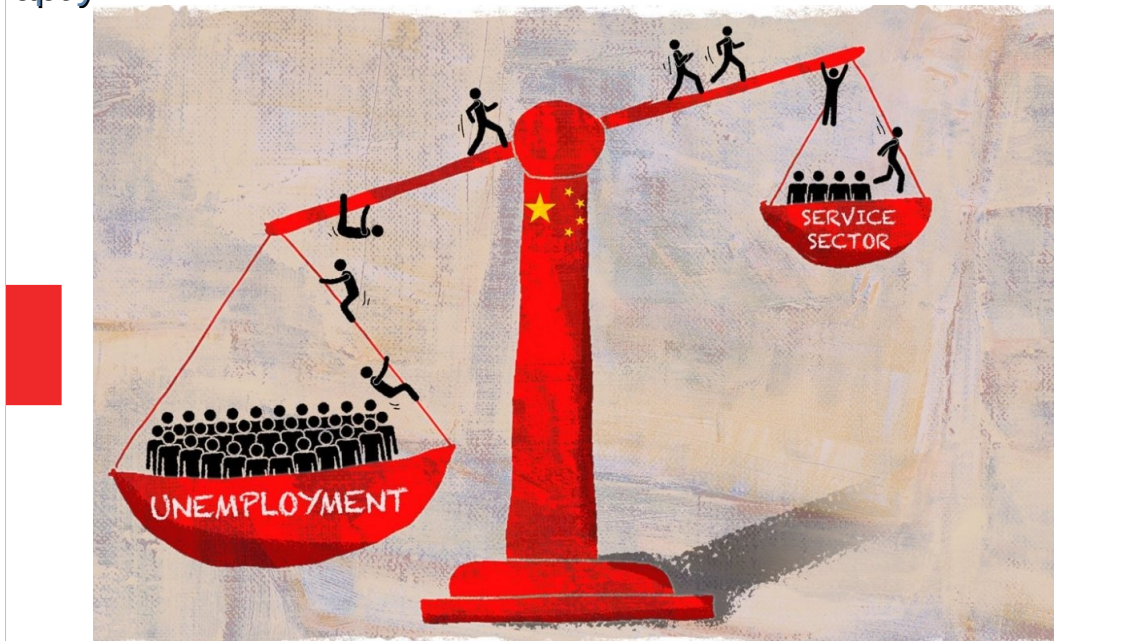
Dependent Group

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.



Unemployment

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.



The 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 factors that improve the labour potential

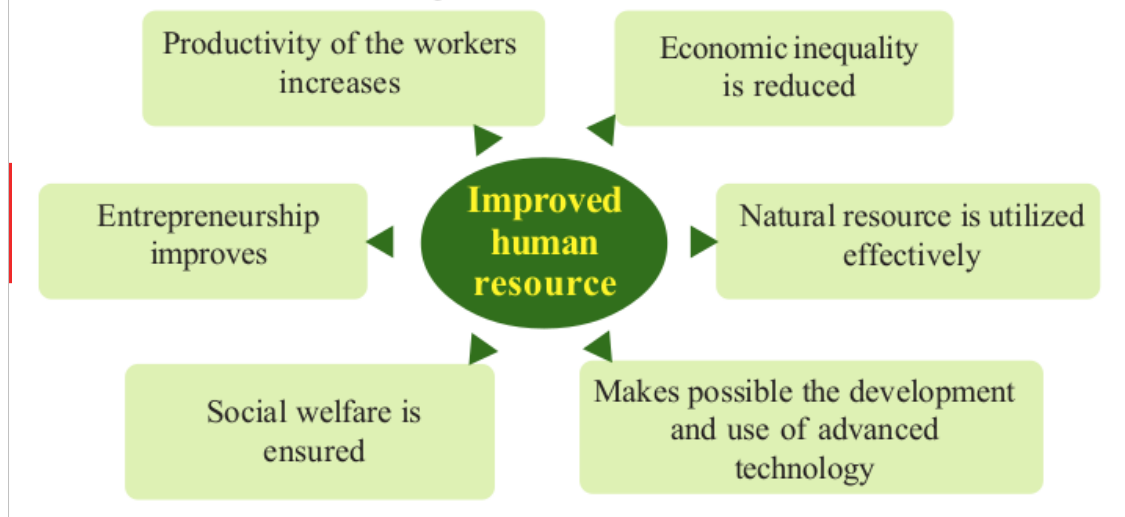
- Education • Healthcare • Training • Social capital



Advantages in developing human resource

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

Advantages in Developing Human Resource

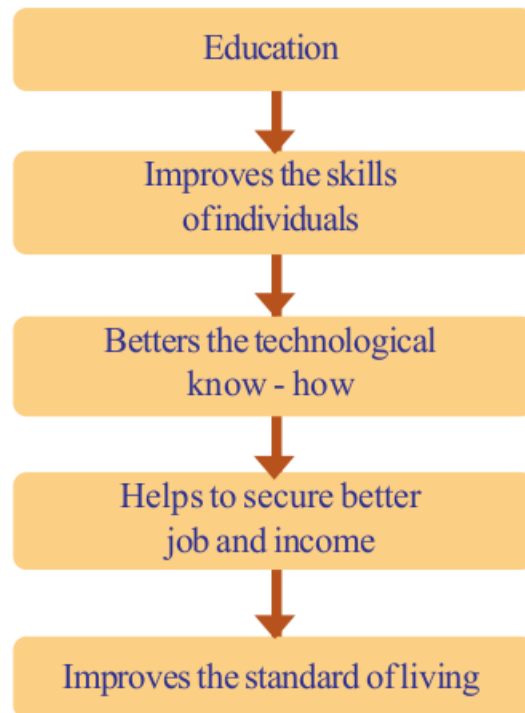


Education and Human Resource Development

A mere increase in the population will not lead to the development of a country; it requires people with potential and skills. Education has a major role in moulding skilled people.



How education helps in the development of a country



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

The reason for the Decline in Literacy Rate


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





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.

ICDS



Integrated Child Development Scheme (ICDS)

- To ensure integrated development of children upto 6 years
- To provide healthcare for pregnant and lactating women

Samagra Shiksha Abhiyan (SSA)

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

- **To ensure universal education to all up to higher secondary level**
- **To ensure quality and equity**
- **To promote the vocational education strengthen**
- **Strengthening and up-gradation of SCERTs/State Institutes of Education and DIET as a nodal agencies for teacher training.**



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



N · S · D · C

**National
Skill Development
Corporation**



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.

Various institutions to provide education

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

Schools

colleges

universities

technical education institutions

Right to Education Act (RTE Act) in 2009

Our country 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.



Problems that still exist in education sector

- **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?

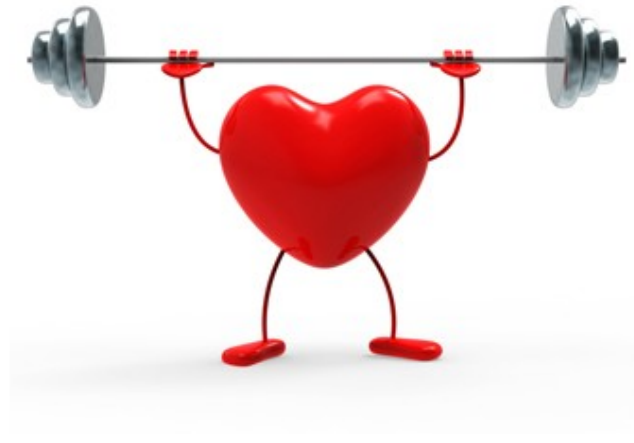
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Human resource development and healthcare

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

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.




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



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**
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Institutions that work at different levels in the medical sector

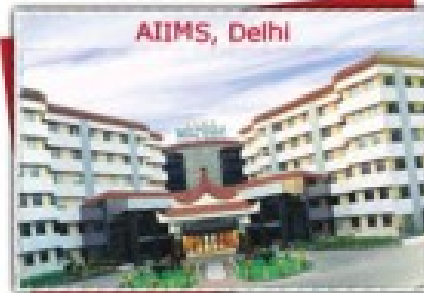


There are various hospitals in the cooperative and private sectors. Many multispecialty hospitals operate to make available modern treatment facilities. There are several institutions which provide different systems of medicine like ayurveda, yoga, naturopathy, unani, sidha and Homeopathy. National Rural Health Mission (NRHM) and National Urban Health Mission (NUHM) function to make available quality health services to all

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.



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functions to make available quality
health services to all. The NRHM operates
in the rural sector.



National Urban Health Mission (NUHM)

The National Urban Health Mission 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. As a result of these programmes and activities, the life expectancy in India has been improved.

India : Life expectancy	
Female	67.7
Male	64.6
Total	66.1

Economic Development and Human Resource Development

Various resources are to be used properly for the economic development of a country.

Human resource is as important as natural resources. When the natural resources are combined with human efforts there is an increase in production leading to economic development.

Therefore, planned efforts are required in the education and health sectors to develop human resource.

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