

Human Resource Development in India SS2-3

What is 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

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 Organization 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 kilometer area.
- This differs in various states in India.

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.
- Birth rate increases death rate decreases - Population increases
- Birth rate decreases death rate increases -Population declines
- Birth rate and death rate are equal - No change in population
- Migration - Population increases in one region but decreases in another region

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

- 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.

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

How education helps in the development of a country.

- Education
- Improves the skills of individuals
- Bettens the technological know-how
- Helps to secure better job and income
- Improves the standard of living.

Argument about education and national income

- 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's literacy rate according to Census of 2011

Total-74.04

Female - 65.46

Male – 82.14

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

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

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.

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

Integrated Child children upto 6 years Development Scheme (ICDS)	To ensure integrated development of children upto 6 years -To provide healthcare for pregnant and lactating women
Samagra Shiksha Abhiyan (SSA) (It was formed by integrating institutes like Sarva Shiksha Abihyan (SSA) and Rashtriya Madhyamik Shiksh)	<ul style="list-style-type: none"> • To ensure universal education to all up to higher secondary level • To ensure quality and equity • To promote the vocational education strenthen • To the teacher training institutes like SCERT/DIET
Rashtriya Uchthal Shiksha Abhiyan(RUSA)	<ul style="list-style-type: none"> • To increase the access to higher education • To improve the quality of higher education
National Skill Development and Monetary Reward Scheme	<ul style="list-style-type: none"> • To improve the working skills of the youth • To ensure the availability of people with employable skills

What is health?

- According to the World Health Organization (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 health care 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 utilized 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 health care.

- 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.

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.

Life expectancy of India According to census of 2011

Female – 67.7

Male – 64.6

Total -66.1

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.

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