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Q6

The crucial aspect of development process has been the inadequate attention paid to Human Resource Development in India. Suggest measures that can address this adequacy.

UPSC Civil Services Mains 2023 · GS II · 10 marks · Health, Education and Human Resources

Issues relating to development and management of Social Sector / Services relating to Health, Education, Human Resources.

Core demand of the question

- The development process has paid inadequate attention to Human Resource Development in India
- Suggest measures that can address this inadequacy

Revision summary

India under-invested in learning, skill quality, and health relative to physical capital.

NEP 2020 sets a 6 per cent of GDP education target and a foundational literacy mission.

PMKVY and **Skill India** must link to apprenticeship and wages, not only certificates.

The **National Health Mission** and child nutrition are part of the same human-capital stock.

A district scorecard of learning, placement, female work, and health staff can correct the inadequacy.

Introduction

Human resource development is education, skill, health, and the chance to work. India's growth has often spent more on physical capital than on these heads, which is why learning poverty, informal work, and uneven health outcomes still sit beside high GDP numbers.

Body**The inadequacy**

- Public spending on education has stayed below the **National Education Policy, 2020**, target of 6 per cent of GDP, and many State schools still lack teachers and grade-level learning.
- The Annual Status of Education Report has repeatedly shown that enrolment is not the same as literacy and numeracy.
- Skill programmes have certified large numbers, yet employers still report a gap between certificates and shop-floor ability.
- **Health is part of human capital:** the **National Health Mission** improved rural facilities, but specialist posts, nutrition, and mental health remain thin.
- Women's labour-force participation and early childhood care have not been treated as core infrastructure, so half the talent pool is under-used.

Measures

- Implement the **National Education Policy, 2020**, with Foundational Literacy and Numeracy, the National Curriculum Framework, and the multiple-exit higher-education structure, backed by actual 6 per cent of GDP, not only a target line.
- Tie the **Pradhan Mantri Kaushal Vikas Yojana** and the **Skill India Mission** to apprenticeship under the Apprentices Act, 1961, as amended, and to industry-led Sector Skill Councils, so assessment is by placement and wage, not by number of short certificates.
- Use Samagra Shiksha and the **Right of Children to Free and Compulsory Education Act, 2009**, to finish the unfinished elementary cycle, including neighbourhood schools and pupil-teacher norms.
- Expand the **National Health Mission** and related human-resource for health cadres, and treat school nutrition and the Integrated Child Development Services as human-capital programmes, not residual welfare.
- Raise female participation through childcare at worksites, safe transport, and skilling that matches local employers, because HRD that ignores women is incomplete.
- Align labour codes' skilling and portable social security with the e-Shram database so informal workers can re-enter training without losing identity.

Recommendations

- **Publish an annual human-resource scorecard:** learning outcomes, apprenticeship uptake, female LFPR, and district health-worker density, and attach **Finance Commission** incentives to improvement.
- Merge overlapping skill missions at district level under one employment exchange and one industry committee, so education, skill, and placement are one pipeline.

Flow diagram

Human resource development -> NEP 2020 schooling
 Human resource development -> Skill India PMKVY apprenticeship
 Human resource development -> National Health Mission
 NEP 2020 schooling -> Employable workforce
 Skill India PMKVY apprenticeship -> Employable workforce
 National Health Mission -> Employable workforce

Conclusion

Inadequate attention to human resource development shows up as weak learning, thin skills, and incomplete health cover. The measures that work are funded NEP 2020 schooling, apprenticeship-linked **Skill India** and PMKVY, and **National Health Mission** cadres, judged by outcomes rather than enrolment counts.

Facts & figures

National Education Policy, 2020

Union policy that targets 6 per cent of GDP for education and foundational literacy and numeracy.

Pradhan Mantri Kaushal Vikas Yojana

Flagship short-term skill certification scheme under the **Skill India** Mission.

Skill India Mission

Umbrella skill programme including PMKVY, National Apprenticeship Promotion, and Sector Skill Councils.

National Health Mission

Umbrella mission (NRHM and NUHM) for public health facilities, ASHA workers, and reproductive-child health.

Right of Children to Free and Compulsory Education Act, 2009

Statutory right to elementary education for children from 6 to 14 years.

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