

Lesson- 10

Problems of Human Resource Development and Role of Government



Learning outcomes :

Students will–

- ✦ get acquainted with the importance of human resource development.
- ✦ understand the problems related to human resource development.
- ✦ know the various measures taken by the government in education, health and employment sector.
- ✦ know the role of government in the development of human resource.

In the previous lesson you have learnt about human resource development and the indicators of human resource. Every citizen should be provided with opportunity to become a human resource. High standard human resource is a driving force of a developed country. But in a country like India with a vast population the opportunities provided for human resource development is not sufficient. As the national production is not strong enough compared to the growth of population. The national income of our country is low compared to other developed countries. Now every country in the world is concentrating on developing their own economic stability. Our country is also not lagging behind. Together with natural resources, proper skilled manpower or human resource is also needed to increase production. The Ministry of Human Resource Development of our country plays an important role in developing human resource. In spite of various government interventions, human resource is not becoming stable. There are several factors which stand as an obstacle. In this lesson, we will discuss about some obstacles of human resource development and the role of government in developing human resource.

Obstacles of Human Resource Development :

It has already been mentioned that several obstacles stand in the path of development of human resource in our country. Significant among them are high population growth, shortage of capital, illiteracy, poverty, superstitions, social evils, inequality etc. Because of these factors our country is unable to develop proper human resources.

Let us briefly discuss all these factors.

High Population growth :

You already know that high population growth of our country obstructs in the economic development. It

Let us know :

- ✦ According to census 2011, the total population of Assam is 3,11,69,272.

Source : *Statistical Handbook Assam 2011*, page 3.

is not easy for a country with limited income to provide proper facilities and education to a high population and develop human resources. Therefore high population growth is considered as one of the main obstacles of human resource development. Our country and our state both are plunged in high population growth. This high rise of population growth has to be checked in order to develop human resource in our country.

Shortage of capital :

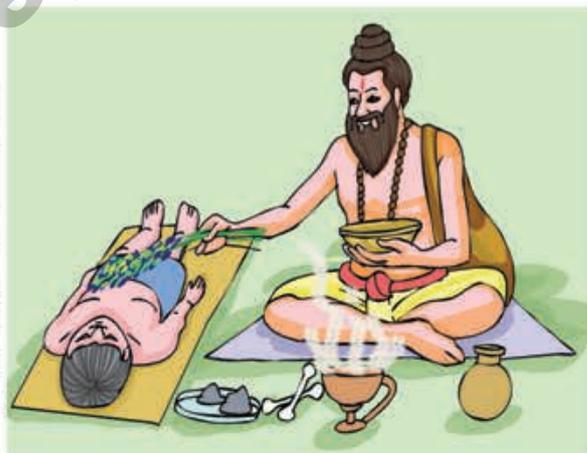
Shortage of capital is another obstacle to human resource development. The most essential factors of human resource are education, health and other civic amenities. Civic amenities such as, primary to university education, technical to vocational institutes , bridges , hospitals , drinking water projects, developed roads, drainage system etc. are essential for human resource development. But in rural areas such amenities are limited because of shortage of capital.

Poverty :

Poverty is another obstacle to human resource development. A large section of our population are unable to become physically and mentally fit and strong because of poverty. For physical and mental growth, nutritious food and proper education is essential, but poverty is making the masses enfeebled. As a result, they lose their self-respect and depend on luck and consequently they lose hope to live a standard life.

Illiteracy :

Illiteracy is a curse to human society and 26 percent of our population is illiterate. Illiteracy prevents the development of knowledge, proficiency, ability and technical skills and this stands as a barrier in developing human resource. Illiterate people can be easily exploited and therefore there is a growth of socio-economic inequality.



Superstition :

Superstition is another obstacle in the path to human resource development . Science and technology have changed the picture of the world but superstitious belief still prevails among a large section of both educated and uneducated masses of our country. These sections of population are against the scientific changes and they can not be developed as human resource .

Inequality :

Different types of inequality is another obstacle to human resource development. India is known to be the largest democracy in the world. But this democratic system and its principles have not been able to remove inequalities like- religious inequality, language inequality, ethnic

inequality, sex inequality and regional inequality. Such inequalities are creating a situation which stops the progress of society.

Let us know :

- ✦ Witch killing becomes to be a regular phenomenon in our state. This is because of superstitious belief.

Write short answer :

- ✦ How does high population growth obstruct the growth of human resource?
- ✦ What is necessary for physical and mental development ?
- ✦ What is the percentage of literates in India ?

Activity :

- ✦ In regard to human resource development there are some other problems besides those discussed above. Divide your class into groups and make a list of some other problems. (you may take help from your teacher).

Role of Government in Human Resource Development :

You have learnt about the problems of human resource development. Now let us learn about the role of the government of a country in the development of human resource.

The role of the government in the growth and development of its human resource is boundless. The project and schemes adopted and implemented by the government determines the rate of growth and development of human resource. Let us now briefly discuss on the various programmes and areas which speeds up human resource development.



Indian Institute of Technology, Guwahati
ing to create a strong educational framework by establishing new schools, colleges, universities, technical institutes . The Right to Education was introduced in 2009. For the successful implementation of this right a far reaching change is expected and two schemes - Sarva Siksha Abhijan and Rastriya Madhyamik Siksha Abhijan have been introduced so that quality human resource can be developed. For higher education also the government has taken up firm measures. If these pogrammes become successful then there will be a stable

Education Sector :

Right to education is our fundamental right. Development of human resource is impossible without the development of education. It is the duty of the government to provide a proper educational infrastructure. In order to fulfil this duty the government is trying



National Institute of Technology, Silchar

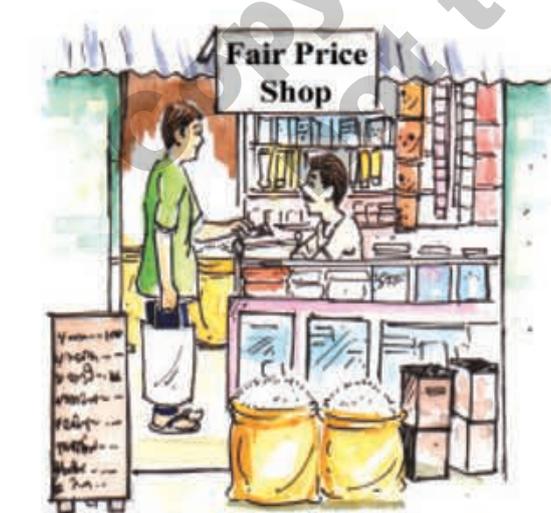
growth of human resource and India will be able to compete with other strong and developed countries. By establishing schools, colleges, medical colleges, universities, central universities, different technical institutes and research institutes, government is trying to provide various facilities to student of all stages. In Assam there is one Indian Institutes of Technology (IIT), one National Institutes of Technology (NIT), two Central Universities, three State Universities, one State Open University, five Medical Colleges, two Engineering Colleges, one Agricultural University, Teacher Training Colleges, Fishery Colleges and many other technical and general educational institutes. But this is not sufficient to meet the demand of the growing population. Therefore in the coming days the government has to give more importance to make the education system strong .

Health and Food Sector :

Sound health is necessary for a sound mind . Nutritious food and improved health service is needed for a healthy body. To be recognized as a human source, a person has to be physically and mentally sound and healthy. Taking this into consideration our government is trying to develop a proper framework. Primary health centres, district sub health centres, divisional health centres have been established covering both rural and urban areas. Establishment of improved and advanced hospitals is another important contribution in the field of health. Facilities like modern mobile hospitals were introduced for emergency. Several programmes have been taken up under National Rural Health Mission for improving the health condition and this can be considered as an indicator of development. Try to remember about the various programmes on health that you



Mobile Hospital



have read in your previous class.

Food is one of the fundamental needs of man. Most people depend on nutritious food for healthy body. A healthy physical growth depends mostly on nutritious food. It is the duty of the government to provide proper nutritious food to the hungry and poverty stricken people of the country to make it a prosperous nation. Through 'Minimum Basic Need Programme' government is taking up various schemes and projects for the people to convert individuals into proper human resource. The 'Public Distribution System ' tries to provide the country's food items in the required quantities to all consumers at a fixed price.

At the same time the District Administration is taking up necessary steps to provide these facilities through Food Corporation of India (FCI), Co-operative Societies and Fair Price Shops. The government also take up special measures to provide food items to all sections of people, rich or poor during situations like war and revolutions, natural calamities like flood, earthquake and drought, etc. Scarcity of foodstuffs lead to price rise, adulteration of food and artificial food crises. Therefore it is the duty of the government to have a rich stock of quality food. Production and storage of food items according to the size of populaton and distrubution of the same in time and need is called 'Food safety'. Food safety is necessary for human resource developement.



Labour at work under NREGA

Employment sector :

Overall development of a society is impossible without its economic growth. Proper job opportunity is essential for economic growth. Government has taken up various employment programmes to develop better human resource. Among them are Mahatma Gandhi National Rural Employment Generation Agency (MGNREGA) for rural areas and Prime Minister Employment Generation

Programmes (PMEGP) for urban areas, etc. Various Training Programmes are also provided for self employment. In our state under Chief Minister's 'Assam Vikas Yojana' programme, unemployed educated youths are provided easy loan to promote tourism. Several youths were benefited with this programme. They have engaged themselves by purchasing vehicles, opening hotels and restaurants thereby helping and promoting tourism. Assam is rich in natural resources. If the government concentrates in utilising these resources by establishing industries in these areas then employment opportunities would grow. In addition, the state government has taken steps to provide employment to recruit youth through various schemes adopted by the state government. You will be able to know more about it later.

Other services :

There are some other services which contributes to human resource development. The government also provides various opportunities by organising workshops with the help of different government departments, non government organisations and Self-help groups. Government also provide credit with subsidy through various financial organisations. Distributions of different essential items like-rickshaw, auto rickshaw, tractor, sewing machine, power tiller, vehicles, etc., among beneficiaries is another important programme taken up by government to make people self-dependent and develop better human resources.

Activity :

- ✦ Think and write a note on how you can develop yourself into a human resource.

Write short answer—

- ✦ When was the Right to Education adopted in our country ?
- ✦ What is needed for a sound mind ?
- ✦ Which area has been covered under Mahatma Gandhi National Rural Employment Generation Agency for employment ?
- ✦ Name the most important basic need.

From the above discussion you have learnt about the various measures taken by the government for human resource development and also how important is the role of government. After independence several programmes and projects have been undertaken by the government to develop human resource and make our country prosperous. As a result, in some areas, India is able to go along with some developed countries. But there are still a section of our large population who are still away from these better opportunities. We should try to develop ourselves into better human resource to fulfil the determined goal make the country's economic base firm. We must co-operate with government and try to be responsible so that in future we feel proud of ourselves and our country.

Let us remember :

- ✦ High population growth, low capital, poverty, unemployment, superstitions, different forms of inequality, etc., are the obstacles to human resource development.
- ✦ Education, health, and civic amenities are the most essentials for human resource development.
- ✦ Illiterates are easily exploited.
- ✦ Right to Education was adopted in 2009.
- ✦ Superstitious people are against scientific thoughts and changing beliefs.
- ✦ At present quick health service to people at any time is made available through Modern Mobile Hospitals.
- ✦ Under the National Rural Health Mission, several programmes have been taken up to provide better health care to all.
- ✦ Under SSA (Sarva Siksha Abhijan Mission) and RMSA (Rastriya Madhyamik Siksha Abhijan), government is trying to bring a change in the education system from primary to secondary stage.

- ✦ It is the chief responsibility of a government to store extensive amount of quality food
- ✦ It is the prime duty of the government to provide good amount of nutritious food to the hungry and below poverty level people of the country .
- ✦ Government is trying to make people self-dependent and better human resource by organizing vocational workshops, providing credit with subsidy and by distributing necessary materials .

Exercises :

- 1 . Write short answer—
 - a) What are the obstacles of human resource development ?
 - b) Name any three types of inequalities ?
 - c) How many medical colleges are there in Assam at present ?
 - d) Where is the National Institutes of Technology of Assam located ?
 - e) What is necessary for a healthy body ?
- 2 . Discuss —
 - a) Some significant suggestions for removing the obstacles of human resource development.
 - b) Role of government in human resource development.
 - c) Relation between poverty and human resource.
 - d) How does illiteracy prevents human resource development?
 - e) How does superstitions and social evils influence human resources development?
3. Fill in the blanks—
 - a) The basic necessities for human resource development are —— health and civic amenities.
 - b) —— are easily exploited .
 - c) Right to Education was adopted in —— .
 - d) The schemes and projects taken up and implemented by government —— up human resource development.
 - e) It is the main duty of the government to provide proper educational——.
4. Project :

Collect information from at least four/five victims of superstitions and write down a few measures you would take to remove such beliefs.

