Society & Social Justice · GS - II

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

EXAM YEAR	PAPER	SUBJECT
2023	GS - II	Society & Social Justice

MARKS	WORD LIMIT
10	~150 words

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Answer Hint

Human development is the foundation of sustainable economic growth; India must shift from merely expanding enrolment and employment to improving learning, health, skills, employability, productivity and dignity of its people.

Model Answer

Introduction

Human Resource Development (HRD) converts population into productive human capital through education, healthcare, skills and opportunities. India's demographic advantage can become a developmental liability without adequate investment in people.

Body

Major Deficiencies

Low learning outcomes, malnutrition, inadequate healthcare, skill-employment mismatch, regional disparities, gender gaps and limited vocational opportunities constrain human capital formation.

Measures

Strengthen foundational learning: Improve early childhood care, foundational literacy and numeracy and teacher quality.

Improve healthcare: Increase public health expenditure, strengthen primary healthcare and address malnutrition and maternal-child health.

Promote vocational skills: Align skill programmes with industry demand, apprenticeships and emerging sectors such as green technologies and digital services.

Reduce gender gaps: Ensure women's education, safety, labour-force participation and access to skills and credit.

Improve higher education: Encourage research, innovation, multidisciplinary learning and stronger industry-academia linkages.

Use technology: Digital learning platforms can improve access, but must be complemented by efforts to bridge the digital divide.

Conclusion

India's demographic dividend depends not on population numbers alone but on the **capabilities, health, skills and opportunities available to people**. A human-centred development strategy can transform demographic potential into inclusive and sustainable growth.

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