



## Mains Practice Question

**Q.** 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. (150 Words, UPSC Mains 2023)

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### Approach:

- Begin by discussing the significance of human resources and the impact of insufficient attention on it.
- Discuss the measures for tackling the issue of paying inadequate attention to Human Resource Development in India.
- Conclude by highlighting the repercussions of not paying adequate attention to human resource development.

### Introduction:

Human resource is the keystone of the progress of a country. Insufficient attention, on this part of development has resulted in a massively undertrained population that finds it hard to exploit professional opportunities among other issues.

### Body:

#### Measures for tackling inadequacy

- **Education:** Investing adequately in education to the tune of 6% of GDP, as proposed under New Economic Policy, will provide excellent returns. Scholarships by governments and various other programs also need to be made widely accessible.
- **Skill Development:** Vocational skills and other upskilling opportunities are essential for increasing employability. For example, Bangladesh skilled a lot of people and used them in their industry to skyrocket their GDP.
  - Skill India is a great initiative that needs to be tuned well to the needs of industry.
- **Healthcare:** More focus on availability of medicines, functioning of hospital and overall availability of healthcare to entire population under schemes such as Ayushman Bharat is an imperative.
- **Gender Sensitivity:** Implementation of schemes such as 'Beti Bachao, Beti Padhao', that are gender sensitive are imperative for development of a holistic human resource pool.

### Conclusion:

Although India is a developing nation with a young, vibrant population, if adequate attention is not paid on developing it, a massive demographic dividend could be lost.

