

Lesson- 9

Human Resource Development, its Indicators and Role of Vocational Education

Learning outcomes :

Students will–

- ✦ know the meaning of human resource.
- ✦ get an idea about human resource development.
- ✦ understand the relationship between population and human relationship.
- ✦ know certain indicators of human resource development.
- ✦ know the role of human resource in socio-economic development.
- ✦ understand the importance of vocational education in human resource development.



You have learnt about natural and human resource in Class VII. A country may have vast natural resources but its production would not increase if these resources are not properly utilised in various productive activities. Labour is one of the important factors of production where only men can participate. Labour means the effort of an individual for production. But every individual cannot be a part of the production process if he is not fit physically and mentally. Therefore, population increase of a country does not mean increase of human resource. Certain qualities are required to become a human resource. It is clear to you now that all human beings are not resources. Man can be considered as resource if she/he possesses the basic requirements needed to lead a standard life like essential qualification and training together with a healthy mind and body. But education and training alone cannot transform an individual into resource if one does not engage oneself into productive activities by developing qualities like technical and managerial skills. To get a clear idea about this, read the stories of two families given below.

First Family :

The head of the first family is a teacher of the village L.P. School. His wife takes care of household works. They have two sons. One is a science graduate and the other an M.A. looking for a government job. Both the sons were reluctant to do any work other than government jobs. Several years passed and they could not



secure any jobs. In the course of time their father also retired from the service. It became difficult to run his four family member with his pension. Even in such a situation his two sons did not engage themselves in any kind of work. Frustration engulfed the family and soon he was bed ridden. The family suffered miserably.

The Second Family :

The head of the second family is a farmer in the same village. His wife, is a hardworking lady. Along with household works she weaves cloth in the handloom. She sells the cloth and earns some money. They have a son and a daughter. After graduation he did not wait for a



government job but according to his father's advice went to the town to get technical education. After a year of his training he got a job in a non-government institution. Within a very short period of time he was able to get promotion for his skilled work. Now he was able to earn a good amount monthly. The girl of the family was lame. But inspite of her disability she successfully completed her graduation. She also took a six month training

course on beautician and opened a beauty parlour in the village. Now her parlour is crowded with customers. All the four members of family have their own earnings. They never depend on one another. With the savings of the father they also have brought a tractor. Now the family is one of the well-to-do- families in the village.

What did you understand from these two families? Both the families have different economic conditions. A trained or educated person cannot earn more unless he/she knows the proper utilisation of his/ her training or education.



Activity

- ★ 'Availability of vast natural resources and increase in population does not imply increase in production of a country.' Discuss the significance of this statement in group and write.

Write short answers—

- ✦ What is the reason of the miserable condition of the first family?
- ✦ Which one of the two families can be considered as human resource?
- ✦ What did the children of the second family do after training?
- ✦ When is a person considered as human resource?

Differently abled persons can also be considered as human resource if they engage themselves in productive works through proper education and training.

Let us know :

- ✦ Government of India has considered persons with 80% disability as disabled person. According to 1995 Act 'Equal opportunity, equal protection and equal rights have been provided to disabled person.'

Development of Human Resource :

You know that increase in population does not lead to increase in production. You have also learnt in your previous class how man can be transformed into human resource. There are four factors of production—Land, Labour, Capital and Organisation. Out of these four factors man has direct contribution in all the three factors of production except land. Therefore development of human resource is necessary for production. Production is impossible without the help of labour.

The more the human resource is developed production will increase and the country's income will rise. The income of a country contributes to its growth and development. Human resource plays an important role in the economic growth.

The main driving force of human resource development is health, education and training. Education and training develop knowledge and efficiency while healthy body gives energy to work.

The modern and scientific education system, health schemes, water facilities, improvised training and various facilities provided by the government has strengthened human resource of our country to a great extent. But India needs

some time to speed up its development. Because, according to the size of the country the density of population is very high. It is not so easy to provide proper education, food, shelter, employment and health care to such a large population. But our government has been trying to give due importance to provide such essential facilities to cope up with the fast developments. Therefore, the literacy rate has also increased leading to increase in human resource.

Let us know :

- ✦ The total population of India is : 121, 01, 93,422
- ✦ Size of India : 32,78,263 sq. k.m.
- ✦ Density of Population : 382 per sq. k.m.

Source- census of 2011, page 3

Indicators of Human Resource Development :

In order to know the quality of human resource of a country it is necessary to discuss certain indicators of the society. The indicators which give us an idea about the development of human

resource are called indicators of human resource. Some of the important indicators are–

Literacy Rate :

Quality education is a ladder to human resource development. Better human resource is possible only through quality education. Proper education increases knowledge and efficiency. Therefore high literacy rate indicates improved human resources. The human resource rate is high in countries with high literacy rate. The literacy rate in countries like Japan, England and USA is high and human resource of these countries are also improved.

Compare the picture of the education of Japan and India from the table given below–

Find out the total literacy rate of Japan and India according to census 2011

Year	Country	Total literacy rate	Male literacy rate	Female literacy rate
2011	India	74.04	82.14	65.46
2011	Japan	99.0	99.9	99.7

Source: Statistical handbook, Assam, 2011, page 19 (Google : internet)

Life Expectency :

Another indicator of human resource development is life expectancy. Life expectancy determines how long a child enjoys a healthy life from its birth. If the life expectancy is more, then the rate of transformation of human resource becomes higher. High life expectancy indicates better human resource. From 2006 to 2011, India had a life expectancy rate of 65.8 for men as opposite to women's 68.1 years.

Infant Mortality Rate :

Decrease in infant mortality rate is considered as one of the main indicators of human resource development. Study the table given below–

Infant mortality rate (per thousand)

Year	India	Assam
2011	44	55
2016	34	44

Source : NITI Ayog Report

The above table shows the infant mortality rate of India and Assam for two years. It is clear from the table that death of a child at birth is high in India. It is higher in case of Assam. To increase human resource development the mortality rate has to be decreased.

Per capita income :

When we divide the total income of a country with the total population we get the per capita income. Increase in per capita income determines the increase in human resource. Increase in per capita income is an indicator of human resource.

School enrolment and dropout rate :

High rate of enrolment of children in primary to higher educational institution and low dropout rate is another important indicator of human resource.



Immunization rate :

Immunization rate also witnesses the human resource development of a country. It provides protection to child's health and longevity of life. Therefore, immunization rate is also considered as an indicator of human resource development.

Activity :

- ★ Immunization programmes are organised on a particular date in our state along with the rest of the country under Rastriya Rural Health Mission. Attend such programmes held in your locality or in an around and try to involve yourself in it and also prepare a note on such a programme that you have attended. (Take help from doctor/nurse)

Write short answers—

1. How does high literacy rate determine human resource development?
2. What is life expectancy?
3. State whether high or low immunization rate is required for human resource development?
4. Does increase in per capita income determine human resource development?



Role of Vocational Education in Human Resource Development :

You have already learnt about various occupations in Class VI. Do you remember the main occupation of the early man? In this section we will discuss about vocational education. Try to recollect the stories of the two families. In the first family the two sons were unable to become self-dependent even after their high qualification. On the other hand children of the second family trained them selves and learnt to be self-dependent. Two educated sons of the first family remained unemployed because they could not secure any government jobs.



If there is unemployment then there is absence of source of income. This leads to poverty and poverty is a hindrance to human resource development. It is not possible for the government to provide jobs to every educated individual. You have already learnt that a highly educated person cannot be called a resource unless

he/she engages himself/ herself in productive activities. According to the population census of 2011, the total population of Assam is 3,11,69,272. In Assam 87 percent of the population live in rural areas and their main occupation is agriculture. In Assam 34 percent of population still live under poverty line. The literacy rate of Assam is 73.18. A high percentage of educated unemployed population stands as a barrier to human resource development. This number is increasing day by day. The present system of education is unable to make us self-dependent. There is a need of an education system which would help in developing individuals to be self-dependent. Therefore there is the need for vocational education. Any work that an individual does to earn living is called vocation. For example, when a person trains oneself on making clothes and becomes a tailor to earn his living then it is his/her profession. Needs of a person is extensive. These needs can be fulfilled only by some skilled persons. A plumber's job is to fit and repair pipes. Similarly, car mechanic, carpenter, mason, painter, beautician, electrician, mobile phone and computer repairmen are modern skilled persons who are an indispensable part of the society. One can easily train oneself in such profession and earn living. Any education which contributes to earning is called vocational education. Vocational education reduces unemployment problem and make one self-employed. Vocational education plays an important role in making a person economically self dependent. Therefore, now the government is giving special emphasis on developing vocational education. That is why the New Education Policy 2020 has focussed too much on the prevalence and publicity of vocational education.

Let us know :

- ✦ Government of Assam is taking steps to introduce vocational education in 150 Higher Secondary Schools of Assam.
- ✦ In India, 160 vocational education have been introduced in the curriculum of 6 thousand higher secondary schools.

Activity :

- ✦ Discuss in group some more professions apart from those mentioned in your lesson. Explain how these professions help one to earn.

Let us remember :

- ✦ Availability of vast natural resources or increase in population does not increase a country's production.
- ✦ A healthy individual who involves in productive work by becoming skilled and efficient through education and training is called a human resource.
- ✦ A person with special needs can be considered as human resource if he/she is employed in productive works through education and training.
- ✦ There are four factors of production– Land, Labour, Capital and Organisation.
- ✦ The more the human resource is developed, production increases and the national income also increases.
- ✦ The main driving force of human resource development is health, proper education and training.
- ✦ The signs which give us an idea of the development of human resource are called indicators of human resource.
- ✦ Any education which contributes to earning is called vocational education.
- ✦ Some indicators of human resource development are literacy rate, life expectancy, infant mortality rate, per capita income, enrolment and dropout rate, immunization rate, etc.
- ✦ Vocational education plays an important role in human resource development.
- ✦ Vocational education reduces unemployment problem by making men economically self-dependent.

Exercises :

1. Write short answer–
 - (a) What is human resource?
 - (b) Who contributes in the production activities of a nation?
 - (c) What is meant by indicators of human resource development?
 - (d) What is vocational education?
 - (e) What are the main driving forces of human resource?
2. Discuss in detail–
 - (a) Measures to be taken for development of human resource.
 - (b) Indicators of human resource development.

- (c) Relationship between human resource development and vocational education.
- (d) How does vocational education help in reducing unemployment problem?
3. Write true or false —
- (a) Increase in natural resources increases productivity of a nation.
- (b) Every individual is not a human resource.
- (c) Increase in population does not mean increase in human resource.
- (d) High life expectancy indicates underdeveloped human resource
- (e) Increase in national income helps a country to be self-sufficient.
- (f) Infant mortality rate obstructs human resource development.
4. Fill in the blanks-
- (a) One of the important factor of a country's production is _____ where can take part only _____.
- (b) _____ increase in income of a country helps to become _____.
- (c) After attainment of higher education, it is not possible to _____ to every educated person.
- (d) _____ education is the _____ of human resource development.
- (e) The vocational education does not make only human beings _____ it reduces the unemployment problem by making men _____.
5. Write short notes—
- a) Human resource
- b) Immunization
- c) Indicators of human resource development
- d) Vocational education
6. **Project :**
- Interview five persons involved in various profession or vocation of your locality and ask them how vocational education has helped them. Write a note on them.

