

Development and HRD in India

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India

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Vision

- 'Knowledge society' has gained prominence
- Shift from material processes to creative potential of human processes
- New knowledge results in innovation
 - Yields social dividends
 - Education, empowerment and health
 - Contributes to increased productivity
- HRD referred as engine of growth

Human Development

- HRD deals with all aspects of human development
- Poverty, educational opportunities, gender discrimination, human rights & liberty, globalization, environment
- Present Paper focuses on education, including skill development
- As it is foundation of human development
- Most significant challenge faced by India

HRD Indicators

- Adult literacy rate: 65.2%; Rank 148 among 179 countries
- HDI 2007: 0.612; Rank 134 among 182 countries
 - Life expectancy at birth
 - Adult literacy rate & gross enrolment ratio (GER)
 - Per capita GDP in purchasing power parity
- Movement of HDI from 2000 to 2007 in India is better than in several countries such as Brazil, Sri Lanka and Indonesia

International Comparisons

- Adult literacy in 2007 was 66% in India;
90% -Brazil, 90.8% -Sri Lanka,92% - Indonesia
- Combined GER in 2007: 61% in India
87.2% -Brazil and 68% - Sri Lanka and Indonesia
- HDI rank (134) is lower than per capita GDP rank by six places
(128)
- Human development needs to catch up
- GER : 78.13% for school education (age 6 to 18 yrs)
12.39% for higher education (age 18 -24 yrs)
- GER is lower for girls than for boys

Current Challenges

- Universalize secondary education
- Right to education to all children
- Upscale higher and technical education
- Opportunities for vocational training
- Achieve full literacy for adults
- Inclusive plans to bridge regional, social, gender and economic disparities
- Availability of funds for upgradation & infrastructure

Constraints

- Social and economic hurdles
- Vast geographical area
- Widely different languages
- Life long learning
- Constant upgradation – dynamic process
- Education policy, except higher and technical education, responsibility of State Governments.

Strategies

- Focus on individual stages/segments of education
- Primary, secondary, university, technical and vocational education
- Special attention to girls' education, adult education and economically and socially disadvantaged communities
- Formulation of annual plans - medium & long term
- Promote participation of private sector
- Optimize available resources

Public Investment

- Public investment as percentage of GDP
2.60% in 2004-05 to 3.23% in 2009-10
- Public investment as % of total expenditure
9.70% in 2004-05 to 10.6% in 2009-10
- Public investment to be supplemented by investment, directly and through PPPs.

Elementary Education

- National Policy on Education 1986:
Decentralized planning and management
Direct involvement of community –
Village Education Committees
- Plan of Action 1992:
Micro-planning for family/child-wise plans
Target: At least eight years of schooling
- Universalisation of Elementary Edu. 2002-03
Enrolment of all children: 6 to 14 years

Universalisation of Elem. Edu.

- Bridging gender, social gaps in enrolment
- Guided by: universal access, enrolment, retention, achievement and equity
- 36.8 mln children have joined system
- GER increased from 2001-02 to 2006-07:
 - 96% to 111% for primary (6 to 11 yr)
 - 60% to 74% for upper primary(11-14 yr)
 - 82% to 97% for elementary (6 to 14 yrs)
- Significant reduction in no. of out-of-school children : from 31% in 2001 to 3% in 2008

Legislative framework

- Social and gender disparities continue
- Right of Children to Free and Compulsory Education Act, 2009 enacted
- Free and compulsory elementary education to every child of 6 to 14 age
- Norms and standards to pupil-teacher ratio, infrastructure, working days
- Rules under finalization
- Implementation with effect from 2010-11.

Nutritional Support

- Nutritional support to primary classes (classes I to V) in 1995
- Mid-day-meal (MDM) given to all children
- Objective: lower income children to attend school regularly
- Balanced and nutritious diet through food norms
- Coverage from 106.8 million in 2005-06 to 111.9 million in 2008-09
- Target for 2009-10: 117.7 million.
- Scheme for disabled children (classes IX-XII)

Special Schemes

- Scheme for disabled children (classes IX-XII)
- National Programme for Education of Girls at Primary Level (NPEGEL) in July 2003 over and above other schemes
- Implemented in educationally backward areas
- Emphasis on training to teachers & infrastructure
- Monitoring mechanism at national and state level, including NGOs.

Secondary Education

- Increase outreach of secondary education (class IX to XII)
- New scheme in 2009 for greater access & quality
- Setting up new and strengthening existing ones
- Target: > 3.2 mln students by 2011-12
- Preference to economically and socially disadvantaged groups.

Girls' Education

- Scheme for setting up 6000 model schools in the country
 - For quality education to talented children
 - Set up as benchmarks of excellence
 - Focus innovative curriculum and pedagogy
- Scheme for girl's hostels in 3500 educationally backward areas
 - Retain girls despite distance, affordability and social factors
- National Means-cum-Merit Scholarship
 - Award 0.1 million scholarships each year
- Incentive scheme for fixed sum deposited in a bank
 - Can withdraw on reaching 18 years of age
 - Girls enrolling in class IX

Higher Education

- 480 university level institutions and over 20,000 colleges
- Catering to 12.5 million students
- 70% of population is below the age of 35 years
- Expand opportunities for the youth
 - Inclusion and rapid improvement in quality
 - Enhancing public spending and private initiatives
 - Major institutional and policy reforms
- Target for 2007-2012: Quality higher education to all, irrespective of paying capacity

Targets for Higher Education

- GER in higher education is 12.40% in 2007
Lower than world average of 23.2% and lower than for Asian countries at 22%
- Target: Increase GER to 25% by 2015-16 and 30% by 2020
- Enrolments need to increase by 8.9%
- 35 universities for socially excluded groups
- 14 innovation universities to be set up meeting world standards
Practical problems and inter-disciplinary approach
Autonomy with accountability
- National Open University for distance education

Reforms – Regulatory/Governance

- Shift in approach from inspection-based approvals to verification and certification method
- Mandatory accreditation system for objectivity and transparency
- Legislation proposed to facilitate the entry of foreign educational providers and institutions
- Government of India already permits 100% FDI in the higher education sector.

Technical Education

- Elaborate system of technical institutions
 - Total of 65 such institutions
 - 15 IITs, 20 NITs, 7 IIMs and 6 Institutes of Science, Education and Research.
- State Governments to identify addl. Locations
- A Technical Education Quality Improvement Programme with assistance of World Bank
 - Support excellence and transformation
 - Phase II under consideration.

Vocational Training and skill dev.

- 25% of students at secondary stage go for vocational streams
- Only 5% of 19-24 age group have acquired vocational skills
- National Skill Development Mission announced
 - Target to achieve 500 mln skilled persons by 2022
 - 3-tier institutional structure:
 - National Council headed by the Prime Minister
 - Coordination Board at the Ministry level
 - Development Corporation for private sector action
 - Core areas - curriculum revision, apprenticeship training and skill-gap mapping
- Greater emphasis on the services sector and soft skills

Special programmes

- Sector-specific skill development programmes also drawn up
- 1000 new polytechnics proposed to be set up
- Special programme for training in specific trades to unemployed youth on an honorarium basis
- Also, channelize the potential of untrained youth into productive public services by imparting some minimal basic skill sets.

Adult Education

- National Literacy Mission set up in May 1988
 - To achieve a threshold level of literacy of 75%
 - Total Literacy Campaigns (TLCs)
 - Area-specific, time-bound, outcome-oriented
 - Implemented by District-level Councils
 - Post Literacy Programmes (PLPs)
 - Integration of skill dev. with PLPs
- Reduced illiteracy from 52% in 1991 to 65% in 2001
- Received UNESCO Noma Literacy Prize for 1999

Modified Literacy Mission

- 2009 - Modified Literacy Mission with focus on female literacy
- Target: cover 70 million adults in all States of the country, of which 60 million will be women
- 2012, cover areas with female literacy below 50%
- Civil society groups, community and other stakeholders involved
- Web-based accounting for 'just in time' releases
- Robust monitoring and evaluation system

Infrastructure Development

- National Mission on Education through ICT for higher education
- Expected to enhance GER by 5 percentage points by 2011-12
- For school education, an ICT scheme since December 2004
- Scheme for imparting teacher education
pre-service and in-service training
National Council for Teacher Education for
planned & coordinated development

Resource Mobilization

- For 2011-11, 15.8% increase in financial allocation for school education
- Seeking active support of private sector
- Particularly in the area of higher education
- PPP and also PSPP being explored
- Risks and returns to be addressed
- Tapping capital market also under consideration
- Corporate sector – direct inputs on HRD
 - Reduce productivity losses due to flight of talent and disengagement of employees

International Cooperation

- Formulation and implementation of Educational Exchange Programmes
- ODA loan commitment in 2008 was highest ever
- During 2008-09, ODA loan disbursement was 29% more than the previous year

Current shelf of projects

- Currently, 56 projects are under implementation with Japanese assistance
- These projects are in the sectors of Power, Environment & Forests, Urban Transportation, Urban Water Supply and Sanitation, Rural Drinking Water Supply, Tourism, Irrigation, Rural Development, Shipping and Financial Services.

Cooperation in Education

- Cooperation in establishing an IIT at Hyderabad in Andhra Pradesh
- IIT already started functioning from the academic year 2008-09 from temporary premises
- Students have visited Japan to work in advanced research laboratories
- Japanese experts are deployed as Volunteers for training and enhancement of knowledge and skills of Indian nationals in designated fields
- Language support and training is being offered by Japanese experts in Universities in India

Concluding Remarks

- Quantum leap in the approach towards a 'knowledge economy' in India
- Paradigm shift from a non-binding 'directive principle' to grant of fundamental right to every child
- Sustained and continued efforts for full adult literacy
- Promote distance education using ICT
- Eliminate gender, social and regional disparities in access to education
- Regulatory systems to ensure efficient, effective, sensitive, responsive and performance oriented governance
- Private sector in education and corporate sector– greater participation required

Action Points

- Greater coordination between the central and State Governments to improve grassroot-level delivery
- Catalyze and facilitate availability of greater employment opportunities and increased incomes in the hands of the masses
- Commitment on part of all stakeholders including international partners

Country Awakens!

- Contribution of human resource development towards goals of higher growth and development is summed by Rabindranath Tagore, the Nobel Laureate:

*“ Where the mind is without fear and the head is held high
Where knowledge is free*

.....

*Where tireless striving stretches its arms towards perfection
Where the clear stream of reason has not lost its way*

.....

*Into ever-widening thought and action
Into that heaven of freedom, my Father, let my country
awake ”*



Thank You