

# Policy Proposals for Human Resource Development

*Amarnath Ksbatriya*

Founding Director, SERVIS (Scientists / Engineers / Researchers / Visitors In Schools)

e-mail: servis\_ca@telus.net

## Introduction

1. Jeffrey Sachs and Nirupam Bajpai in their Center For International development (CID) Working Paper # 62 February 2001 at Harvard University, Cambridge Mass USA responding to Government of India proclamation of " this decade as a Decade of Development " presented to the prime minister of India on Feb. 2001 in New Delhi, submit that:

"The world is waking up to India's crucial role as the largest democracy and as a dynamic economy, if still a low-income one on average. We suggest additional goals that India should set for herself, especially in the areas of health and education.... Adding, " There can be no sustained economic development without strong successes in both human development and economic growth. Development strategy therefore requires major public commitments to social sectors (especially health and education) and to improvements.."

2. on 4th October 2001at Hotel Kanishka, Ashoka Road, New Delhi., at a On a weekly basis the population of India increses by 3.12 lakhs.

Conference on Convergence of Social Sector Programmes for Population Stabilization held Dr. Murali Manohar Joshi, Hon'ble Union Minister for Human Resource Development reiterated "the need for programmes to reach the remote areas and to make people aware of the policies and programmes. While mentioning about the Sarva Shiksha Abhiyan started by the Ministry of HRD, he pointed out that unless the machinery for reaching the programmes at the grass-root level worked properly we would not achieve our objectives adding that most of the programs were running on paper only. He re inforced the need to strengthen and energize the education and health infrastructures at the grassroots level.

3. On November 26, 2002 H.E. Mr. V.K. Nambiar, Permanent Representative of India to the United Nations, following his contribution to the " Outcome of the International Year of Volunteers and its Follow-up" observed that:

- a) 'volunteerism ' has formed an integral part of the Indian ethos - known as "shramdaan" in Indian society ...

- b) this social wealth was sought to be harnessed towards national development through

4. President of India Dr. Kalam during a speech on the Republic Day 2004 celebration of India observed:

"Movement" by young citizens Which is the starting point, for the character evolution in the nation? Dear citizens, let me share with you an incident, which took place somewhere in Nagaland. I was talking to a group of 600 persons consisting of young children, their

parents and teachers. The topic I selected was the knowledge society, foundation for a developed India.

One boy who was studying in 10th class, asked me, "Mr. President, tell me is it possible for a nation to get transformed into a developed country, when there is corruption everywhere?" This question greatly upset the many faces of the experienced generation. I said that, "the question was beautiful and I must answer".

Fortunately, the boy's parents and teachers were sitting by his side. I asked both, "Do you have an answer?" They said, "Mr. President, he shouldn't have asked such a question, which is beyond his age. Please ignore it, sir".

How can I ignore such a valuable mind? I must answer. My answer was the following.

We can create any number of laws in the country. No law can remove corruption fully. However there are only three members of the society, who can remove corruption. I call it as a "Three dimensional action" plan. Who are these three members? They are father, mother and elementary school teacher....."

## Discussion

The underlying suggestions quotations in 1-4 are

- a) Sustained economic Development strategy therefore requires major public commitments to social sectors (especially health and education) and to improvements.."
- b) Volunteerism -thShram daan ) social wealth was sought to be harnessed towards national development through National Service Scheme...
- c) "the need for programmes to reach the remote areas and to make people aware of the policies and programmes,,he (Dr. Murali Manohar Joshi, Hon'ble Union Minister for Human Resource Development ) ..pointed out that unless the machinery for reaching the programmes at the grass-root level worked properly we would not achieve our objectives adding that most of the programs were running on paper only. He re inforced the need to strengthen and energize the education and health infrastructures at the grassroots level.
- d) "Movement" by young citizens Which is the starting point, for the character evolution in the nation

## Or briefly what they are saying is :

- a) public cvommitments to the social sectors development are pre requisite to sustained economic growth ,
- b) need to tap the dormant energy among the people of India for( Desh Seva ),
- c) benfits intended by various schemes to enegise the Grassroots level are on paper only ( hints of corruption )
- d) and the need to mobilise the young in the country who are not fully 'infected ' by corruption and therefor amenable to sponsoring an evolution in the character of the Nation.

It has been over 55 years since Independence. After the 'dust settled ' following Independence of India in 1947 ,the Population of India in 1950 was around 350 million. The population total of the states of Kerala+Maharashtra +Orissa + UP adds up to approx. 350 million 'to day ' !!

Other compelling statistics are :

school enrolment: primary education 6-11 years: 98%;

school enrolment: secondary education: 43%

school enrolment: tertiary education 20-24 years: 6%

adult literacy: 52 - 57% (male: %; female: %)

How does one comprehend a drop out from 98% in primary education to 43 % completing secondary and only 6 % completing tertiary ?

Naturally ,this is the Decade of Development there is no other choice. - Not on paper / not by speeches but by mobilising the youth of this country to be aware of the the need to generate a sense of Community of youth across India , youth who wish to give a helping hand to others. The rural youth is marginalised in the cultural mores of India and unable to give a helping hand to build a strong , caring and compassionate nation with truly robust democratic values.

### **Policy proposal :**

To develop a sense of community among the youth age 0-24 years , who constitute about 50 % of the population of India ( approx. 510 million total 2005 est. ) ,who are the future of India, have 'inherited' the responsibility to make India strong and proud .

To help them prepare the way for Human Resource Development , I propose that governments at all levels consider the following policies for immediate implementation;

#### **Policy 1.**

**Institute a country wide Gram Vikas Youth Servis ( GVYS ) to accomplish the following :**

Entice the students in the tertiary level spend two weeks per year for a total of two years in a village that they "adopt" . Enticement will be a partial credit toward a course of studies that the volunteer is registered in. Govt. will pay living allowances , transportation etc to facilitate the task.

The volunteer will be sharing his her experience and laerning about the problems of the village, help villagers become familiar with use of IT, provide counselling to the local youth re post secondary education.

Intended Outcome; Mixing of the Urban Youth with the highly disadvantaged Ruural Youth and adults / mechanism for a feedback on the effects and processes of corruption practices will be available, help evolve a national Character building , strong , inquisitive , caring , helping striving for success in a fair way , ..(one may have groups of up to four together adopting one village ).

#### **Policy 2 :**

**Promote Capacity Building by requiring Universities to work with other dedicated institutions.**

**Action :** Explore ways in which students, aspiring for Environmental studies e.g. Envoronmental lawyers , researchers in Sustainability issues , population demographics and comaprison with the rest of the world etc, can use the enormous amount of data / knowledge / available analyse , comprehend and interpret it and tailor it to suit the Indian cinditions in

a format that the rural folks can use it.

This will mean establishing BVF as a deemed University for project ideas , Universities e.g . JNTU will provide access to internet and the student gets partial credit toward a degree or certificate .This will increase the over all capacity for interpreting 'existing ' information World Wide. This will bring the student in contact with the truly "Real World "

### Policy 3

#### Establish the following practices

- i) Talk about Corruption - Set up Corruption Hatao Workshops (CHW)

Require senior officials from the Central departments, dealing with implementation of schemes to build up education / health / school attendance

Along with their counter parts, at the State level to visit a rural areas and share with the villagers the following :

- a) what are the ways corruption works ,
  - b) what is its present level in the infrastructure pertinent to their level,and
  - c) how they can fight this debilitating social cancer .
- ii) The documents relating to Education levels / statements on Empowerment are prolific. I am surprised at the number of people writing such reports and are still able to establishing a consensus.

My suggestion is that in future all the senior folks who write reports should , instead , spend one week in a village like the villagers do. They will be richer for the experience of being in contact with the "Soul Of India ".

### Conclusion:

I urge that all those with the responsibility to serve its peoples should strive to make India's Poet Laureate : Rabindranath Tagore's prayer come true by 2020.

"Where the mind is without fear and the head is held high;

Where Knowledge is free;

Where the world has not been broken up in to fragments by narrow domestic walls ;

Where words come out from the depth of truth;

Where tireless striving stretches its arms towards perfection;

Where the clear stream of reason has not lost its way into the dreary desert sand of dead habit;

Where the mind is led by thee into ever widening thought and action- in to that heaven of freedom , my father , let my country awake ."

Rabindranath Tagore ; Nobel Laureate Literature 1913

Geetanjali :verse xxxv

