

**GOVERNMENT OF INDIA  
HUMAN RESOURCE DEVELOPMENT  
LOK SABHA**

UNSTARRED QUESTION NO:5015  
ANSWERED ON:13.08.2014  
HUMAN RESOURCE INDEX  
Charitra Shri Ram;Premachandran Shri N.K.

**Will the Minister of HUMAN RESOURCE DEVELOPMENT be pleased to state:**

- (a) the initiatives taken by the Government to meet the challenges of human resource development in India;
- (b) the action taken for providing the technical personnel, skilled workers, computer operators and machine operators considering the increasing requirements;
- (c) whether India is far behind other BRICS nations on human development and if so, the reasons therefor;
- (d) whether the Government intends to declare more working places as special economic zones considering the changing demands of private/ corporate employers and if so, the details thereof;
- (e) the initiatives taken by the Government to protect the rights of the employees in special economic zones for the beneficial utilization of human resource; and
- (f) whether the Government evaluates the hire and fire policy of private/ corporate employers its impact on human resource development and if so, the details thereof?

**Answer**

MINISTER OF HUMAN RESOURCE DEVELOPMENT (SMT. SMRITI ZUBIN IRANI)

(a) & (b): The Government has taken many initiatives to meet the challenges of Human Resource Development in India. A new scheme named Rashtriya Uchchatar Shiksha Abhiyan (RUSA) has been launched as the prime vehicle for strategic funding of State institutions so as to ensure that issues of access, equity and quality are addressed in an equitable manner. All funding under RUSA is norm based and future grants are performance based and outcome dependent.

The University Grants Commission (UGC) has launched a scheme on skills based higher education as part of college/university education, leading to Bachelor of Vocation (B.Voc.) Degree with multiple exits such as Diploma/Advanced Diploma under the NSQF. The B.Voc. programme is focused on universities and colleges providing undergraduate studies which would also incorporate specific job roles and their National Occupation Standards (NOSs) alongwith broad based general education. This would enable the graduates completing B.Voc. to make a meaningful participation in accelerating India's economy by gaining appropriate employment, becoming entrepreneurs and creating appropriate knowledge.

The All India Council for Technical Education (AICTE), a statutory body of Ministry of Human Resource Development, has notified a regulation on 26.02.2014 under National Employability Enhancement Mission (NEEM) to offer on the job practical training to enhance employability of a person either pursuing his or her graduation/diploma in any technical or non-technical stream or have discontinued studies of degree or diploma course to increase their employability. So far AICTE has registered three organizations namely Board of Apprenticeship Training, Chennai, Tamilnadu (BOAT, Chennai), Nettur Technical Training Foundation, Bangalore, Karnataka (NTTF) and Teamlease Education Foundation, Bangalore, Karnataka as NEEM Agents to offer on the job practical training.

The Government has also decided to set up 5 new Indian Institutes of Technology (IITs) in Jammu, Chhattisgarh, Goa, Andhra Pradesh and Kerla and 6 new Indian Institutes of Management in states of Himachal Pradesh, Punjab, Bihar, Andhra Pradesh, Odisha and Maharashtra.

Under the scheme of "Vocationalisation of Secondary and Higher Secondary Education" competency based curricula, student workbooks and teachers' handbooks have been developed for job roles aligned to National Occupation Standards as specified under NVEQF for level 1-4 in IT-ITes, Automobile, Security and Retail sectors and for level 1 & 2 in Healthcare, Beauty & Wellness and Physical Education & Sports Sectors. E-learning material for generic skills in IT-ITes and Healthcare sectors has also been developed.

(c): The ranking of BRICS countries in the Human Resource Development Index for the year 2013 are as follows: - Brazil - (79), Russian Federation - (57), India - (135), China - (91), South Africa - (118) India's rank is at 135 due to low per capita income, less expenditure on education and health, gender inequality etc.

(d) to (f): In terms of Special Economic Zones (SEZ) Act, 2005, a SEZ may be established either jointly by the Central/State Government or any person for manufacturing of goods or rendering services or for both or as a Free Trade Warehousing Zone including IT/ITES. SEZ being set up under the Act are primarily private investment driven. Further, the SEZ Act, 2005 through an amendment brought about by the Parliament, envisages that the Central Government shall have no authority to relax any law relating to the welfare of the labour in the SEZs. All Labour laws are applicable in Special Economic Zones. The rights of the workers/labour are therefore protected under the SEZ Act. Industrial relations are governed under the Industrial Disputes Act, 1947, The Trade Unions Act, 1926 and Industrial Employment (Standing Order) Act, 1946 and Central Rules made there under. There are adequate provisions in these Acts to protect and safeguard the interests of working class.