

## **Empowering Human capital**

### **Why in news?**

\n\n

\n

- India is moving through a rapid economic boom and it is the right time to invest in Human capital.

\n

- Only a well-nourished and healthy population can build a futuristic workforce that can power the fourth industrial revolution.

\n

\n\n

### **What is the background of the issue?**

\n\n

\n

- India's major employment generator IT-services has witnessed tremendous pressure through automation, digitisation, cloud computing and restrictions to outsourcing among developed countries.

\n

- Globalisation and technology are accelerating both job creation and destruction.

\n

- Some estimates have put the risk of automation as high as half of current jobs, while others forecast a considerably lower number of 9 per cent.

\n

- All occupations will go through change and it has been found that on average one-third of the skill sets required to perform today's jobs will be wholly new by 2020.

\n

- There is a growing gap between job creation and the needs of our machine-powered future.

\n

- There needs to be a cohesive plan to fundamentally strengthen this workforce so that India does not miss the bus on the fourth industrial revolution.

\n

\n\n

## **What measures should be made to tackle the change?**

\n\n

### **Enhance skills**

\n\n

\n

- In essence, developing and empowering human capital to be able to shift to the new technology world seamlessly, should be the top priority of governments.
- India was late in adapting to the changes catalysed during the first and second industrial revolution leading to a century of lost growth and decline in living standards.

\n

\n\n

### **New learnings**

\n\n

\n

- Integration of higher education with skills and vocational education.
- Attracting the most credible talent to the teaching profession.
- Building global recognition to the education system.
- Streamlining regulation to attract credible private sector entities to education are some structural changes which are needed for transforming education.

\n

\n\n

### **Prolonged approach**

\n\n

\n

- A well-nourished and healthy population is necessary for building a futuristic workforce.
- Here, a four-pronged approach is required:

\n

- Raise public healthcare spend to 3 per cent of GDP.  
\n
- Increase commitment to Non-communicable diseases at par with infectious diseases.  
\n
- Develop a sustainable mechanism to fund universal healthcare.  
\n
- Build a robust referral and preventive healthcare mechanism to reduce burden on tertiary care.  
\n

\n\n

## **What is the way forward?**

\n\n

- \n
- As the future grows more uncertain, the only way forward is to strengthen the core of the country and predictably India's core opportunity is its human capital.  
\n
- Access to high speed internet, multidisciplinary learning, design thinking, data science and information filtration capabilities are typical for making a future ready workforce.  
\n
- It is virtually impossible to learn future skills for future jobs.  
\n
- Even the best crystal gazing is unlikely to predict the changes across industries.  
\n
- The best foot forward is to develop a human capital that is physically and emotionally vibrant, flexible and possesses multiple skill sets to be able to seamlessly move around the blurring dividing lines among various industries.  
\n
- Health and education will be the first basic inputs to develop and sustain a healthy, highly skilled workforce.  
\n

\n\n

\n\n

**Source: The Hindu**

\n



**SHANKAR**  
**IAS PARLIAMENT**  
*Information is Empowering*