

# Human Resource Development

## A Gateway to Progress

### Outlines

#### I. Introduction

##### Thesis Statement

No one can disagree to this fact that human resource development is a gateway to success. In Pakistan, however, challenges to the human resource development.

II. A brief overview of human resource development and progress.

III. Human resource development has been a recipe for success throughout the history.

IV. All the developed countries in the modern world have adhered to the principle of human resource development for glory.

V. In the developing countries China can be cited as a glittering example of a country where progress is due to human resource

## development

- vi. The Third World countries like Pakistan are backward because they have put the notion of human resource development in limbo.
- vii. The need of the hour is to give prime importance to education for human resource development.
- viii. Health is another sector which requires a special attention in this regard.
- x. The human resource development in Pakistan will ultimately curb extremism which has become a menace.
- x. This will lead towards a tolerant society which promotes co-existence and pluralism.
- i. For all this happen, the state will have to assume a ~~part~~ paternalistic role for itself.
- ii. Conclusion

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Human resource development means the formation of human capital. It is an idea which basically emphasizes on the development of human resource in a country. The prime importance is given to the people of the country. They are provided with all basic facilities. They are acquainted with various skills and human resources are used as a launching pad for the development and progress by the state. However, there are multiple challenges in Pakistan in the way of human development resource. There ~~are~~ is low literacy rate, poor economic conditions, poverty, unemployment, street crime and entrepreneurship. These are big hurdles in the way of human resource development.

The formation of human resource and human capital go side by side in the progress of a country. The latter is essential for industrial development of a country whereas the former plays a vital role

In the overall progress of the country.

There has been a rapid progress in the world due to human resource development and, literally, it has proved a gateway to progress. Human resource development has been a recipe for success throughout the history.

In the pre-historic times, Greece was a center of knowledge, development and progress. It was due to the fact that state gave prime importance to human resource development. The art and literature were flourishing under the patronage of the state. These rulers were the patrons of learning and the learned. This resulted in the progress of the society.

Similarly after the emergence of Islam, Muslims became the rulers of the world. The human resource development became the prime objective of the state. A stark example of human resource development is that when prisoners

came to the Court of Holy Prophet (PBUH) Hazrat Muhammad told them that they can get acquitted after teaching 10 Muslim children each. This resulted in the progress of the society. The Abbasids particularly directed their energies and efforts towards development of human resource. The people were provided with various skills and institutions were made for this purpose. As a result the society progressed in the fields of astronomy, medicine and social sciences etc.

Likewise, after the renaissance in the sixteenth century, the Europe progressed by leaps and bounds. They gave importance to the formation of both human and physical capital. This resulted in industrial revolution and Europe became the leader of the world in the field of progress.

The development of the

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Human resource development ~~was~~ has been a key to success. The great educational institutions like Oxford and Cambridge were developed and this went a long way in the fulfillment of educational needs of the people. Similarly, importance was given to other areas of human resource development. As a result this strategy of human resource development brought progress in various fields.

All the developed countries in the modern world have adhered to the principle of human resource development for glory. The developed countries like the United States, Britain, Germany, France and Japan can be considered as examples in this regard. All these countries focused on the development of human resource along with physical capital. They focused on the development of people in various fields. Education and health sectors were given prime importance.

in this regard.

Various educational institutions were set up and people ~~with~~ provided with the knowledge in different fields.

These countries provided technical as well as conventional education to the people. As a result, experts in various fields were begotten who played their part in the development of society as well as practical sciences.

The development of physical capital resulted in industrial revolution and experts to operate these industries were available by human resource development by imparting them with the technical skills and knowledge.

This combination of the two resulted in progress because machines are of no use if there are no experts to operate them successfully.

Similarly, by providing people with knowledge of the latest techniques, a revolution was brought in

in the agriculture field also. The pre-harvest yield was increased by using modern techniques. The use of fertilizer and pesticides further ameliorated the situation and this all happened due to human resource development.

Similarly, health sector was also given preferential treatment. The research institutes resulted in the enhancement of the capabilities of the people and researches were carried out in the field of medicine. This not only raised the health standards of the people but also gave a boost for education in the field of medicine. All these human resource development measures have resulted in the developed countries.

In the developing world, China can be cited as a glittering example of a country which is progressing due to human resource development. China is the most populated country



some time back in the world  
 it comprises of nearly one  
 and half billion people. China  
 has a large human potential  
 and it has ~~focused~~ used it in the  
 most efficient manner, due to the efficient  
 usage of such a huge population,  
 it has become a source of  
 benefit in the progress instead  
 of being a burden. China has  
 progressed by leaps and bounds  
 during the last few decades  
 and human resource development  
 has played a vital role in  
 this regard. The Chinese government  
 has always been inclined towards  
 providing people with the skill  
 so that they can contribute  
 towards the development of  
 the country.

The state run technical  
 institutes provide people with the  
 technical education. After getting  
 the education, they are provided  
 with jobs relating to their fields.  
 In this way, the large population  
 contributes in the progress of the

country, because their services are effectively utilized. Thus all happens due to the combination of human and physical capital formation.

Due to efficacy of human resource development, most of the people in China play their due role in the progress of the country. Due to a large effective population, GDP of China rises on continuous basis and this results in a flourishing economy. The example of China amply illustrates the importance of human resource development in the progress of a country.

On the other hand, the Third World countries like Pakistan are backward because they have put the notion of human resource development in limbo. Pakistan has a huge human potential, but the lack of human resource development has been a predicament in progress of Third world nations like Pakistan. This is one

of the main reasons behind the backwardness.

Pakistan is considered a young country in the world. It has huge human potential. Pakistan is a fifth populous country in the world. More than half of the population is young. According to the 2013 census total population of the country is 241 million. As per United Nations Development Program 64 percent of the population is ~~living~~ under the age of 30. Such a huge population can play its role in the development of the country. But the population cannot be utilized effectively. But the lack of proper utilization of such a huge population creating obstacles in the way of progress and development. The huge population become a source of burden, instead of being useful resource.

The lack of proper planning

is a prime reason in this regard. The planners of the country never bothered to address this complex issue. As a result, this problem kept on worsening and today the population of Pakistan has become a burden on the resources of the country. Developed countries like UK, USA, Germany, France, and Japan have a human resource development. Because they invested in human resource and equipped with skills and professions. The literacy rate in developed is nearly 100 percent. According to research USA invested in human resource 16268 dollars annually. Further, Finland, Sweden, Norway and Denmark have a 100 percent literacy rate. That's why they are developed countries. In addition to, health system in developed countries is too strong. As maternal mortality rate is too low and infant mortality rate is also low.

Life expectancy in developed countries is more than 60 and nearly 85 years in UK, USA, Italy, France and Canada.

On the other hand Pakistan has low literacy rate because the country has not invested in human resource. As per Pakistan Economic Survey report 2008, the literacy rate at the country is 62 percent. It means forty percent of the population is illiterate. According to Ishaq Mirza, former finance minister, says a country where 40 percent population is illiterate can make progress. One in four is illiterate in Pakistan. The authorities have not paid proper attention to the education sector.

Similarly, health sector in Pakistan has been troubling since its inception. Infant mortality rate is very high and maternal mortality is also high in the country. According to reports

Pakistan has highest mortality rate in the region. According to World Health Organization, growth rate is stunted due to malnutrition. More than half of the babies do not reach their fifth birthday. There are multiple reasons of poor health conditions. Allocation of low budget to health sector less than one percent is allocated to health sector. Staff in health sector has not been incentivised properly. Due to this many doctors left the country. According to reports 60 lac health left the country in last couple of decades.

There are other many factors that arrested the human resource development. These include poverty, unemployment, high crime rate. According to World Bank 40 percent of the population is living below the poverty line and 21 percent living in extreme poverty. More people will fall into

the poverty due to high inflation and unemployment. Unemployment is also increasing in the country.

According to Pakistan Economic Survey report FY 2023, total labour force of the country is 71 million and four million

of the population is unemployed. Figures are increasing due to high inflation and industrial closed down.

According to dawn newspaper 60 percent of industry closed down due to high cost production and energy crisis.

All these issues are hurdles in the way of human resource development in the country. Crime rate increasing due to poverty and unemployment.

To exploit the human resource, the country is needed holistic and pragmatic approach in some areas. These include education health and create such an environment for growth of the economy.

Education sector of the

is facing troubles. The country has been facing education errors since its inception. More than seventy five years has been passed, as education policies were introduced but due to lack of implementation these policies were failed. That is why the education system of Pakistan cannot improve. Feudalism is the main hurdle in the development of the education sector. As 26 million of children are out of school aged from 5 to 16. More than half are females. Almost 10 ~~lacs~~<sup>million</sup> out of school children in Punjab. The country should take punitive action in this regard. According to Article 25-A of the constitution every child from 5 to 16 has a right to free and compulsory education. To improve education standards standard the country should enhance education. Less than ~~one~~ two percent of GDP is allocated to education sector.



compared to 4 percent of GDP set by United Nation. Girls education should be made necessary. To meet the gap rural and urban teleschools should be introduced in the country. Internet facilities should be ensured. Research centers should be established in university. Modern techniques should be introduced. Updated syllabus should be adopted. Feudalism should be addressed in the society. This can improve the human resource development.

Similarly, the country should improve health sector. As healthy people can play a good in the development of the country. The country must improve the budget to health sector. The staff, Nurses, paramedics and doctors should be incentivised. Maternal mortality rate and infant mortality rate should be addressed. Hygiene food must be ensured to the malnutrition areas. Malnutrition and stunted of the growth should be dealt

with high handedness. Further, create healthy environment. Climate change and air quality must be addressed. Healthy environment can play a better role in the human resource development.

Clean drinking water should be provided to people. As more than half of the population lack access to clean drinking water. Contaminated water causes health problem and creates diseases among the people. In Sindh and Balochistan people have no access to clean drinking water. Because in Sindh and Balochistan is a feudal system. They ~~also~~ did not pay heed to the welfare of the people. So, clean drinking water can play role in the human resource development.

Further, the authorities should create such an environment to improve economic condition. The authorities must address the energy crisis and industrial

crisis. Surplus of energy and revival of the industry can play a good role to address social issues like poverty and unemployment. Further, this can help improve economic conditions of the country. This will help in reducing the crime rate in the country. It can also play a role to remove the terrorism, extremism and sectarianism from the country. So, these steps can play a role to improve the human resource development.

To conclude, human resource development is a gate way to success. Throughout the history human resource has played a key role in the development of world. Greeks developed due to human resource developed. Industrial revolution came owing to human resource efforts. Without manpower industrial revolution was nothing. Muslim world also achieved great success with the

development of human resource. Developed countries like UK, USA, Germany, France and Japan invested in human resource which led to the development. Developing countries like China made a great progress with the development of human resource. However third world countries like Pakistan has been facing many challenges. They ~~cannot~~ could not leverage human resource due to some reason. These include poor literacy rate, poor health condition, lack of clean drinking water, shelter and clothes. These are the big hurdles in the human resources development. However, the country has potential to improve the human resource development. Prognostic approach in these can play a major role to improve the human resource. The country should improve education standard. Health sector must be improved and basic facilities must be availed to the people. This can help improve the human resource development.