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Human Development Approach and its Dimension

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The concept of human development emerged in the late 1980s based on the theoretical underpinning provided by Dr. Amartya Sen and Dr. Mahbubul Haq. The Human Development approach puts the individuals at the middle of the development program, where economic growth and wealth are considered as the resources to bring about development, and it is not an end by itself. Principally, the starting point for the human development approach is the awareness that the purpose of development is to advance human lives by not only improving upon the source of income but also increasing the variety of aspects that a person can be and can do, such as, being healthy and well nourished, knowledgeable, and to participate within the community life. Development is about removing the impediments to what a person can accomplish in his life, impediments such as, lack of income, illiteracy, ill health, lack of access to resources, or lack of civil and political freedoms. The two main aspects of human development are the recognition that human beings can fare far better, and do much more to bring this about. These aspects may wisely be seen as the two central thesis of the human development approach. The first Human Development Report defines human development as a process of broadening people's potentials. To lead a long and a healthy life, to be educated and to appreciate a decent standard of living are the three most critical choices identified in the first HDR. Additional choices include, political freedom, guaranteed human rights and self-respect (Human Development in India, 2010).

For leading to efficiency in the human development, the main emphasis was put on the increase of physical capital through savings and investments for promoting industrial development and leading to growth and expansion of the economies. By the late 1960's and early 1970's a general transformation in the development argument started to take place, where more emphasis was put on social development rather than the accumulation of capital and bringing about growth. The basic needs approach was familiarized, putting the basic needs of the people such as, access to basic education, basic healthcare, food, nutrition, water and sanitation. Fulfilment of these basic needs was seen as a precondition for development. Housing, sanitation, cleanliness, food and nutrition, health and safety are the basic necessities of the individuals, it is difficult for any person to bring about development in other areas, if any of the basic requirements do not get fulfilled (Human Development in India, 2010).

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During the 1980's the global development program largely concentrated on increasing progress through various liberalisation measures. The wide-ranging awareness was that liberalisation would produce economic growth through the power of market forces, which in turn would profit the poverty stricken and the deprived sections of the society. Structural Adjustment Programmes (SAPs) were carried out for the purpose of restructuring and adjusting the developing economies into the liberalisation program, but this approach to a large extent was unsuccessful in dealing with the issues of poverty and inequalities (Human Development in India, 2010).

Understanding Human Development

This is apparent that human development is considered to be an imperative area. All the tasks, operations and functions that are carried out in different kinds of organizations and institutions are dependent upon the skills, knowledge, aptitude, proficiency and diligence of the human resources. Therefore, when a child is born, his parents, teachers and other community members focus and work on bringing about his development in an appropriate manner. The main causes, why human development is considered important have been stated as follows:

The environmental conditions within and outside the home are required to be favourable to bring about human development. In schools and educational institutions, there are numerous areas that students learn which contributes in bringing about their development in an effective manner. It is vital to create a friendly, cordial and a pleasant atmosphere within and outside the home. When parents, siblings and other family members treat each other with respect and kindness, then human development gets implemented in a constructive manner. On the other hand, teachers and staff members in school are also encouraged to create a pleasant and an amiable learning environment to promote human development (Human Development, n.d.).

Human development would always contribute in enhancing productivity. It is regarded as a means to higher productivity. In organizations and institutions, human resources are considered to be assets. The important areas that lead to efficiency in human development are, promotion of good educational qualifications, and training and development of skills. Within the organizations, the performance of all tasks and functions require individuals to possess certain educational qualifications and skills, human resources when they will be adequately trained will perform their job duties and enhance productivity

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(Human Development, n.d.). Within the organization, individuals are provided with training regarding the efficient performance of their job functions, hence, adequate training programs would contribute in making the individuals more informative and thus enhance productivity.

The practices of child marriage and female foeticide will also get solved in an appropriate manner through human development. The concept of human development generates knowledge amongst the individuals that females should be given equal importance as the males, and they should not be considered as a burden. In rural areas of the country, males are considered to be the assets and it is believed that they will bring wealth and reputation to the family, whereas females are considered to be liabilities. They believe in making provision of education to the male children and females are discouraged from going to school and are meant to perform only the household chores. It is with the impact of human development, that individuals in rural areas have begun to realise the significance of education and now are even sending their girls to school. The practices of female foeticide and female infanticide have been abolished and female children are now considered valuable.

Human development will contributing in providing solutions to the problems of poverty, unemployment, illiteracy and homelessness within the country. In India, these problems are still prevalent. The concept of human development has contributed to a major extent in spreading the significance of education, and implementation of measures to eliminate these problems amongst the masses. Individuals should possess the basic literacy skills of reading, writing and arithmetic so that they are able to get engaged into minority jobs, as any kinds of jobs require basic literacy skills. The recognition of the significance of education and acquisition of educational qualifications would contribute in alleviation of the conditions of poverty, people will be able to attain jobs and employment opportunities to generate a source of income.

Within the societies, not only in India, but throughout the world, there is prevalence of crime and violence. People get involved into various kinds of violent and criminal acts, such as physical and verbal abuse, rape, murder, sexual harassment, acid attacks, and so forth. The individuals who become victims may be family members, domestic helpers, women at the workplace, friends, employers, colleagues, neighbours, community members and unknown people. The women are the ones who experience criminal and violent acts, more as compared to men, at the workplace, in public places, at home and so forth. They are raped, murdered, become acid attack victims, sexually harassed and abused verbally as well as

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physically. The concept of human development has made an attempt to generate an awareness amongst the individuals that all persons should be treated with respect, kindness and courtesy. Individuals do not have any right to harm or hurt anybody just for their own purpose. Some people have understood this aspect, whereas some fail to understand and there is still prevalence of criminal and violent acts.

Dimensions of Human Development

The dimensions of human development have been stated as follows: (Human Development, n.d.).

i. Health –

Health is considered to be important for all the individuals irrespective of one's age, status or socio-economic background. In order to carry out human development in an appropriate manner, every person should adopt measures to maintain his health conditions. In order to maintain one's health, it is vital for the individuals to consume a healthy and a nutritious diet, get engaged in physical activities, think positive, maintain healthy relationships, terms and conditions with the people around, perform one's work duties in an appropriate manner and stay relieved from any kinds of tensions or stress. In the present world, there have been occurrence of significant demographic transformations and epidemiological shifts. India has been able to control communicable diseases and is progressing to a great extent in the medical and healthcare sectors. Maintaining a pollution free environment leads to maintenance of good health. Water pollution should be prevented as contaminated water leads to spread of various diseases. Water bodies and water at home or public places should be kept clean. The individual is primarily responsible for his own health conditions, and needs to implement measures in an appropriate manner to maintain one's health.

ii. Knowledge –

Human development requires individuals to possess knowledge, education, information, awareness and skills regarding various areas that are important to them in their daily lives. For instance, a woman is a house lady and she is involved in the day to day carrying out of the household functions, preparation of meals, repair and maintenance of the house, raising the children, contributing towards the needs and requirements of the family members and so forth. Therefore, to bring about human

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development in an efficient manner, it is vital that individuals should possess the knowledge, information and awareness. In educational institutions, and organizations, the performance of technical, clerical, managerial, administrative and office functions require the up-gradation of knowledge and skills amongst the individuals. One has to be informative about the jobs and tasks that he is performing. It is clearly understood that performance of all kinds of jobs and functions require knowledge and it is considered to be imperative in bringing about human development.

iii. **A Decent Standard of Living –**

The decent standard of living is directly referred to the aspects that promote honesty, politeness, courtesy, respectability, decorum and uprightness amongst the individuals and in their day to day living activities. In one's standard of living, individuals are required to recognize their responsibilities, work hard and perform their tasks and jobs in an adequate manner. One should always adopt the path of truth, honesty and righteousness, and communicate with the each other in a polite and a respectful manner. A decent standard of living primarily includes absence of inappropriate behavioural conduct, refraining from injustice, imposing detrimental consequences upon anybody, or getting involved into violent and criminal acts. Individuals are confronted with various kinds of problems in their daily lives, such as, family problems, health problems, problems relating to work and so forth. Adopting a decent standard of living enables individuals to make use of resources in an adequate manner to promote optimal development and finding solutions to the problems using a multi-disciplinary approach (Robila, 2014).

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