

# **CAPACITY BUILDING IN HUMAN CAPITAL FOR SUSTAINABLE DEVELOPMENT**

*A Case Study of Delhi City*

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## **ABSTRACT**

India is among world largest growing economy now even surpassing China Growth rate in the quarter ending on December 2014. This economic growth is however meaningful only if it helps in poverty alleviation, greater employment opportunity, gender balance and most important without unbalancing the mother Earth and its environment. India has to evolve a development model that leads to sustainable development. Delhi is the capital city of India with largest population density. It has to lead and show the path for whole country to achieve sustainable development. This paper discusses how human capital capacity building will help Delhi city travel to path of sustainable development.

## **INTRODUCTION**

India is one of the world's fastest growing economies as the latest economic forecast data released by Central Statistical Organization (CSO), India on 9th February 2015 estimated that its annual economic growth would accelerate to 7.4 per cent in the year ending in March 2015. In fact its economy grew 7.5 per cent in the quarter ending in December, outpacing China's 7.3 per cent growth in the latest quarter. This achievement will, however, be meaningful only when society at large gains from this economic development. If gaining status of largest economy can help in reducing poverty, generation of employment, and human capital capacity building then it will lead to sustainable development and it will be a real gain for

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India as a country.

While growth is in the center of the schemes of the world - developed or developing nations, they have nevertheless, exploited the Earth with little care resulting in serious environmental issues and climate change. Keeping in mind, impact of climate change affecting everyone on this earth, many discussions and negotiations have started in past, under the aegis of United Nations and at countries level. There have been certain positive developments but a lot still needs to be done and achieved. Sustainable development is not only essential but is the only choice before mankind to live currently and leave a safer and resourceful world for posterity. Six decades ago Mahatma Gandhi first made the statement, "The earth provides enough to satisfy everyone's need but does not provide enough to satisfy everyone's greed", which finds similar or even more relevance in present times. One should extract and make use of earth's resources only to the extent that is necessary and that can be replenished.

## **ECONOMIES AND SUSTAINABLE DEVELOPMENT**

Due to diversity in ecosystems, society and culture, sustainable development issues and challenges are also complex and vary from city to city, country to country and society to society. Extreme poverty still ravages the lives of a quarter of the population in developing countries. Such levels of poverty and inequality raise serious issues of sustainability - of peace and security, of equity and solidarity, and of the environment - at the national, regional and global levels.

India like other parts of the world is also facing these types of problems due to large population, unsustainable growth practices, and other environment related problems like large scale emission of hazardous gases, and rise in pollution level due to fast urbanization. This has resulted in to extreme weather conditions. The land degradation and extreme weather has severely impacted agriculture. Air pollution causes severe health problems particularly for children and old age people, resulting in ever rising medical expenses. It is also facing serious environmental issues viz. deforestation, soil erosion, desertification, air pollution due to industry effluent and vehicles, water pollution from raw sewage and runoff of agricultural pesticides. Tap water is not potable in some parts of the country. The huge and growing population is over straining natural resources.

According to UNDP Human Development Report 2014, India's Human Development Index (HDI) value for 2013 is 0.586- which is in the medium human development category-positioning the country at 135 out of 187 countries and territories. Also, its Gender Inequality Index (GII) value is 0.563, ranking it 127 out of 152 countries. According to this report, women in India still face inequality in education, health and in jobs.

There are three main facets to sustainable development i.e. Social (or community), Environment and the Economy. These facets are in no way mutually exclusive. The integration of and balance between these areas will result in sustainability. Over the long term, social, economic and environmental objectives should be complementary and interdependent in the development process.

### ***Social Sustainability***

Social sustainability embraces the principles of sustainable communities. Any sustainable development initiative needs to tackle issues like social exclusion, poverty, anti-social behavior, crime, and community involvement. For social sustainability, it is essential to have coherence in a society. Indian society is however divided in multiple ways based upon religion, caste, gender, income levels, urban & rural and education etc. leading to access to different levels of benefits of education and jobs. Heterogeneity of Indian society leads to disparity. As a result, India is also lacking the economic rationality to take full advantage of its human capital potential.

### ***Environmental Sustainability***

Natural resources are limited in nature. Their over exploitation put a huge pressure on the environment resulting in climate change. Hence, environmental sustainable development tries to conserve or renew the ecological systems. Human

race long term survival depends upon ecological balance and sustainability. Here also, due to disparity in society and resources allocation, India is facing lot of problems. Millions of people in India do not have access to even potable water or cleaner fuels. Burning of bio-fuels in villages leads to polluting environment to a larger extent.

### ***Economic Sustainability***

Economic sustainability refers to the amount that can be utilized by the society over a period while leaving capital intact and without degrading the future well-being of the society. This is possible only through technological development. Even the Brundtland Commission report (1992) titled 'Our Common Future', ties up economic growth to technological progress. India is slowing and gradually developing, adopting and making use of technology to achieve economic sustainability. Its service sector growth has led India to achieve faster growth rate but much need to be done in other sectors as well especially in manufacturing sector which has immense potential to lead further development.

India has been an active participant of United Nations' climate discussion and negotiations. It presented its perspective on sustainable development before the World Summit for Sustainable Development (WSSD) in 2002 as a detailed study "Empowering People for Sustainable Development" (EPSD). The four key objectives of EPSD are: Combating poverty, Empowering people, Using core competence in science and technology, and Setting environmental standards: Conservation of Natural Resources, Improving Core Sectors of Economy

The Rio Summit has established norms and every country is aspiring to establish and implement national sustainable development strategies. These sustainable development strategies are intended "to ensure socially responsible economic development while protecting the resource base and the environment for the benefit of future generations".

## **DELHI CITY: CURRENT STATUS OF ENVIRONMENT AND HUMAN DEVELOPMENT**

Delhi is the ancient city of India and has been the capital of many dynasties. The Union territory of Delhi is the capital of the India and has highest population density in the country of about 11000 per square kilo meter. The state is spread over an area of about 1483 sq. km. As per 2011 Census data, population of Delhi is about 16.7 million of which male and female are 8,987,326 and 7,800,615 respectively, making it the 18th most populated state in India. Growth rate of Delhi stands about 20%. Due to migration from other states in search of better living conditions and employment, Delhi's population is continuously rising. Delhi has good literacy rate of about 86%. It houses some of the best educational institutions.

Today, 97.50% population of Delhi lives in urban regions. The total figure of population living in urban areas is 16,368,899 of which 8,761,005 are males and while remaining 7,607,894 are females. Of the total population of Delhi state, currently only around 2.50 percent live in the villages or rural areas. The population growth rate recorded for this decade (2001-2011) was 2.50%.

Un-precedent urbanization and fast growing population due to continuous migration of people from other states in search of employment and better living conditions has taken its toll on Delhi scarce resources especially water, energy and land. Due to scarcity of land, Delhi has grown vertically and majority of Delhi has converted to multi-story concrete jungle. In its recent development policy announced on 16th February 2015, DDA further plans to develop Delhi vertically. It will build further pressure upon its limited resources. Large scale urbanization has also led to drying up of Delhi's water bodies and fast depletion in ground water levels. Delhi has suffered gross damage to natural ecosystems and biodiversity. There is no space to dump and treat vast amount of human and industrial waste generating each day. Delhi's landfill sites have already crossed their capacities. Since Delhi is dependent upon other states for its water and energy needs, the problem has aggregated ever worse. As a result, situation has arisen that large population is chasing fewer resources. This is chaotic and leads to law and order problems in society.

According to the World Health Organization (WHO), Delhi is the fourth most polluted city in the world in terms of suspended particulate matter (SPM). Only about 20% of the industrial units are in approved industrial areas; others being

spread over the city in residential and commercial areas. Road transport is the sole mode of public transport; there has been a phenomenal increase in the vehicle population over last one decade. Noise levels in Delhi exceed permissible levels in all areas except industrial areas. Only river passing through Delhi, Yamuna, is heavily polluted by domestic and industrial wastewater. About 8000 Metric Tonnes' of solid waste is being generated each day in Delhi currently in addition to industrial hazardous and non-hazardous waste.

Problems of Delhi are multifold in the context of sustainability and human Resources. On one side, there is continuous migration of people to Delhi being capital city; on the other hand, Delhi is unable to absorb any further human manpower on a massive scale due to restrictions put by civic bodies and judiciary not to set up new industries in Delhi to protect its already deteriorated environment. Not only this, there is considerable diversity and disparity in Delhi's population based upon age, gender, city of origin, urban and rural population, education level, and income levels and so on. Lack of employment opportunities lead to poverty and wastage of such large manpower. It further leads to law and order problems. Similar to India's demography, Delhi has largest youth population. Currently, large proportion of this youth population is not productively engaged in economic activities due to a 'skills v/s jobs requirement' mismatch. This not only impacts the economy, it also has serious consequences for the society at large. It can lead to social unrest, law and order issues such as insurgency. Nevertheless, it can be a silver lining and an opportunity to have such large availability of educated youth power. Delhi has great potential to become sourcing hub for skilled workforce for whole world. But this requires imbuing right skills to our youth that matches industry requirements.

## **HUMAN CAPACITY BUILDING: STRATEGY FOR SUSTAINABLE DEVELOPMENT**

### ***Capacity Building***

This rapid growth of population in cities causes a large number of challenges especially in the context of human resources. For sustainable development, it is necessary to develop new employment and engagement opportunities for the people. People may be literate but there is need to develop right skill sets to fit in sustainable development strategy. Hence, human capacity building must aim at not only providing basic education but right skills. Developing capacity building can help in poverty alleviation, maintaining law and order as people will be meaningfully and gainfully engaged and it will help in putting check on wastage of manpower. It will help in bringing civil discipline in the society.

Defining Capacity Building, Gabrielle Groves, Program Coordinator, Asian Institute of Technology, Singapore writes, "Capacity building is essentially the development of human capital - that can occur at the individual, institutional and societal level - enhancing skills and knowledge - to achieve sustainable and measurable results". It is also defined as the empowerment which encompasses the ability; will and skills to initiate, plan, manage, undertake, organize, budget, monitor/supervise and evaluate project activities. It is related to the organizational and functional levels as well as to individuals, groups and institutions. Steps needed for capacity building are education for all age groups, skills development, and use of technology, networking and continuous learning and social inclusion of everyone including differently abled people.

Capacity building or development focuses on three aspects viz. Human capacity development, entrepreneurship development and SME capacity development. Capacity building aims at reducing poverty and creating opportunities at grass roots level.

Realizing these facts, a "National Skills Policy" has been formulated in India in 2009 which set a target of imparting skills training to 500 million, by 2022. Government of India has adopted skills development as a national priority. Education can play a major role in developing a sustainable development model. It is an important means for achieving sustainable development. Education develops and strengthens the capacity of individuals, groups, communities, organizations and countries to make judgments and choices in favor of sustainable development. It can promote a shift in people's mindsets

and in so doing enable them to make the world safer, healthier and more prosperous, thereby improving the quality of life. Educated and skilled people will understand the need of environment and resources preservation for posterity.

As per All India State of Higher Education (AISHE) Survey 2014, there is a decisive relationship between quality of education system in a state and its economy. Also the states with high knowledge direction are having the high-level economy. Delhi stands at the highest level among Indian states leading the pack with over 86 per cent literacy rate. This clearly indicates that education and knowledge has key role to play in growth and development of a state and its people.

Delhi, as mentioned above, is the capital city of India with over 86 per cent literacy rate. It houses some of the best education institutions of India. With such large literate population and availability of infrastructure, Delhi can improve its position among world metro cities in terms of growth rate of GDP and employment through right human capital capacity building strategy. Delhi can lead among Indian states as largest hub and provider of skilled manpower to the world. It is to be noted if right steps are not in place, Delhi's demographic dividend may end up becoming a demographic liability. Human capacity building and their absorption in employment world over will also help managing law and order and will reduce pressure on Delhi's shrinking resources.

In its recent initiatives the new government at the Centre has planned to build 100 smart cities along the key infrastructure projects in India, Delhi being one of them. This will provide opportunity to absorb huge number of skilled manpower as these smart cities will provide millions of job opportunities. Being environmentally friendly, smart cities use sustainable materials for building facilities and reduce energy consumption.

Smart cities are an opportunity to harness urban growth to sustainable development, faster development and junking inefficient systems. Smart cities development can easily attract FDI and international talent to help further development in leading sector like IT, finance, services and manufacturing. Smart cities provide a chance to make economic and social opportunity a reality for the greatest number of people. The rising population density in smart cities can boost entrepreneurial energy and efficiency, productivity, reducing extreme poverty and mortality rate, increasing education levels irrespective of caste barriers and to both genders and economic mobility of women and hence eliminating or reducing caste and gender inequality. Smart cities provide opportunity for spurring social change.

Key issues for Indian Government for cities like Delhi are therefore, to develop sustainable smart cities and human settlements, sustainable transport, sustainable consumption and production, climate change and disaster risk reduction, and social inclusion to achieve its mission of sustainable development. A mix of policies will be needed to promote sustainable consumption and production, including fiscal instruments, education and awareness raising, voluntary certification schemes, and regulations, standards and legislation.

## **STRATEGY FOR SUSTAINABLE DEVELOPMENT**

Facing all these climate, diversity and disparity issues requires very large scale planning that not only leads to pollution free environment and sustainable development but simultaneously develop and deploy human power in a constructive way. It is highly crucial to provide livelihood and promote sustainable development. However, there can't be "One Size Fits All" approach possible for devising a sustainable development strategy.

Having a population of over 16.7 million which is continuously growing, Delhi has potential to become the major exporter of skilled manpower. Strategic requirement for this is preparing the workforce for global opportunities i.e. to provide right skills set. India as a whole and Delhi also has already proven their capabilities in providing highly skilled manpower for services sector. It is required now to promote generating employment opportunities in sectors like agriculture, manufacturing sector like food processing, leather products, textiles and other services sectors like trade, restaurants and hotels, tourism, construction and information technology and in small and medium enterprises.

Government alone can't undertake such huge task of developing millions of skilled manpower. It has to tie up and take

private sector along for this huge capacity building. Government can help in framing right policies and in providing conducive environment for private sector. Private sector however has to shoulder equal responsibility in developing and providing industry required skills development programs. Infusing private capital will be crucial to fulfill this ambitious target of developing millions of skilled manpower.

## CONCLUSION

World over Government and citizens both have to understand that sustainable development is an unavoidable responsibility for everyone. We have inherited this earth from our ancestors and we owe it to the next generations. Sustainable development is in everyone's interest and is achievable with better planning, stronger policies, and effective execution. To avoid destabilization of the planet, the inclusion of the sustainable development agenda in public and private policy spheres is not only unavoidable, but inescapable.

Delhi, the capital city of India has the right infrastructure in place, has availability of funds for further developing infrastructure capability for human capital building capacity and above all the Government of India intends to make India and Delhi as the largest manufacturing hub and largest exporter of skilled manpower. An immense opportunity emerges for everyone including private sector to put in their efforts and resources for human capital capacity building and to achieve sustainable development.

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