



## “Human Capital – its Role and Development in building Nation:Gujarat Context”

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**Abstract:** *Human resource development (HRD) can be defined as a set of systematic and planned activities designed by an organization to provide its members with the opportunities to learn necessary skills to meet current and future job demands. HRD can be applied both for the national level and organizational level. HRD is mainly concerned with developing the skills, knowledge and competencies of people and it is people-oriented concept. When we call it a people-oriented concept, the question arises, whether people will be developed in the larger or national context or in the smaller organizational context? Recent economic liberalizations announced by the government of India tend towards market and economy and started creating more dynamic environment in India than ever before. HRD plays a significant and crucial role in market economies under dynamic environment. HRD to be effective should essentially have a strong base of human resources planning, recruitment and selection based on effective HRD requirements. Organizations of all types and sizes, including schools, retail stores, government agencies, restaurants, and manufacturers, have at least one thing in common: they must employ competent and motivated workers. HRD outcomes provide the ground rules to build an organization excelling in people, processes, products and profits.*

**Keywords:** *HR climate, Skill development, HCD, Knowledge Facilitator, Succession planning, etc.*

### I. CONCEPT OF HRD

HRD is a field concerned with individual development, of which employee training and management development activities are a part. It also includes career development and organizational development. The goal of HRD is to improve the performance of organizations by maximizing the efficiency and performance of our people. HRD can be formal such as in classroom training, a college course, or an organizational planned change effort. Or, HRD can be informal as in employee coaching by a manager. Healthy organizations believe in HRD and cover all of these bases. In today's context, HRD is no longer confined to training and development functions. It now encompasses all development functions of HR, like; performance management, potential appraisals, mentoring, counseling, job rotation, career development and overall organizational development. To ensure consistency in HRD interventions and systematic HRD activities in organization, many organizations develop their HRD policies, which they review periodically, keeping pace with their business goals and objectives.

#### Definition of HRD

*“Organized learning activities arranged within an organization in order to improve performance and/or personal growth for the purpose of improving the job, the individual, and/or the organization.”*

### II. HRD : GUJARAT AS AN EMERGING STATE

Gujarat Government has taken an initiative for the enhancement of human resource prevailing in the State and to fulfill their significant purpose they have developed 'Labor and Employment Department'. This department is dedicated for creating future human assets required by different industries and also protecting employees' rights which builds harmonious relationship among employees & employers.

#### Labor & Employment Department

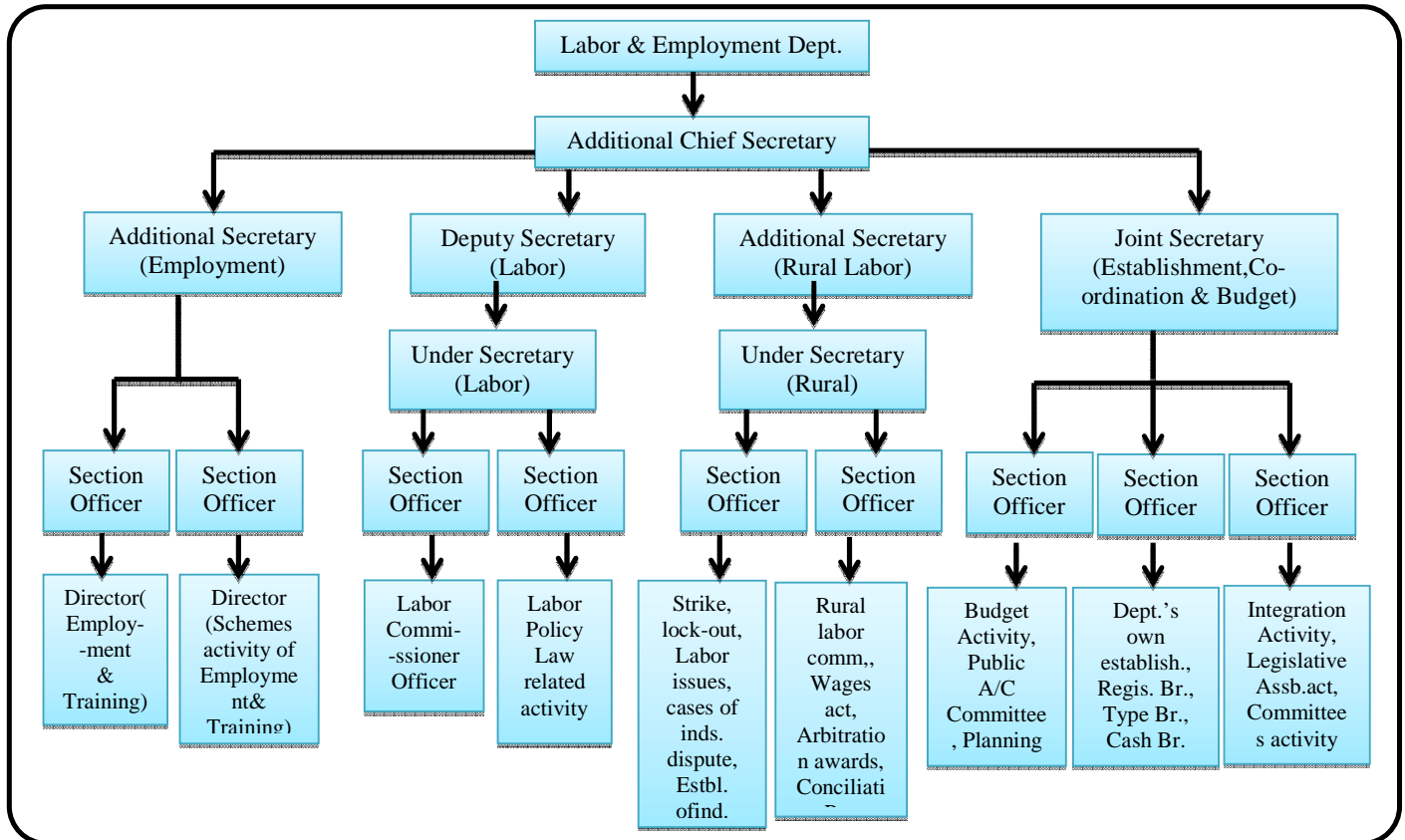
With a view to give proper attention towards the Labor and employment related matters and with an object to give speedy required employment and for purposeful planning, the Labor & Employment Department has been separately established on 17th July, 1980. Policies, Rules and Programs for the matters related to the Labor Welfare, Employment, Training and Human Empowerment by this Department. Welfare Measures are taken and Programs for Employment Creation for workers are also prepared. The Principal Secretary is the head of the Labor & Employment Department. The Policies, Rules and Orders formulated by the Government are executed by Heads of the Departments under the administrative control of the Department.

- Director of Employment and Training
- Commissioner of Labor



- Director Industrial Safety and Health
- Director of Boilers (Wing of Commissioner of Labor)
- Rural Labor Commissioner
- Mahatma Gandhi Labor Institute

**Organization Structure:**



Moreover, there is State Apprenticeship Council, State level Advisory Committee for the activities like Rehabilitation of Bonded Labors under the Labor & Employment Department. Gujarat State, the first in India, has established an independent office of the Rural Labor Commissioner for the implementation of the minimum wages of the Agriculture Workers. The Vision-Mission statement and Objectives under this department is as below:

Vision	Mission
To maintain industrial peace and harmony in the era of industrial growth, liberalization, privatization and globalization, through formulation of labour policies, enforcement of labour laws and cordial industrial relations at work place	To comply with the provision of Labour laws and Labour Standards as laid down by International Labour Organization in addition to this, State Labour machinery has a mission to reduce mandays loss and increase productivity and organization effectiveness.
<b>Objectives</b>	
<ul style="list-style-type: none"> <li>➤ To ensure payment of minimum wages and provision of various social security measures</li> <li>➤ To eliminate child labour and work towards their rehabilitation.</li> <li>➤ To ensure equity in payment of wages.</li> <li>➤ To ensure industrial peace and harmony.</li> <li>➤ To work towards promoting Lok-Adalats as a mechanism for grievance redressal.</li> <li>➤ To implement Reforms in labour laws and procedures.</li> <li>➤ To ensure provision of social security net to unorganized sector workforce.</li> </ul>	

**i. Director of Employment and Training**

**Training Wing:**

**The Directorate of Employment & Training, DET** is working under the Department of Labour and Employment, Government of Gujarat. It was formed in Gujarat State in 1971 by amalgamation of the Employment Wing, functioning under the Labour Directorate, and the Vocational Training Scheme under the Directorate of Technical Education. In the beginning, 2015, RHIMRJ, All Rights Reserved



Industrial Training Institutes were functioning under direct control and supervision of the Director General of Employment & Training (DGE&T), New Delhi, Ministry of Labour, Government of India. Since 1956 the administration of Industrial Training Institutes (ITI) under the Craftsmen Training Schemes has been transferred to the State government. Two statutes have been enacted by the Govt. of India to help in achieving the objectives of higher employment in organized sector through training. These are: **The National Apprenticeship Act, 1961**. DET functions with the major objectives of providing Vocational Training and Employment Services to the youths in Gujarat State. To achieve these objectives the DET runs a variety of long-term and short-term training programmes in Industrial Training Institutes/ Centers in the State. As has been widely recognized, the vocational skills can help in improving the employability of the jobseekers. Therefore, they are also advised to use the information on Vocational Training available under **Craftsman Training Scheme** and **Apprentice Training Scheme**. Establishments in Gujarat would be required to obtain passwords from concerned **Employment Exchanges** or **ITIs** for using **EMI** or **ATS** vacancy modules.

**Overview of ATS Scheme**

**Program Details:**

- **Training Of Trade Apprentices Consists Of:**
  - Basic Training
  - On the job training or Shop floor Training.
  - Related Instructions
- **Introduction:** The Apprenticeship Act, 1961, come into force with effect from 1st March, Craftsman Training was proposed to be imparted under the Industrial Conditions on the shop floor.
- **Purpose of the Apprenticeship Act, 1961:** The Apprenticeship Act, 1961 provides for the regulation and control of training for Apprentices in the country. This Act has been enacted in order to regularize the program of their practical training and to ensure fully utilization of the available training facilities.
- **Objectives :**
  - Maximum utilization of training potential to relieve unemployment and
  - To give more intensive training to the Apprentices so as to bring their level of skill to entertain specified standards.

Vision	Mission
Vocational Training makes a vital, ongoing contribution to the community by providing opportunities for young people to access quality training. Our vision is to be recognized as <b>India's</b> leader in the provision of services to the skill training sectors. For us, every work is worship.	To enhance global competitiveness in <b>Gujarat</b> through a quality and productive workforce by developing demand driven, standardized, dynamic and integrated technical & vocational training service. To function as the Organization that produces Skilled Personnel to the level of National & International skills standards and to proactively support the development of <b>Gujarat's skill training systems for the benefit of students and the State through provision of relevant regulation.</b>

**ii. Commissionerate of Labor**

The State Commissionerate of Labour is formed to formulate industrial friendly policy to simplify the complexity of various Labour Laws. As part of it, formulation of policy to reduce quantum of inspection that is complaint based inspection under various Labour Laws, simplified and Consolidate Annual Return for various Labour Laws is implemented. The State Commissionerate of Labour is of firm view to have "Umbrella Legislation" for informal sector labour in the state to provide social security and other benefits to informal sector labour which comprises 93% of the total workforce.

State Government has promised to provide stimulating atmosphere to industrial adventurers in the field of capital investment to industries and business, looking of the globalization and position in the changed condition at the international level. The enforcement machinery of the labour department ensures effective implementation of labour laws and ensuring and protecting the rights of working force provided under various labour laws. Gujarat state is thus provided as a model state in this regard.

The main objective of the labour department in the state is to provide industrial safety, peace and harmony without jeopardizing the interests of working force and special thrust is being given for the safety security & health of the unorganized sector workers in the state.

Vision	Mission
The state of Gujarat enjoys the legacy of non-militancy of mahatma Gandhiji, the Father of the nation, and therefore the employers & employees, trade union and NGO have a special vision for industrial peace in industrial growth and industrial peace in country. The people of state are law abiding and have in built discipline for complying the laws, in instant case the Labour	The mission of the Commissionerate of Labour is to promote growth of industrial and commercial activities by ensuring harmonious relationship between employer and worker providing statutory cover to the workman through preventive, conciliatory effort, adjudicatory, punitive action and promoting welfare activities through planning process to



laws.	alleviate the suffering of working class.
<b>Objectives :</b>	
The state has the first and foremost object to comply the Labour Laws Laid down by Central and State Government by Employers. The state is firmly ahead in Interpreting the constitutional provision in correct Spirit. The objective of the state is to proceed towards progressive elimination of child labour.	
<b>Functions :</b>	
<ul style="list-style-type: none"> <li>• To maintain industrial peace, harmony and cordial relations.</li> <li>• To maintain and protect rights and reduce exploitation of the workers.</li> <li>• Raising the living standard of the industrial workers.</li> <li>• Helping in stimulation of the industrial growth.</li> <li>• The major decisions while framing the Labour Policy are taken after tri-partite consultations.</li> <li>• Survey and rehabilitation of child labour as per National Child Labour Projects scheme guide lines in districts of the state.</li> <li>• Reforms in labour laws and procedures.</li> <li>• Promoting the existing schemes of reforms, feedback studies etc.</li> <li>• The effective implementation of Labour Laws to provide social security net to urban unorganized sector labour.</li> </ul>	

### E-Citizen: Act & Rules

The following are the various Labour Laws dealing with wages, working conditions and welfare measures and industrial relation by Central & State Labour Laws and Rules are in force and these Laws and Rules are being enforced by the Labour Commissionerate.

- The Minimum Wages Act, 1948 & the Minimum Wages (Gujarat) Rules 1961
- The Payment Of Bonus Act, 1965 & The Payment of Bonus Rules 1975
- The Payment Of Gratuity Act, 1972 & Gujarat Rules 1973
- The Child Labour (Prohibition & Regulation) Act, 1986 & Gujarat Rules 1994
- The Contract Labour (Regulation & Abolition) Act, 1970 & The Contract Labour (P & R)(Gujarat) Rules 1972
- The Motor Transport Workers Act, 1961 & Gujarat Rules 1965
- The Industrial Disputes Act, 1947 & Gujarat Rules 1966
- The Industrial Employment Standing Order Act, 1946 & Gujarat Rules 1955
- The Sales Promotion Employees (Conditions of Service) Act, 1976
- The Bombay Industrial Relations Act, 1946 & Gujarat Rules 1961
- The Equal Remuneration Act, 1976 & Gujarat Rules 1976
- The Trade Unions Act 1926 & The Gujarat Trade Unions Regulations, 1963
- The Beedi & Cigar Workers (Conditions Of Employment) Act, 1966 & Gujarat Rules 1968
- The Working Journalists And Other Newspaper Employees' (Condition Of Services) And Miscellaneous Provisions Act, 1955
- The Working Journalists (Conditions of Service) and miscellaneous Provisions Rules, 1957
- The Labour Laws (Exemption from Furnishing Returns and Maintaining Registers by Certain Establishments) Act, 1988.

### iii. Director Industrial Safety and Health

Factory wing is headed by Director, Industrial safety and Health, Gujarat State. For efficient administration and effective control state is divided in to four regions namely Ahmedabad, Vadodara, Surat and Rajkot. These regions are under control of Joint Director, Industrial Safety & Health. The Directorate, Industrial Safety and Health looks after the implementation of following statute:

#### ***The Factories Act 1948 and Gujarat Factories Rules, 1963:***

After independence, 'The Factories Act, 1948' was made applicable in the country mainly to regulate health, safety, welfare and working conditions of Industrial workers. It has been amended from time to time, but the major amendments were enacted in 1976 and in 1987, wherein emphasis has been laid on safety in general and chemical safety in particular. To strengthen safety in chemical factories, Government of Gujarat amended the 'Gujarat Factories Rules, 1963' in February 1995.

#### ***The Payment of Wages Act, 1936 and Rules there under:***

The Maternity Benefit Act, 1961 and Rules there under:

The Inspectors appointed under the Factories Act have also been appointed as inspectors under the Payment of Wages Act, 1936, so far as the factories registered under the Factories Act, 1948 are concerned. The officers of this wing have also been notified as Inspectors under Maternity Benefit Act, 1961 & The building and other construction workers (Regulation of Employment and conditions of service) Act, 1996

#### ***The Environment Protection Act, 1986:***

#### ***Chemical Accidents (Emergency Planning, Preparedness and Response) Rules, 1996:***





The Government of India has framed Chemical Accidents (Emergency Planning, Preparedness and Response) Rules, 1996, where the Asstt./Deputy Director of Ind. Safety and Health performs the duties as Member Secretary of various crisis groups constituted under these rules throughout the state.

**The Gujarat Payment of Unemployment Allowance to Workmen (in factories) Act, 1981:** The employer is required to pay 50% wages to workers in the event of power-cut, if he is unable to provide alternative employment to workers within 8 Kms from the normal working place provided that the power cut is notified by Government. This wing also looks after the implementation of this Act.

**The Building and other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996:** The department being technical in nature, the officers appointed are mostly engineers. The inspector appointed under the Factories Act have also been appointed as inspector under the Building and Other Construction Workers (RECS) Act, 1996, Director, Ind. safety and Health has been appointed as Chief Inspector of Inspections of Building and Construction under the same Act.

**The Gujarat Physically Handicapped Persons (Employment in Factories) Act, 1982:** The Government of Gujarat has enacted Gujarat physically Handicapped persons (Employment in Factories) Act, 1982. Under this legislation all Inspectors have been appointed as Inspector for implementation of this Act. It applies to factories employing 100 or more workers. Under this Act employers are required to allocate and appoint 1% of total employment for physically handicapped persons.

<b>Vision</b>
to provide simplified administrative procedures specially as regards to small scale industries. To ensure this common returns under various laws.
<b>Mission</b>
To have effective implementation of various legislations enforced by it and also to protect health and safety of workers. It is also to ensure that such workers work in best possible working conditions and their basic needs are satisfied. To eradicate the pain and agony of workers, special emphasis is laid on accident prevention. So that we may not have a society of sick and injured people.
<b>Activities</b>
<ul style="list-style-type: none"> <li>• To create awareness for Health &amp; Safety amongst workers and factory management through seminars and other programs.</li> <li>• To update with the latest trend department arrange the Safety Conference every year.</li> <li>• To encourage and appreciate the workers contribution in the industry by Shram Awards</li> <li>• To facilitate implementation of various welfares schemes for Construction workers.</li> <li>• To conduct required Health &amp; Hygiene Survey in various industrial sectors.</li> </ul>

**iv. Rural Labor Commissionerate**

Gujarat is the first and Only State in India to establish a separate Rural Labour Commissionerate to protect the rights as provided under various Labour Laws to the unorganized and unprotected rural workers of the State. The main function of the Commissionerate is to enforce the provisions of the Minimum Wages Act, 1948 in the employments of Agriculture and 13 other scheduled employments found within Gram Panchayat areas. Moreover, since 2004, the officers under the Commissionerate are also declared as inspectors to enforce some of the provisions of the Child Labour (Prohibition and Regulation) Act, 1986, the Inter State Migrant Workmen (Regulation of Employment and Condition of Services) Act, 1979 and the Equal Remuneration Act, 1979 in the employment of Agriculture and 13 scheduled employments within Gram Panchayat areas.

The Commissionerate is mainly responsible to ascertain as to whether the statutory minimum rates of wages are being paid by farmers to agricultural workers. In the cases of less wages, the inspectors try to pursue farmers to pay the wages @ more or equal to the minimum wages as declared by the State, through negotiations and try to resolve the labour disputes, if any, amicably and expeditiously. The Commissionerate is also responsible to rehabilitate the bonded labourers of Gujarat State, if and when, they are declared as bonded labourer and issued a Release Certificate by the District Magistrate. The Vigilance Committees at every district, headed by District Magistrate and Sub-Divisional Vigilance Committees at Prant level, headed by Sub-Divisional Magistrate, in each Prant, are constituted as prescribed under section 13 of the Bonded Labour System (Abolition) Act, 1976 to monitor the implementation of the Bonded Labour System (Abolition) Act, 1976 and the issues related with the abolition of bonded labour system in the district. The Government Labour Officer (Agriculture) is working as the Member Secretary of these Vigilance Committees in every District and Prant.

<b>Vision &amp; Mission</b>
The Minimum Wages Act, 1948 is a Central Act enacted by the Parliament, Government of India. It provides for fixing the rates of minimum wages to be paid to a worker in certain employments. Part II of the Schedule to the said Act is related with the Employment in Agriculture, which consists of employment in any form of farming, including the cultivation and tillage of the soil, dairy farming, the production cultivation, growing and harvesting of any agricultural commodity, the raising of livestock, bees or poultry and any practice performed by a farmer or on a farm as incidental to or in connection with farm operations (including any forestry and time bearing operations and the preparation for market and delivery to storage or to market or to carriage for transportation to market or farm produce)A separate wing of Rural Labour Commissioner at the State level under the Labour and Employment Department, has been created since 1981 as per the recommendations by Satem Commission in order to give special attention for implementation of the provisions of the said Act and to ensure that unorganized Agricultural - Rural workers get the minimum rates of wages as prescribed by the State from time to time. The



mission of this office is to ensure implementation of the provisions of the Minimum Wages Act, 1948 in the employment of Agriculture and since 2004, 13 scheduled employments found within the Gram Panchayat areas. Moreover, the officers under the Commissionerate are also declared as inspectors to enforce some of the provisions of the Child Labour (Prohibition and Regulation) Act, 1986, the Inter State Migrant Workmen (Regulation of Employment and Condition of Services) Act, 1979 and the Equal Remuneration Act, 1979 in the employment of Agriculture and 13 scheduled employments within Gram Panchayat areas.

**Objectives & Functions**

- To protect the rights of agriculture and other rural workers, as provided under various labour laws.
- To help, guide and educate the agriculture and other rural workers to get their rights, as provided under various labour laws.
- To maintain peace and harmony between workers - employees and employers, so as to prevent occurrence of any kind of labour unrest.
- To implement the provisions of the Minimum Wages Act, 1948, the Child Labour (Prohibition and Regulation) Act, 1986, the Inter State Migrant Workmen (Regulation of Employment and Condition of Services) Act, 1979 (Partial) and the Equal Remuneration Act, 1979 in the employment of Agriculture and 13 scheduled employments within Gram Panchayat areas.

**v. Mahatma Gandhi Labor Institute**

The first Labour Laws Review Committee headed by Justice D.A. Desai had in 1974, recommended to have a full-fledged Institute for studies in the field of Labour & Employment to be set up at Ahmedabad. Apart from the recommendation of the Labour Laws Review Committee, Government had also felt the need for well-organized programmes - **for research, training and development to meet effectively the challenges in the field of Industrial relation and employment.** A Scheme for the establishment of an Institute of Labour Studies at Ahmedabad was accordingly, **submitted by the Commissioner of Labour in June 1978.** The Government had included it in Sixth Five Year Plan of the Gujarat State.

Mahatma Gandhi Labour Institute (MGLI) was established on 15th September, 1979 by the Government of Gujarat as an autonomous society under the Societies Registration Act, 1860 to provide for education, training, study and research in labour and related subjects in furtherance of the policy of the Government to promote harmonious industrial relations and social justice. The institute takes a comprehensive view of Labour and aims at serving the cause of labour including agricultural labour, women and child labour, self-employed, unorganized urban and rural labour besides organized labour in the Industrial, Commercial, Governmental cheap pharmacy without a prescription and service sectors. The principal means of action are Research, Training, Education and Dissemination of Information through seminars / workshops / colloquium etc.

<b>Vision</b>
<ul style="list-style-type: none"> <li>• Work to ensure greater and meaningful participation of the stakeholders</li> <li>• Work for and enter into collaborative arrangements</li> <li>• Manage number of quality training programmes and courses</li> <li>• Network with social partners and other concerned institutions and agencies</li> <li>• By instituting awards for establishments / companies / organizations signifying the best practices</li> </ul>
<b>Mission</b>
Empowering working classes in India in general and Gujarat in particular, to secure justice and access to opportunities to improve their standard of living and working environment through the process of making their contribution to growth and welfare for all, eventually leading to 'decent work' for all in changing socio-economic context and globally competitive environment in economy and the society.
<b>Activities</b>
<ul style="list-style-type: none"> <li>• The objects for which the society is formed are to provide for education, training, study and research in labour and related subjects, and with this purpose;</li> <li>• To undertake and assist in the organization of training and study courses, conferences, seminars and lectures;</li> <li>• To undertake, aid, promote and coordinate research through its own actions or other agencies including Universities and other institutions of standing;</li> <li>• To analyze specific problems encountered in the planning and implementation of Labour policy and allied programmes, suggest suitable remedial measures;</li> <li>• To prepare print and publish papers periodicals and books in furtherance of the objects of the Society;</li> <li>• To establish and maintain libraries and information services;</li> <li>• To collaborate with other institutions, organizations, associations and societies, in India or abroad interested in similar objects;</li> <li>• To offer fellowships, scholarships, prizes and stipends in furtherance of the objects of the Society.</li> <li>• To Establish Wings for:             <ul style="list-style-type: none"> <li>• Education, training, and orientation</li> <li>• Research including action research</li> <li>• Consultancy</li> <li>• Publication and such others as may be necessary to achieve the objects of the society</li> </ul> </li> </ul>
<b>Awards &amp; Achievements</b>
'Mahatma Gandhi ShramSahyogPuraskar' was instituted for the first time in the State of Gujarat and; no similar award exists in any State or the Union Territory. They take pride that this initiative has started with the help of CII Gujarat Chapter.
<b>Training &amp; Campus</b>



**Training**

The Institute undertakes various training programme for the trade union workers, organized and unorganized labour in rural and urban areas including child labour, women labour, and agricultural labour. MGLI also undertakes training of the labour judiciary, officers of the Labour Commissionerate, and of other departments employing labour in large numbers and public enterprises to provide them exposure to labour laws, labour welfare and labour relations etc- However, in organising the training programme, the Institute has its thrust on unorganized labour and rural labour. The objective is to promote their institutions and organisations so as to enable them to unite and reap the benefits of various welfare programmes and to equip them with the required knowledge, appropriate skills and the right attitude to ameliorate their working conditions.

**Campus**

Rural and Urban Camps are a part of ongoing efforts to reach out to distant rural and urban areas for creating awareness among the worker, particularly rural unorganized labourers who need encouragement to unite so that they can better demand their rights and ameliorate their living conditions. These camps provide information on relevant Labour laws, Minimum Wages Act and Welfare and Employment Generation Schemes implemented by the local authorities. Rural Labour Commissionerate, Gujarat Labour Welfare Board, Gandhinagar, is among the agencies who actively cooperate in organising rural camps. Efforts are also made to bring together officers of the Collectorate, District Panchayat, Forest Department, DRDA, Nationalised Banks and those directly concerned with employment generation programmes, implementation of labour laws and welfare schemes at these camps. Their presence in such camps help the officers to understand the problems of rural labourers by getting first-hand information on the issues facing the labour while on the other hand enable rural poor to get guidance and delivery of services from Government Agencies.

### III. CONCLUSION

After studying such substantial information of different departments working under ‘Labor & Employment Department’, we can say that these all departments aim at developing...

- ✓ Capabilities of each employee as individuals.
- ✓ Capabilities of each individual in relation to his/her present role.
- ✓ Capabilities of each employee in relation to his/her expected future role.
- ✓ Concrete relationship between each employee and his/her employer.
- ✓ Team spirit and functioning in every organizational unit.

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