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Saturation Approach for Inclusive Human Resource Development: A Road for a Viksit Bharat-2047

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Abstract

The process of uniting many racial, religious, cultural, and linguistic groups into a single nation is referred to as national integration. Granting dignity without discrimination to all citizens is an essential task that addresses the problem of eliminating socio-cultural and economic disparity and promotes harmony. Accordingly, it needs to be noted that the practical, constructive, and forward-thinking approach would help in the development of human capacities and skills through human resource development. Therefore, an inclusive approach in HRD increases the chances of more progress among the excluded sections of society.

Furthermore, an inclusive Human Resource Development strategy boosts the country's productivity by improving the physical and mental talents of its workforce, promoting overall economic development and progress. It describes and explains the process of reducing all forms of socioeconomic exclusion in India through the implementation of an inclusive growth strategy that reduces poverty by leveraging income (wages) earned from each citizen's job and ensuring food security, education, health, employment, and related services for everyone. Thus, an inclusive Human Resource Development strategy can reduce and eradicate inequality in India while also promoting social welfare and stability.

Keywords: Equitable, Talent Development, Workforce, Expansion, Incentives, Potential, Human Resources, interrelated productivity, inequities, demography, diversification, long-term growth, resilient economy, and human capital.

Introduction:

The idea of a Viksit Bharat (Developed India) depends not just on financial capital or industrial output but also on the significant empowerment of its 1.4 billion stakeholders as India confidently approaches its centenary milestone of 2047. At this pivotal point in the country's history, progress is determined by how inclusive growth is, guaranteeing that the advantages of development extend to the final mile.

The Saturation Approach to Inclusive Human Resource Development transforms welfare from entitlement to holistic empowerment, making it a modern governance marvel. This plan goes beyond traditional, fragmented interventions to a comprehensive, 100% coverage model, intending to provide basic services in education, health, and skill development to every eligible person, particularly farmers, youth, women, and low-income individuals. The government is not merely providing resources; it is also improving its people's inherent talents by systematically covering all intended beneficiaries through projects like as PM Vishwakarma, PM Svanidhi, and National Livelihood Missions.

As a result, the saturation strategy serves as a critical catalyst for socioeconomic justice by breaking the cycle of intergenerational poverty and regional inequities. The combination of social fairness and economic opportunity would convert India's demographic dividend into a capable, productive, and empowered workforce, paving the road for a successful, equitable, and developed society.

India's 2024 Union Budget, presented by the Finance Minister, articulates a broad vision for 'Viksit Bharat' (Developed India). This vision is centred on the budget's third priority: Inclusive Human Resource Development and Social Justice. The budget takes a saturation approach, attempting to cover all eligible citizens through various government programs. This strategy provides full coverage and minimises exclusionary errors, which have historically hampered the efficiency of aid programs.

The recommended initiatives under Priority 3 have the potential to generate considerable socioeconomic transformation in India. It is critical to ensure that allotted monies are used effectively and reach their intended beneficiaries. Transparency and accountability procedures must be strengthened to prevent leaks and corruption. Success depends on strong government, good coordination, and private-sector participation (Mohapatra, 2024)[1]. The Economic Survey 2023-24 gives a detailed examination of the relationship between Viksit Bharat and Budget 2024 Priority 3. It higlights the importance of a strong social infrastructure to promote economic progress. According to the survey, sustained economic growth must be followed by social advancement, such as improved health, education, and digital empowerment.

According to the poll, India's employment landscape is changing, owing to increased formalisation and skill development. For example, between FY15 and FY24, EPFO membership climbed at an astounding 8.4% CAGR, indicating increased formal employment. Furthermore, programs like the Production-Linked Incentive (PLI) scheme are intended to produce millions of manufacturing jobs, significantly increasing employment. Looking ahead, the Economic Survey predicts that India's GDP will rise at a 7% annual pace or more if structural reforms are continued. This growth is predicted to pull millions out of poverty and raise the national quality of life. However, attaining this demands a constant dedication to inclusive policy and social justice.

India's 2024 Union Budget, presented by the finance minister, articulates a broad vision for 'Viksit Bharat' (Developed India). This vision is centred on the budget's third priority: Inclusive Human Resource Development and Social Justice. This essay looks into this priority, examining its significance, recommended strategies, and the potential impact on India's path to development (Jyoti Kumari Sharma, 2021)[2]. How can a country truly flourish if some of its people are left behind? What role do education, skill development, and social justice play in this transforming process?

Objectives of the study:

- Implementing a "saturation approach" to ensure that all eligible individuals benefit from government development programs, eliminating exclusion errors.
- To ensure the benefits of economic growth reach marginalised segments, including women-led development and rural communities.
- To foster social equality and stability by providing equal access to opportunities, education, and health, aligned with constitutional rights.
- Highlighting critical issues such as poverty, unemployment, and lack of access to healthcare and education that hinder human resource potential.

Methodology of the study:

Research technique is the foundation of any research study, ensuring a systematic, scientific, and data-driven approach. The topic of Saturation Approach to Inclusive Human Resource Development: A Pathway to Developed India is the transition from traditional corporate efficiency to a "social justice paradigm" that prioritises change, emancipation, and human dignity.

This study uses a qualitative, descriptive research approach to investigate the relationship between social justice and inclusive human resource development. This methodology seeks to assess policies that promote equal possibilities rather than just economic growth by concentrating on the "saturation approach" that covers all eligible individuals, especially young women, and marginalised groups. This topic's methodology should use either primary or secondary data and take a descriptive and analytical approach. By combining new information with what is already known, these data sources enable a thorough comprehension of the topic.

[1] . Sanjib Pohit & Souryabrata Mohapatra, (2024). Inclusive Human Resource Development and Social Justice, Yojana, A development monthly.

[2] . Jyoti Kumari Sharma (2021). Inclusive Human Resource Development - The fruit of inclusive growth in India, International Journal of Research –Granthaalayah.

Equitable Human Resource Development:

The goal of inclusive human resource development is to provide every citizen with the skills and opportunities they need to contribute to and benefit from economic success. The 2024 budget includes a considerable allocation of Rs 1.48 lakh crore for education, employment, and skilling projects[3] (Desai, S.B., Dubey, A., Joshi, B.L., Sen, M., Sheriff, A., & Vanneman, R., 2010). This considerable allocation demonstrates the government's commitment to improving the capacities of its workforce, particularly among the poorest parts of society.

Talent Development and Education:

One of the budget's most significant initiatives is the release of Rs 60,000 crore over five years to revamp 1,000 Industrial Training Institutes (ITIs) into hub-and-spoke systems. These updated ITIs will link their curricula with industry needs, ensuring that 20 lakh youth have relevant, employable skills. This effort targets India's worker skills gap, which is a significant hindrance to economic productivity and competitiveness. By modernising these ITIs, the government is establishing a strong vocational training infrastructure that meets the needs of a fast-changing employment market.

The budget also includes a redesigned Model Skill Loan Scheme, which offers loans of up to Rs 7.5 lakh with government guarantee. This initiative seeks to assist 25,000 students each year, allowing them to pursue vocational training without incurring financial strain (Sukhadeo Thorat & Narender Kumar, 2009)[4]. Furthermore, education loans of up to Rs 10 lakh would be available with an annual interest subsidy of 3%, benefiting 1 lakh students each year. These financial assistance systems are intended to democratise access to quality education and training, establishing an inclusive growth environment in which economic possibilities are accessible to all.

Workforce Expansion Incentives:

The budget proposes three employment-linked incentive schemes totalling Rs 2 lakh crore over five years. These programs focus on several facets of job development, each addressing a distinct need in the labour market. Scheme A: First Timers: This scheme gives first-time employees a one-month pay subsidy of up to Rs 15,000 each. This effort, which is expected to assist 2.1 crore youth, intends to make it easier for new workers to enter the formal sector by providing a vital link between education and employment. Plan B: Job Creation Manufacturing: This plan encourages firms to hire first-time workers in the manufacturing industry by covering a portion of their EPFO contributions.

It aspires to employ 30 lakh young people, promoting vigorous job creation in a sector critical to economic growth. By focusing on manufacturing, the government is supporting a sector with the potential to produce large-scale employment and industrial development (Richard Pais & M.H. Makwana (eds) (2018)[5] program C: Employer Support: This program reimburses up to Rs 3,000 per month in EPFO contributions for new employees earning less than Rs 1 lakh per month. It aims to promote the creation of 50 lakh new jobs in diverse industries, thereby promoting broad-based employment growth and lowering barriers to firms growing their workforces (Alok Kumar, 2013)[6] Ensuring Equal Rights for All:

Social justice is a fundamental component of human resource development. The budget's emphasis on social justice seeks to guarantee that economic progress benefits all members of society, particularly the marginalised and disadvantaged.

All-Inclusive Development Approach:

The budget takes a saturation strategy, seeking to cover all eligible citizens through various government services. This technique provides broad coverage and eliminates exclusionary errors, which have historically hampered the effectiveness of aid programs. The Pradhan Mantri Garib Kalyan Anna Yojana, which gives free food grains to more than 80 crore people, is an excellent example of this strategy (Dipak Saha (editor), Soumya Mukherjee (editor), Chirabrata Majumder (editor), Ayman Ibrahim (editor), Banji R. Olaleye 2026)[7]. Its continuation for another five years underlines the government's commitment to ensuring

[3] . Desai, S.B., Dubey, A., Joshi, B.L., Sen, M., Sheriff, A., & Vanneman, R. (2010). Human Development in India: challenges for a society in Transaction; Published by Oxford University Press, New Delhi.

[4] . Sukhadeo Thorat & Narender Kumar (2009). B.R. Ambedkar: Perspectives on social exclusion and inclusive policies, Oxford University Press.

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[6] . Alok Kumar (2013). Human Resource Development and Inclusive Growth, Publisher, Regal Publications.

[7] .Dipak Saha (editor), Soumya Mukherjee (editor), Chirabrata Majumder (editor), Ayman Ibrahim (editor), Banji R. Olaleye 2026, Reimagining Human Resources for Inclusive and Sustainable Development - Contemporary Management Practices, Routledge Taylor & Francis Group.

food security for those in need. The saturation method seeks to build a more egalitarian society in which the advantages of progress are widely shared.

Empowering Women to Lead Growth:

Women's empowerment is an essential component of social justice. Over Rs 3 lakh crore is allocated in the budget to projects that help women and girls. This significant expenditure demonstrates the government's awareness of women's vital role in economic development. Initiatives such as working women's hostels, crèches, and women-specific skill-building programs aim to improve women's engagement in the workforce (Economic Times, 2023)[8]. The creation of market access channels for women's Self-Help Groups (SHGs) benefits women entrepreneurs while also encouraging inclusive economic growth. The government is creating a more inclusive and vibrant workforce by reducing barriers to women's economic engagement.

Tribal Upliftment Initiatives:

The Pradhan Mantri Janjatiya Unnat Gram Abhiyan is intended to enhance the socioeconomic situation of tribal tribes. This plan uses a saturation method to ensure holistic development, with funds allocated to cover 63,000 communities and help five crore tribal people (Ahuja, R., & Gupta, K., 2012)[9]. The initiative focuses on education, healthcare, infrastructure, and economic possibilities, while also addressing the unique issues that tribal communities experience. The government hopes to improve some of society's most marginalised groups by offering targeted assistance to tribal communities, ensuring that they, too, benefit from India's progress.

Potential Implications:

The recommended initiatives under Priority 3 have the potential to generate considerable socioeconomic transformation in India. The government's goal in investing in education, skill development, and employment is to create a more capable and competitive workforce. This, in turn, will boost productivity, stimulate innovation, and attract investment, so contributing to long-term economic growth.

The emphasis on social justice guarantees that the advantages of growth are fairly distributed. Initiatives aimed at women, tribal communities, and eastern states seek to alleviate historical inequities and geographical disparities. These strategies promote social cohesion and stability, both of which are necessary for long-term prosperity (Rajendra & P. Mamgian, 2020)[10].

Implementation Factors:

While the budget's provisions are bold and well-intended, its implementation would necessitate strong governance and good cooperation between the federal and state governments. It is critical to ensure that budgeted monies are efficiently used and reach the intended beneficiaries. To prevent leaks and corruption, procedures of transparency and accountability must be strengthened. Furthermore, the success of skill development and employment initiatives is dependent on significant participation by the business sector. Industry partnership is critical in curriculum development, internship provision, and job generation (Miss. Suke Pushpa Mahadev (2025)[11]. The government must provide a conducive atmosphere for public-private partnerships, encouraging corporations to participate in human resource development.

Furthermore, structural issues such as labour market rigidity and poor infrastructure must be addressed. Reforms that increase labour market flexibility, make conducting business easier, and invest in physical and digital infrastructure will supplement the budget's efforts and create a favourable climate for sustainable development.

Concluding Summary and Upcoming Developments:

Looking ahead, the 2024 Union Budget's ambitious aims and comprehensive initiatives indicate a revolutionary trajectory for India's socioeconomic environment. GDP growth of 7% per year is expected to pull millions out of poverty and raise living standards across the country. The Rs 1.48 lakh additional allocation for education, employment, and skills, which includes a Rs 60,000 core update for 1,000 ITIs, is intended to bridge workforce skill gaps and boost economic productivity.

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Employment-linked incentives worth Rs 2 lakh are expected to spur employment development. Scheme A provides a pay subsidy of Rs 15,000 for first-time employees, which benefits 2.1 crore young people. Scheme B focuses on manufacturing, seeking to employ 30 lakh young people, while Scheme C helps employers by incentivising 50 lakh new jobs. These approaches are designed to reduce unemployment while also formalising employment.

Social justice initiatives such as the Pradhan Mantri Garib Kalyan Anna Yojana provide complete coverage for 80 crore people, while Rs 3 lakh crore for women-focused schemes promotes empowerment. The Pradhan Mantri Janjatiya Unnat Gram Abhiyan, which targets 63,000 villages and benefits five crore indigenous people, addresses specific community concerns. Success is dependent on strong government, good coordination, and participation from the private sector. It is critical to ensure efficient fund utilisation and increase transparency. Structural reforms to boost labour market flexibility and infrastructure will supplement these initiatives, creating a more equal and inclusive society in which everyone can prosper.

However, as we move forward, we must ask ourselves: Are we doing enough to ensure that every Indian, regardless of background, has a chance to succeed in a Viksit Bharat? Are the financial commitments and policy frameworks adequate to address long-standing social and economic issues? How can we use the potential of these projects to create a truly inclusive and prosperous India? The answers to these questions will determine the success of our path to becoming a developed nation.

In short, Inclusive Human Resource Development (HRD) and Social Justice are more than just policy goals; they are the fundamentals of a just and civilised society. They reflect a transformative commitment to moving from result equality to equal access to opportunity, ensuring that the benefits of economic prosperity reach the very last person in the queue. We do more than merely produce a trained workforce by strengthening underprivileged groups, enhancing women's abilities, and nurturing youth skills.

As India strives to achieve Viksit Bharat (Developed India) by 2047, the true measure of success will be the seamless integration of every person into the country's growth story. As a result, a harmonious blend of targeted skill development and social justice is the only way to build a robust, self-sufficient, and truly equitable nation in which no one falls behind. Human resources are critical to India's economic development, with literacy, employment, and skill development serving as interwoven pillars of success.

Although workforce productivity has increased due to targeted skill programs and rising literacy rates, differences between industries and geographical areas still exist. In order to fully benefit from its demographic dividend, India needs to give equal economic opportunity, sectoral diversity, and inclusive education top priority. A strong, resilient economy fuelled by empowered human capital will be ensured by a balanced strategy that incorporates industrial growth, agricultural modernisation, and steady service expansion.

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