ABSTRACT

The present investigation attempts to assess human resources in the Junnar tahsil of the Pune district, Maharashtra. A geographical perspective demands to view human resources in the context of demographic and socio-economic environment. By adopting parametric approach the study aims at understanding village level issues related to human resource development. The studies like present one would provide realistic base for planning any development in which participation by local people in the process of development is expected.

METHODOLOGY AND TECHNIQUES:

The present investigation aims at understanding the human resources in the region. For this, it is necessary to quantify and analyse variety of aspects related to population, physiography and socio-economic set up of the tahsil. The brief idea of the methodology adopted in the study is given in the following paragraphs.

1. POSITION OF THE TAHSIL:

The study mainly aims at identifying human resource status in the tahsil at village level. As the first step of the study the tahsil level data for the parameters like growth, density, literacy, sex ratio etc. have been compared with those of the Pune district and the state.

2. HUMAN RESOURCES:

The parametric approach has been used for investigating human resources at micro-level. The population parameters like growth, density, sex
ratio, literacy etc. have been used in the analysis. Employing GIS techniques like THEMAPS thematic maps have been prepared to depict the distribution of such parameters.

3. REGIONALISATION:

A multivariate approach has been adopted for regionalisation. The score values of each variable have been based on its relevance to human resource development and the composite score method has been employed to understand the levels of human resource development of each village. Thus the four major regions have been identified according to the level of human resource development.

4. PRIMARY SURVEY:

The secondary data for the parameters like level of education, family size, age structure, migration, standard of living, marital status etc. are not available at village level. Therefore a primary survey has been conducted in 10% sample villages selected randomly and the primary data for the variables relevant to human resource status have been collected.

5. PLANNING STRATEGY:

The planners should seriously think of a strategy to utilise wasting man power in such a way that employment opportunities are created in all the sections of society. At the same time it is also necessary to suggest the plan to improve the level of human resources. This kind of twofold approach has been adopted to design the plan for human resource development in the tahsil.

6. SURPLUS HUMAN POWER:
The study region being agro-based an attempt has been made to find out potential and available labour force for agriculture. The distribution of index of surplus human power has been shown using GIS techniques.

7. THE TECHNIQUE:

Usual statistical and cartographic techniques have been used for showing the distribution of landuse, demographically, and socio-economical characteristics. The computer techniques have been used to analyse and present the population data. The vector based GIS techniques have been used for the analysis of multivariate and multidate information.

THE STUDY AREA:

The Junnar tahsil has the human population of about 3,44,897 which is highest in the district although it is one of the hilly blocks. The rural population of the tahsil is 98% and the tahsil ranks 1st in the district. It ranks fourth in the district so far as geographical area is concerned (provisional census 2001). The work participation in the primary activity is (84.47%) more than that of the district (47.15%) and the state (61.51%). The population growth has been 22.07% in the last decade. The tahsil is backward in economy in which level of industrialisation is very low in comparison with the district and the state. The proportion of the marginal workers in the tahsil is 5.23%. It is higher than the district (3.24%) and the state (3.68%). The higher proportion of marginal workers indicate insufficient employment opportunities in the tahsil.

APPRAISAL OF PHYSICAL RESOURCES:

The appraisal of natural resources like soil, vegetation, water has suggested that there is great deal of spatial disparity within the tahsil. The
rainfall ranges from 250 cm in the west to 60 cm in the east. The eastern part is drought prone area while the western hilly zone suffers from scarcity of water in the major part of the year as rainfall is concerned in the monsoon months. The middle part of the tahsil is rich in soil and water resources and provides good base for agricultural development. Irrigation resources have also been developed in this part of the tahsil.

SOCIO-ECONOMIC ENVIRONMENT:

The economy of the tahsil is dominated by agricultural activity. Due to the accessibility with the metropolitan market like Mumbai the agriculture of the tahsil has shown remarkable growth and improved level of commercialisation. The main commercial crops are vegetables (8.18%), flower (3.11%), horticulture (2.20%), etc. The western villages have been dominated by rice cultivation as a monoculture. The eastern drought-prone zone shows rainfed jowar and bajara as the major crops.

It is important to note that the area under irrigation (30.1%) has been on lower side inspite of the presence of five major dams located in the tahsil. It is suggested to improve groundwater resource using watershed development techniques and to extend surface water availability through lift irrigation. It is necessary to create the employment opportunity in the tahsil either through agricultural development or by promoting agrobased industry and service sector.

APPRAISAL OF HUMAN RESOURCES:
Human resources in the rural part of the tahsil has been evaluated with the help of village level data and primary survey, the findings related to the human resource development may briefly be outlined below:

1. LITERACY:
   - The average literacy is 62.38% with male 77.19% and female 47.93%.
   - The regionwise distribution of literacy shows that it is lowest in the region IV (29.11%) and highest in the region I (56.95%).
   - The difference between urban and rural literacy has reduced from 24% in 1951 to 19% in 1991, indicating the quality of available manpower.

2. EDUCATION:

   Educational facilities are inadequate. It is estimated that there should be an addition of 700 primary schools and 495 Highschools according to the criteria given by planning commission. The distance from the nearest school is about 2.23 Km and it is very high in the western and northern parts of the tahsil.

3. MEDICAL FACILITY:

   According to 1991 census there are 14 PHC centres providing facilities to the people of the tahsil. There are 144 beds recorded in 1996 and the doctor-population ratio is 2156 for the rural area and 579 for the urban area. The distribution of the facilities is uneven.

4. BIRTH RATE:

   The birth rate of the tahsil is higher than that of the district except in 1991. High birth rate has been observed in the hilly zone. It may be attributed to low literacy rates, limited process of urbanisation and lower status of amenities. It is the indication of lower status of human resources in the tahsil.
5. DEATH RATE:

The death rate is continuously decreasing from 1951 to 1991. In 1951 the death rate was 17.35, while it is 5.31 in 1991. This is because, the improvement of medical facilities, standard of living and economic development.

6. NATURAL GROWTH:

The natural growth of population has been increased from 19.18% in 1951 to 19.54% in 1991.

7. LIFE EXPECTANCY:

The life expectancy of the population has been 50, 57 and 70 years in 1971, 1981 and 1991 respectively. The increasing trend of life expectancy may be due to the progress in economic development, improvement of medical facilities etc. In the eastern part of the tahsil life expectancy has been more than that in the western part. The difference is due to concentration of medical facilities in the central and eastern parts and inadequate availability in the western zone.

8. DRINKING WATER FACILITY:

According to the 1991 census the drinking water facilities are available by the river and well. The water supplied by river and well is not suitable for the human health. After 1991, there is significant increase in number of majority of villages getting safe and clean water from the tap. This is a good sign of human resource development. However, the tribal villages are deprived of this kind of facility.

9. ELECTRIFICATION:
The availability of energy by power supply is very important for the agricultural, industrial, as well as the social and all-round development of the region. About 101 villages (61.59%) were electrified in 1981 which has increased to 165 villages (100%) in 1991.

10. MARITAL STATUS:

The proportion of married male adults is less than that of female. This may be because of the fact that the age at marriage has been less in case of female than the male. The proportion of unmarried male has been about 23.2%. This is certainly not a good sign of human development.

11. MIGRATION:

The study of migration shows that there is centrifugal force causing net-outgoing migration. This may be attributed to the low level of human resource development. Therefore such migrants get less amount of salary. So it is essential to develop a system which will upgrades the human resources.

12. SOCIAL:

The proportion of families below poverty line is highest in SC population (46.25%) followed by ST population (42.38%). The rest of the population has only 15.08% families below poverty line. This means that any programme aiming at poverty alleviation should focus on socially backward class population.

REGIONALISATION:

Adopting multivariate approach the villages of the rural Junnar have been grouped into four human resource development regions. The features
related to the level of human resource development have been briefly highlighted below:

1. REGION-I

• Human resource status is good in the region.

• Cropping pattern shows high proportion of sugarcane, grape, vegetables etc.

• Literacy is high (56.95%) and educational facilities are good.

• The nodal villages like Otur, Narayangaon, Ale are located in the region.

2. REGION-II

• The villages located in this region are developing.

• Second ranking region.

• Higher sex ratio shows out migration from the region.

• Surplus labour force.

3. REGION-III

• Majority of the villages are backward.

• The agricultural development of this region is not upto the mark.

• The tribal society has very low literacy and education.

4. REGION-IV

• Most of the area is backward.

• Agricultural development has been restricted due to hilly area.

• Very low proportion of literacy(29.11%).

• High proportion of marginal workers.
• Employment opportunity is very low.
• Proportion of people engaged in other services and other workers is less.

PLANNING STRATEGY:

The villages in study area have been grouped in to four regions according to the level of human resource development. These regions have provided realistic base for planning. The planning strategies for each region have been discussed in the present work. These are mainly related to improvement of agricultural resources and to promote agro-based and forest based activities.

EMPLOYMENT STATUS:

The state of employment in the agricultural sector has been computed on the basis of availability of agricultural workforce and capacity to absorb the workforce based on cropping pattern. The index of surplus employment has been on higher side even in the villages observing good agricultural development. It has been more than 1 in the majority of the villages in the study area. The value of index is above average in the 15 (40.5%) villages in the region I, in 31 (44.9%) in the region II, in 16 (38.09%) in the region III and in 12(70.5%) in the region -IV.

Thus, the planning strategy in each region aiming at improving level of human resource development has been based on the principle to promote of the activities generating gainful employment.

The present investigation has the important hypothesis that the rural development needs human resource development to avoid disparity in distribution of benefits of development. The present investigation has proved
the hypothesis and concluded that human resource development can be achieved in different areas by taking into account geographical attributes. The regional analysis has identified four regions showing different levels of human resource development. The micro-level regionalisation has been found to be suitable for designing area specific planning strategy to develop human resources in the tahsil.