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7.1 INTRODUCTION:

After attempting to design regionwise planning strategy for development of human resources in the tahsil, the study may be reached to a concluding stage. The present investigation has revealed that human resource can be achieved if the area specific problems are addressed properly. It has also put forth the need of geographical approach to understand human resources in the tahsil in particular and in the rural areas of the state in general. Along with the findings this chapter also discusses the applicability, likely contribution, relevance, and limitations of the present investigation.

7.2 FINDINGS OF THE STUDY:

Present study has major objective to investigate status of human resource status in the study area and to suggest planning strategy for improving the same. For achieving this major objective there are some other related objectives as discussed in the first chapter. The findings of the study according to the objectives can be outlined as given below.

7.2.1 POSITION OF 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.

7.2.2 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 120 to 250 cm in the west to 50 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.

7.2.3 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.

Due to hilly terrain about 77.56% TGA is under cultivation of this about 30.17% area is under irrigation mainly concentrated in the middle fertile zone along the Kukadi river. It is important to note that the area under irrigation 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.

7.2.1 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 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. indicates the quality of available manpower.
2. EDUCATION:

Educational facilities are inadequate. It is estimated that there should be 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. e.g. 5 km for more than 25% villages.

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. Therefore 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.

7.3 REGIONALISATION:

Adopting multivariate approach the villages of the rural Junnar have been grouped in to 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 up to 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.

REMARK:

The region-I and region-II may show comparatively better status of human resource development attributed to development of agricultural resources. However, these two regions have shown the problem of unemployment in the agricultural sector. The region III and IV may be considered as the problematic region and hence need exogenic support.

7.4 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.

7.4.1 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 villagewise index may be useful for preparation of village level 'action plan'.

7.5 LIKELY CONTRIBUTION:

The present study offers following special features in the context of previous literature in population geography devoted to the field of human resource development.

1. Most of the studies have been based on the data at tahsil, district, or state level. The present one has analysed village level data to understand spatial variations at micro-level.

2. Application of vector based GIS for analysis, synthesis and presentation of quantitative data may be considered as the special feature of the study.

3. Although indicators approach has been employed previously in several such studies, the present study has adopted more scientific approach for assigning the score values of the villages.

4. The present study has adopted integrated approach in which demographic parameters have been viewed in the context of physiographic and socio-economic environment.
5. The method of computing 'required human power' for agriculture based on primary data may be considered as the likely contribution. The concept of index of surplus employment has been put forth in the present investigation.

Thus, the study may have contributed the above mentioned aspects in the field of geography, which may need further refinement.

7.6 APPLICABILITY OF THE STUDY:

The present investigation has touched the problem of human resource development in the rural areas of the Junnar tahsil. This may be applicable to the rural areas of the Maharashtra state. The study region may be representative of number of areas like tribal, drought affected, irrigated, rainfed, truck farming zones etc. Thus, the selection of the study area has improved the applicability of the present investigation.

7.7 RELEVANCE OF THE STUDY:

The present investigation has been relevant to the present day problems like human resource development. The development of any region is mainly dependent on participation of local people and hence human resource development has been on the top priority of planners. The present investigation has attempted to identify geographical areas of low human resource development and to understand the causes for the same. This kind of study can be useful to prepare a plan by providing various amenities and infrastructural facilities by the government. Therefore, it may be useful for various departments of the government. In addition to this the present study may provide proper guidelines to
NGOs and social workers. The study has also taken into account the problems and prospects of tribal society and hence it may be quite useful for implementing tribal development programmes. Thus the present investigation is a socially relevant study related to the poor section of society in the rural parts of the state.

7.8 LIMITATIONS:

The present investigation ought to have some limitations regarding availability of data. The present investigation is a micro-level study in which village level data have been used for analysis. However, village level data for some parameters like age-wise population, average income and standard of living etc. However, a systematic field study has been carried out to procure quantitative data for such parameters and the data for the sample points have been applied to the study area.

Secondly, the study has been based on census data for the years from 1951 to 1991. The provisional data at district and tahsil level may be available according to 2001 census. However, the village level data for the latest census have not been available and this may be considered as the limitation of the present investigation.

7.9 SCOPE FOR FURTHER STUDY:

The present study has potential roots of further research work for field of population geography. The study also provides the scope for studies in geographical planning. The present investigation has taken an overview migratory movements of the workers. It may be suggested here that the detail study of in each region may be carried out regarding the migratory movements.
and value addition in human resource development due to migration. It also provides scope for the study aiming at identifying social strengths and initiatives in the tribal societies. This may help to develop planning notions in an unorthodox way. Thus, the present study provides very wide scope for further studies in the field of rural employment, tribal development, micro-level distribution of population and identification of problematic regions. The study has provided a village database which can be useful for preparation of regionwise action plan. On basis of present study a village level action plan can be prepared. Thus, the further study may be related to either human resource development in any region or studies in population geography adopting interdisciplinary approach related to the Junnar tahsil.

7.10 CONCLUDING REMARKS:

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 development. The micro-level regionalisation has been found to be suitable for designing area specific planning strategy to develop human resources in the tahsil.