CHAPTER I

INTRODUCTION
Rural development has assumed considerable significance, particularly since the Nineteen seventies. It is a strategy which should on the one hand aim at increasing production and productivity in agriculture and on the other at the resources and income development of the vulnerable section of the population in all development blocks of the country with a proper emphasis on the socially and economically poor areas. It should not be forgotten that any developmental strategy which aims at improving the lot of the rural poor must aim at creating a new productive asset for them, and creating the right mind, without high materialistic ambition, prepared to participate in the process of development.

Further while bestowing our thought to a suitable rural development strategy, we cannot lose sight of the basic philosophical values and goals of development realised by the Father of Nation, Mahatma Gandhi.

Man with a multi-dimensional mind accompanied by physical potentiality manifests himself as an
'economic asset'. He gets himself distinguished as both consumer and producer of the goods and services. It is he who exploits the bulk of natural resources entitling himself as a productive source of national wealth. So the development of human resources becomes an essential concern of all economies in general and developing countries in particular.

Human Resources Development is not only counted with schooling and formal education but also with other facts such as improvement in health, nutrition levels, housing, family and community welfare, etc. In short, development of human resources refers to the investments which are intended to develop the inner qualities of a man. We may restrict investment in human capital to (1) Education - General Education and Technical Education, and (2) Health which includes health-care, services, nutrition, water supply, etc. The importance of these items for improving the quality of human capital needs no emphasis in increasing the efficiency of the people and thereby the national income. Expenditure in the fields of education, health-care, nutrition and water supply helps in increasing the physical and mental efficiency of the people and also improves the expectation of life.
Today, a very relevant and raising slogan in India is "to step up investment in the most precious commodity, i.e., human being." Though the classical economists like Adam Smith and Alfred Marshall recognized the importance of human capital, modern economists neglected the same in their theory and practice of economic growth. Recently, economists like, T.W. Schultz, Harbison and Myers, Simon Kuznets, H.W. Singer, V.K.R.V. Rao, and a host of others have opened a new dimension in economic thinking enthroning man a productive source of output.

Human Resource Development includes both knowledge and wealth and it is human capital formation though education and wealth for effective utilisation of resources for accelerating the rate of economic growth and development.

According to Schultz (1964) there are five major categories that help develop human resources. They are:

1. health facilities and services,
2. training on the job,
3. formal education,
4. adult education, and
5. migration of individuals and families.

One of the obstacles to rapid development in the developing countries are exploding population, mass illiteracy and ill-health. So unless the quality of human resource is improved by means of population limitation, mass education and improvement of physical efficiency, the pace of development cannot be accelerated. The developing countries must aim at planning for Human Resource Development.

Human Resource Development planning can be undertaken in different bases — short term, medium term and long term. Human Resource Development planning as an integrated part of the over-all policy of economic development.

Human Resources Development planning, like any other planning, must start with the methods for which the following requirements should be considered.

1. analysis of the existing situation,
2. forecasting of the human resource development, and
3. balancing and shortages of surplus.
India is an industrially developing country even though the majority of their population might still be engaged in agriculture, consequently, its economic development is dependent upon both improvements in agriculture and industrial development along modern lines.

Phelps Brown (1962) viewed that the Second Five Year Plan was formulated under the framework of a more formal model of development (the Mahalanobis model) which again emphasised the creation of a modern industrial sector and production of heavy and capital goods industries which would in turn, accelerate the rate of capital formation in the economy. Availability of wage goods was considered necessary to help this process of transition and initially these wage goods (food and clothing essentially) could come from the traditional sector i.e., agriculture and village industries. Thus strategies of agriculture and community development were retained. Among programmes for agricultural development, preference was given to irrigation. Other programmes included are spreading the use of fertilizers, improved seeds, land reclamation, flood control, and land reforms (continued from
the First Plan). During the First Plan itself, a foundation for agricultural research was laid through Indian Council of Agricultural Research and a number of specialised institutions under the council. Thus thrust was continued (Phelps Brown, E.H., The Economic of Labour, p.10).

F. Young (1956) states that, human resources refer to available means offered by mind and personnel capabilities for socio-economic well-being of the Nation as a whole and the individual in particular. The Human Resources Development is in the process of increasing the skills, knowledge and the capacities of all the people in the society. In the economic terms, it can be described as "the accumulation of human capital".

Human Resource Development planning is high and complex and its success depends upon on the cooperation and participation of all organisational Government and Non-Governmental agencies.

According to Frederick Harbison and Charles A. Myers, (1960, p.3) utilisation of Human Resources is one of the crucial constituents of planning for economic growth as manpower is also the most valuable
of all available resources. Maximum utilization of physical resources depends mainly on the ability, capacity, skill, willingness and motivation of the people. Hence, the employment objective of Human Resources utilization should be creation of jobs for all available manpower.

The programmes of community development and panchayat raj underwent several changes. It could hardly enlist people's participation or public cooperation even though the Panchayat Raj institutions, the Mahila Mandals and the Youth Clubs which were created by the bureaucracy. In 1967, the division of public cooperation, first created in the Planning Commission for enhancing people's participation in the plan schemes, was transferred to the Ministry of Community Development (later Rural Development) and a few schemes of strengthening and promotion of associate organisation, like Mahila Mandals and Youth Clubs were initiated to enhance public cooperation in Rural Development.

Encouraged by the incentives available from government and their concern for rural poverty, exploitation etc. Some of the educated and qualified youngmen,
some of them with foreign training, belonging to upper middle class families, decided to work in the rural areas as social activists. Some of them started their own innovative programmes and projects while others used financial assistance available from the government.

Similarly, in the fields of National Adult Education, Family Welfare, Child Development, Educated Young Men and Women, apart from making their valuable contributions, also made a strong dent on the government policies and programmes.

The government has also created under different ministries/agencies of its own in the nature of registered societies, called autonomous institutions, which implement government policies, undertake programmes of training, research, monitoring etc. There are also national institutions and boards. All these have mainly emphasized on development of the human resources.

HUMAN RESOURCE DEVELOPMENT AND VOLUNTARY ACTION:

Owing to this emphasis, the rural development functionaries got exposure to voluntary agencies and vice-versa. The Ministry received voluntary organisations
with open arms not only to get their contributions and cooperation in the implementation of the integrated rural development programme, but also to enable them to utilise the funds available with the People's Action for Development of India (PADI) as also to encourage industrial and business houses to earmark funds for various projects in Rural Development by giving them 100 per cent concession in income tax.

Public cooperation is essential for the success of social development strategies and programmes. The work of voluntary organisations is one of the important formalised expressions of public cooperation. The wider concept of public cooperation includes the role of development by the voluntary organisations at all levels from the grass-root to the national level.

Voluntary organisations are closer to people than the public administrative systems because the organisations reflect the culture, values and sensitivity of the people. The partnership of voluntary organisations in the process of development can, therefore, enrich the working of both the public administration and the voluntary organisations. The success of such partnership is obviously dependent on mutual
support and understanding, sharing of information and promotion of efficiency and effectiveness in action.

There is considerable scope for extension of voluntary action for reduction of rural poverty, voluntary workers can help formulating programmes for removal of rural poverty in various ways such as identifying the deserving poor, finding out their preferences and attitudes, identifying suitable occupation pattern for them and arranging for marketing of their produce. They can help organising womens economic activities in new direction. In additional voluntary action can improve the skills to provide certain basic services to meet the health, education and welfare needs of the poor and the most needy.

In India where we strive to have a welfare state, the emphasis should be on welfare with development. While amelioration of immediate distress of the needy is essential, efforts for giving them the ability to improve their lot by training, production and employment would go a longer way in helping them secure lasting happiness. There are programmes of Government not only in the social welfare sector, but even in other sectors
like education, health and industry. Particularly in the handicrafts and handlooms sector which have important components and schemes which can help voluntary organisations in providing better assistance to those in need and distress. We should make use of them since it will be mutually enriching.

The human resource available in the training infrastructure of voluntary agencies need to be mobilised and used more effectively at the village level in the Seventh Plan period. Non-formal and informal skills, methods and approaches of building confidence among the rural poor to undertake responsibilities of planning and implementing programmes on their own that training institutions in the voluntary sector have developed needs to be considered for replication on a larger scale. The detailed discussion of the nature, scope and philosophy of voluntary action will be presented in the next chapter.

Underdeveloped countries are examples of excessive population, high level of disguised
unemployment and poor utilization of available manpower. Of late, economists have started considering the available potential human resources and their utilization as a source of a successful development strategy.

Excess labour in the agriculture sector has to be siphoned off and it should be engaged in agro-based, Khadi and Village Industries. Or else, such household and small industries are to be taken to the villagers or semi-urban areas and to the door-steps of the people who are seasonally and disguised unemployed. This would increase the marginal productivity of each and every worker engaged in new industries as well as in agriculture.

Robinson, Joan (1947) mentions that the population growth in India has been fast enough to retard the development efforts, logical solution would be an intensive programme of birth control, without waiting for the process of socio-economic development to bring
about a normal fall in population growth. But one
must admit that the potentials of development have been
greater than the potentials of growth of population.
But to realise these potentials early, we have to
recognise the benefits of falling fertility rate and
consider the inclusion of birth control as a comple­
mentary policy to economic development. Rapid popula­
tion growth is both a cause as well as a consequence
of poverty. A fall in population growth is correlated
with a reduction in unemployment, better health care,
more education, greater income and improvement in the
status of women.

Harbinson, F and Myers (1964) argues that in
the context of India, it would be rather odd and difficult
to try to quantify the disguise unemployed persons in
agriculture. Lewis and Nurkse have opted for the uti­
lization of surplus manpower in the modern sector,
especially in capital construction works. But such works
involve a large investment to be made by government.
Construction of dams, laying roads, digging of canals
and their maintenance can absorb a vast number of un­
employed and underemployed persons but not all of them.
It has been suggested that the villages should be
induced to undertake new occupations (both part-time and full-time) by the incentives, subsidies, and grants given by the government. But once these programmes gain momentum, people will gain interest in engaging themselves to the new occupations that can suit the village atmosphere. Depending upon the local availability of the resources and raw materials, the village and agro-based industries can be started.

Raj, K.N. (1959) pointed out that the introduction of human capital as an important element in the growth process holds true only if the education of the labour force changes to a certain pattern. These ideas are related to the development of human resources in agriculture, agro-based industries, khadi and village industries in India.

THE PROBLEM:

In view of the above discussion, human resource development plays a significant role in bringing prosperity to rural areas and enrich the rural economy. Though the Government of India is having several programmes for the development of human resources in the rural areas, because of the vastness of the rural areas and
limitations of the implementing authorities, these programmes cannot achieve the desired results. In this context the voluntary organisations can play a meaningful role.

In the past few decades voluntary organizations have made notable contribution in the eradication of poverty in rural areas. Endeavours made by these bodies in different parts of the nation are claimed to have served significantly in formulating and strengthening the current strategies of rural development. The voluntary social service has been integral part of Indian culture since time immemorial. In recent times, the voluntary organisations have acquired greater importance and significance than before because the government administrative machinery has not been able to reach the people adequately and redress their problems especially the poor who are living in remote villages.

In the Seventh Five Year Plan emphasis was also given to the voluntary organizations to supplement the efforts of the government for rural development; especially in the implementation of several programmes
for poverty eradication. One of the guidelines to
the voluntary organisations in this regard is to use
indigenous resources i.e., human resources, rural skills
and local knowledge, grossly under utilised at present
could be used for their own development.

The study assumes importance in the context
of examining the role played by the voluntary organi-
zations in promoting human resource development. So
studies on human resource development reveal that none
of these studies have focussed human resource develop-
ment at the grass-root level, the village poor, and
moreover studies on voluntary organizations also reveal
majority of the studies have mainly focussed the function-
ing of voluntary organizations but not human resource
development.

In this context the researcher shows much
interest in studying human resource development through
voluntary action. For this purpose an humble attempt
is made to study the human resource development through
one of the voluntary organisation in Anantapur district
of Andhra Pradesh.
The thrust of the present study is to examine the development of human resources through voluntary action. For the purpose of study, one of the voluntary organisations in Anantapur District has been chosen by formulating the necessary objectives.

OBJECTIVES OF THE STUDY:

The aim of the study is to understand the facilitations of Human Resource Development through Voluntary Action. In order to study them the following objectives have been formulated:

1. to examine the philosophy of voluntary organisation;
2. to portray the profile of the voluntary organisation under study;
3. to present the profile of the respondents;
4. to analyse the strategies adopted for providing Human Resource Development; and
5. to examine the impact of Human Resource Development.
METHODOLOGY:

In order to study the above objectives, one of the voluntary organisation in Anantapur district has been selected. A multi-stage random sampling procedure has been adopted so as to select the voluntary organisation in the district, the activities that have been undertaken by the selected voluntary organisation and finally selection of the respondents for the present study. The study was carried out in the last quarter of 1992.

In the first stage a voluntary organisation has been selected on the basis of the following criteria:

a) the size of the voluntary organisation is neither too small nor too large;

b) the experience of a voluntary organisation (more than three decades);

c) the thrust of the activities must be on Human Resource Development.

Based on the above criteria the Sevamandir, a voluntary organisation which was located in Kodigenahalli village, Parigi mandal of Hindupur block in Anantapur district of Andhra Pradesh, has been selected.
In the second stage, the activities that have been undertaken by the said voluntary organisation has been chosen for the present study.

The voluntary organisation in its endeavour has taken up several programmes like educational programmes; health programmes; programmes for social forestry; awareness programmes; economic programmes and skill development training.

One of the most important activities of the Sevamandir is to equip the people with necessary skills for creating, organising and utilising opportunities for their socio-economic upliftment. In the present study, those who were given training were taken into consideration to assess the involvement of voluntary organisation for human resource development.

Since 1987 the Sevamandir has been undertaking training programmes to the people. To examine the impact of human resource development, the beneficiaries who were trained by the voluntary organisations from 1987 to 1990 were considered. The Sevamandir has provided training in as many as seven areas covering a total of 435 beneficiaries. The areas such as
tailoring, basket making, leaf plate making, mat weaving, silk weaving, garland making, cocoon training.
The present study is however limited to three activities viz., silk weaving, mat weaving and leaf plate making covering a total of 210 households.

UNIVERSE AND SAMPLE:

These 210 households spread-over different villages in the block were considered as universe. Hence, in view of paucity of funds and time and to facilitate data collection a representative sample was drawn. The size of the sample is however 40 per cent of the universe. The respondents were chosen randomly from the list of beneficiaries obtained from the non-governmental organisations. For the purpose of the study, 85 households have been covered on random sampling basis (leaf plate making 30, mat weaving 30, and silk weaving 25) in four villages of the block.

TOOLS OF DATA COLLECTION:

Both the primary and the secondary data were collected for the study. The primary data were collected by administering a schedule to the sample beneficiaries.
Schedule covering the aspects of socio-economic profile of the respondents and to assess the impact of Human Resource Development aspects such as involvement of voluntary organisation, changes in income and employment aspects have been covered. The secondary data were obtained from the official records in the offices of the District Rural Development Agency, Anantapur, and the National Institute of Rural Development, Hyderabad, besides other published and unpublished reports.

TOOLS OF ANALYSIS:

Simple statistical tools such as averages, percentages have been used for the purpose of analysing the data.

CHAPTERIZATION:

The study is presented in six chapters. The first chapter "Introduction and Methodology" provides the theoretical and methodological framework of the study. The second chapter "Voluntary Action in India, Historical Perspective and Review" gives a brief account of the historical background of the voluntary action
before Independence and after Independence, strategies and approaches of voluntary action, fields of voluntary action for rural development. The third chapter "Human Resource Development through Sevamandir" depicts the profile of Anantapur District, and the profile of Sevamandir. The fourth chapter "The Profile of the Respondents" gives a brief account of the socio-economic background of the beneficiaries selected for the study. The fifth chapter "Impact of Human Resource Development through Sevamandir" examines the various aspects of the implementation of Human Resource Development through voluntary action and the impact of the programme on income and employment generation. The last chapter "Summary of findings and Conclusions" presents the summary of the findings of the study and conclusions drawn on the strength of the findings.