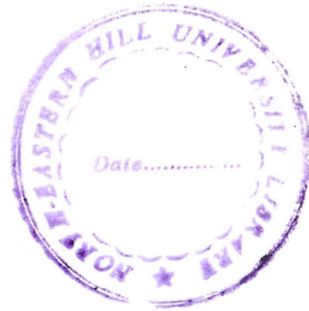


ABSTRACT

MANPOWER PLANNING AND ECONOMIC DEVELOPMENT IN ARUNACHAL PRADESH

A DISSERTATION
SUBMITTED IN FULFILMENT
OF
THE REQUIREMENT FOR THE DEGREE
OF
DOCTOR OF PHILOSOPHY

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TO
THE DEPARTMENT OF GEOGRAPHY SCHOOL
OF
HUMAN AND
ENVIRONMENTAL SCIENCES

NORTH EASTERN HILL UNIVERSITY
SHILLONG
1999

ABSTRACT

Development is an integral part of the human life. The word 'Development' ordinarily means a stage of achievement or change from a certain level to a higher level in the field of the universe. Thus, the term 'Economic Development' means, shift from the given level of structural and functional interdependence to higher levels in the field of economic relations. This particular term is very wide and scholars have interpreted it differently at different times.

Economic development of a country or a state can be expressed, in short, as the level of achievement of essential and desirable requirements of the people of that country or state at a particular point of time in relation to some other time in the past or as compare to the people of another country or state at the same point of time.

Development is neither an inherent value nor a spontaneous process. On the contrary, it is to be cultivated and achieved in a systematic way involving in-depth objective understanding and analysis of the development potentials, identification of objectives, rational choice of strategy and clarity of goals etc. It is perhaps here that planning becomes imperative.

Planning, as commonly understood, is the process of assessing the natural as well as human resources and their systematic utilisation for getting optimum benefit for the

mankind. Moreover, it is a continuous process towards desired goals and all major decisions have to be made related to these goals and social purposes behind them.

Man is the most important factor of planning process as he has to perform the three main roles of the plan formulator, the executor of the plan schemes and also the ultimate beneficiary of the whole process. Thus, manpower planning can be defined as the process of developing and determining objectives, policies and programmes that will develop, utilise and distribute manpower so as to achieve economic and other goals in the shortest possible time with minimum costs.

Manpower development is so vital to the process of development that this can perhaps be considered the variable or indicator of development among various countries of the world. The developing countries of the world continue to lag far behind in terms of their economic and social development because they have performed badly in the field of human resources development. The situation in the peripheral areas dominated by the tribal population is more alarming than in the other parts of the developing countries. Arunachal Pradesh, situated in the eastern most part of India is a Tribal dominated state. Stringent environmental conditions along with its peripheral location have greatly hampered the processes of both human resource development as well as economic development in the state. It continues to be one of the least developed state^s of the Indian union. In the last few decades particularly after the independence, the government of India has been keenly interested in the development of the state. But, it is still too early to say any thing definite about the results. The present research work plans to make an

objective study of the planning process in relation to manpower planning and economic development in Arunachal Pradesh.

OBJECTIVE OF THE STUDY

To study the socio-economic condition of the tribal people of India, the first thing that comes to mind is the constitution of India which provided various scopes and avenues for the development and protection of tribal rights and interests particularly in relation to their rights on land and forest resources. The constitution of India also made provisions for the protection of the social, cultural and economic rights of the tribal population along with providing adequate safeguards against their exploitation and subjugation.

For the development of the tribal people some of the eminent scholars and political leaders like Jawaharlal Nehru, Rajendra Prasad and Elwin etc. made several valuable suggestions. The philosophy of Nehru's "*Panchsheel*" laid down five fundamental principles for the protection of the indigenous culture and traditions.

At the beginning of the planning era, the Planning Commission, while formulating the Five Year Plans, considered all aspects of tribal life and culture and tried to incorporate and translate into action the constitutional provisions. Special attention was given to the suggestions made by political leaders, scholars, institutions, organisations

and various study groups from time to time for the all round development of the Tribal People.

Keeping the above points in mind an attempt has been made to analyse critically the following objectives in the context of Arunachal Pradesh :-

1. To identify the important causes for the low levels of development of the Arunachal Pradesh.
2. To critically evaluate the nature and amount of fund allocation to the state under different plans, particularly in relation to, the growing needs of a strategically sensitive backward tribal state
3. To analyse sectoral performance in relation to economic growth and manpower planning under different plans
4. To study the nature of peoples' participation at the grass root level planning and development
5. To make an objective assessment of the total man power potential needed for the development of the state

6. To evaluate the nature of availability and non-availability of infrastructural facilities for manpower development in the state.
7. To investigate into the employment and unemployment situation and facilities available in the state

HYPOTHESIS

To study the above objectives in detail, the following hypothesis have been proposed for detailed investigation.

1. Regional planning presupposes maximum homogeneity in terms of its socio-environmental factors. Single plan model for a heterogeneous region is likely to make marginal impact in the success of such plans
2. Higher literacy will show positive relations with the economic and social development. Areas with relatively better educational facilities will be more developed than those with shortage of these

3. Areas with higher level of interaction will have higher level of economic and manpower development. Areas situated in the remote parts, from the point of view of spatial interaction, will show low levels of development
4. Higher restrictions on the social interaction due to strategic and cultural reasons will indicate a sense of exclusiveness leading to low levels of development
5. Planning being a continuous process is likely to show better results with higher participation of people and greater regional equality. On the contrary a bureaucratic central planning will reinforce regional disparities and low peoples' participation in the planning. Grass-root level planning is more sustainable in tribal areas than sectoral planning

DATABASE AND METHODOLOGY

By the very nature of the study it is evident that the database used in this research will be varied. It will rely on all the possible data sources including personal contacts and oral historical data. However, two i.e. mainly secondary sources and partly primary data sources have been used more extensively in this research. Among published secondary sources, books, journals, government publications, gazettes, research reports, newspapers etc. have been used mostly for the study of manpower planning, economic development and historical as well as socio-economic background of the study area.

Central and State level plan documents and other related reports to study the availability of resources, planning process, allocation and expenditure, physical achievements etc. at different point of times. Apart from these, Census publications, reports on vital statistics, health and family welfare statistics, reports and books on manpower and human resource development, employment and unemployment, National Sample Survey (NSS) reports and primary data on 50th round of NSS etc. have been used for this study.

To review the planning and developmental activities some major Heads of Development have been selected and the physical and financial achievements made during different plan periods by these departments have been shown first in a descriptive manner and then in a tabular form.

To facilitate comparison of the achievements of a particular Five Year Plan with the achievements of its preceding and succeeding Five Year or Annual Plan, average achievement/average increase in different items of development per year during a particular five year plan has been calculated and presented in the table.

In case of manpower position and economic development, an analytical approach taking into account the concept of man and work has been adopted.

The geographical aspects of the state of Arunachal Pradesh are largely responsible for shaping the heterogeneous character of the state. To a great extent these

heterogeneities have also contributed in varied levels of development within the state. Therefore, to study the levels of development, the Community Development Blocks have been chosen as the lowest level units of study keeping in mind that each development block generally have more or less uniform socio-economic characters.

Sixteen socio-economic indicators as per 1991 population Census from each of the 48 blocks were chosen and ranked and a composite rank for each block has been found out. On the basis of these composite ranks four quartiles have been calculated. Depending on the values of these quartiles, the levels of economic development of all the Community Development Blocks have been divided into four groups namely: i) more developed ii) moderately developed iii) less developed and iv) least developed and the position of each block has been found out according to the value of its composite rank.

To find the significance of variation between the groups, variance and standard deviation for each group have been calculated and the F-test has been done.

It is a fact that there is a relationship between the education and efficiency and this relationship increases with the increase in the level of education or the percentage of literacy.

To establish such a relationship, correlation coefficient between the non-agricultural workers of different districts of Arunachal Pradesh and the percentage of

literacy has been calculated for different population census periods which have proved some of the hypotheses i.e. literacy and development are positively related.

Correlation has also been found out for some other characteristic like number of workers in the small scale industries and percentage of literacy, average increase in the number of medical personnel and the number of patients treated, percentage increase of educational institutions and percentage increase of students etc. which have also shown very satisfactory results.

Arunachal Pradesh is an economically and educationally backward tribal state. The behaviour of the human capital of the state in the context of manpower planning and skill formation is not known properly. The results of population census, economic census etc. are though available, but these are not adequate enough to meet the requirements of proper manpower planning.

The 50th round of NSS conducted during July 1993 to June 1994 was of much importance in this respect. Therefore, the State Sample primary data of this round have been used and the human capital of the state has been estimated with the help of the statistical method of estimation and the results have been presented in a multidimensional table showing age and gender composition, educational levels and occupational status for the purpose of manpower planning.

CONCLUSIONS

1

- i) Development is an integral part of the human life. The word 'Development' ordinarily means the stage of achievement or change from a certain level to a higher level in the field of the universe . Thus, the term 'Economic Development' means, shift from the given level of structural and financial interdependence to higher levels in the field of economic relations. This particular terms is very wide and many scholars interpreted it differently at different times.
- ii.) The economic development of a country or a state can be expressed, in short, as the level of achievement of essential and desirable requirements of the people of that country or state at a particular point of time in relation to some other time in the past or as compare to the people of another country or state at the same point of time.
- iii) Development is not an inherent value and a spontaneous process. On the contrary, it is to be cultivated and to be achieved in a systematic way involving in-depth objective, understanding and analysis of the development potential, identification of objectives, rational choice of strategy and clarity of goals etc. It is perhaps here that planning becomes imperative.

- iv) Planning has commonly understood, is the process of assessing the natural as well as human resources and their systematic utilisation for getting optimum benefit for the mankind. Moreover, it is a continuous process towards desired goals and all major decisions have to be made related to those goals and social purposes behind them.

- v) Man is the most important factor of planning process as he has to perform the three main roles of plan formulator, executor of the plan schemes and also to enjoy the benefit of the whole process. Thus, manpower planning can be defined as process of developing and determining objectives, policies and programmes that will develop, utilise and distribute manpower so as to achieve economic and other goals.

- vi) To study the socio-economic condition of the Tribal people of India, the first thing that comes to mind is the constitution of India. The constitution provided various scopes for protection of tribal rights and interests on their land and forest resource, social, cultural and economic rights along with safeguard against exploitation.

- vii) At the beginning of the planning era, the Government of India, while formulating the Five Year Plans, considered all aspects of tribal life and culture and tried to translate into action the constitutional provisions. Special attention also been given to the suggestions made by political leaders, Scholars, institutions,

organisations and various study groups time to time for all round development of the Tribal People.

2.

- i) Arunachal Pradesh is a Tribal State situated in the North Eastern Part of India. The topography of the state is mostly mountainous and out of 83,743 sq.km. of the total geographical area, 61.55 percent is under forest and the remaining 38.45 percent is other than forest .
- ii) The state has not been surveyed properly for preparation of cadastral maps. This has posed serious hurdle in formulating proper land use plans . Moreover conspicuous absence of written law on land also added its share of problems and made it more difficult including in the emergence of land market in the state.
- iii) In rural areas, ownership, land holdings and transfer of land among tribal people follow certain social customs and traditions. In urban, semi-urban and major administrative centres, the Government, particularly, the Deputy Commissioner or the other concerned officer maintains the land records and allots land for Government purposes as well as to the indigenous tribal people only, for construction of buildings, both for residential and business purposes at a nominal price as fixed by the Government.

- iv) In Arunachal Pradesh, the Tribal rights on land and forests are preserved and is safe from outsiders as there is no provision of selling/allotment of land to any person who is not a bonafide tribal of the State. Further, introduction of Inner line system also restricted the free movement of Non-Tribal in the state.
- (v) There are about 20 major tribes and more-than 100 sub-tribes. Every tribal group has its own village council which is very powerful and normally deals with matters of common interest and settles all disputes within the village. Even serious crimes against tribal society are being settled, up to the satisfaction of all concerned by this council.
- (vi) The tribal people also have their own distinct culture, religion and customs. Every one is following his own way of life and so far there is no evidence of imposing anything against the will of an individual or of a group, apart from law and order by the State Government.
- vii) In earlier days almost all the Tribal people used to practice **jhum** cultivation and were maintaining their livelihood by hunting, trapping and free collection of fruits, roots etc. from jungle. But after introduction of planning process, things have changed significantly, people gradually started realising the benefit of using fertiliser, high yielding varieties and adopting settled cultivation wherever flat lands are available. By now the state has attained the status of producing sufficient food grains.



- 3.
- i) Manpower has been considered as the most valuable resource among all the resources. The specialty of this resource is that, it can be developed according to the needs and proper utilisation of this resource can bring about a structural change in the over all development of a state, country or a nation. But on the other hand, misuse of this resource may turn out to be a liability at any time.
 - ii) In India, even after more than four decades of economic planning, the infrastructural facilities for proper manpower planning and development are inadequate . The system of collection of manpower data and the institution that are engaged in the study of applied manpower are very limited.
 - iii) The position of Arunachal Pradesh in respect of manpower planning is not very satisfactory. There is no separate institution for manpower studies. It has been found that, except a few studies, that have been conducted by the Institute of Applied Manpower Research (IAMR) for Arunachal Pradesh along with the other states of North Easter Region, no other comprehensive and meaningful study has been done for the state so far.
 - iv) The Government Departments and other organisations in their reports, though presenting information on manpower, but these are mostly numerical in nature and analytical studies are almost non-available.



- v) The information system for collection of manpower data is not adequate. Though there are provisions for recording the information of job seekers, but the Employment Exchange in its true sense is yet to establish in different districts of the states.
- 4.
- (i) The Planning era Started in Arunachal Pradesh with the launching of First Five Year plan in the year 1951 along with other parts of the country. But since the pre and immediate post independence Socio-Economic scenario of the State was very dismal as there were hardly any infrastructural facilities and basic amenities required for the development of living Standard of people. As such, at the beginning of planning process, almost everything had to be started afresh.
- ii) At the initial Stages, priority was given on improvement of agriculture and allied activities, cottage industries, development of communication, opening of schools, establishment of medical institutions, providing water supply and electricity to the villages etc. Later on, besides paying adequate attention to the basic requirements, new areas were taken-up and accordingly various plans and programmes were adopted during different plan periods and efforts were made to bring the fruits of development as nearer to the doors of common people as possible. At the end of first four years of Eight Five year plan, the situation as a whole changed many fold from that of the beginning of planning process.

- iii) As regards other basic amenities like road, it has been found that starting with a total road length of only 122 km, the state has developed more than twelve thousand km of road. In case of total number of educational institutions, it has reached to 2010 from only 69 and the corresponding figure of students also increased to 2.35 lakhs from a mere number of 2421 and at the same time raised the percentage of literacy to 41.59 (as per 1991 Census) . As regards medical institutions, the total figure reached to 453 from 44, besides there are village level medical personnel like Medics and trained Dais etc. In addition to that about 90% of the villages are provided with water supply and more than 50% of the villages are electrified.
- iv) In the process of implementation of the development schemes during different plan periods, the benefit reaches to the people directly as well as indirectly. The schemes particularly those taken - up under Rural Development Programme, normally generated directly large scale employment and training opportunities for the rural poor and unemployed youths and also provided them various benefits. However, the implementation of the other sectoral schemes, though not opened-up large scale employment on regular basis but provided opportunities for wage income and taking-up different activities including self employment, for the socio-economic development of individual, community or the State as a whole.

- v) The three-tier Panchayati Raj system, namely, Gram Panchayat, Anchal samity and Zilla Parishad, prevalent (from 1997 it is not functioning as the panchayat election could not be held) in Arunachal Pradesh provided an additional opportunity for the common people. The representatives of the lower level bodies could take part in the Zilla Parishad level discussions for finalisation of Schemes to be taken-up and could extend their suggestions and recommendations.
- vi) Due to introduction of decentralised planning in 1990, the Zilla Parishad attained the status of the District planning Body and enjoying certain autonomy in respect of formulating and implementing some development schemes for which funds are provided under the scheme known as Untied fund. In addition to that, the Panchayat institutions also plan and implement some area specific programmes to promote the interest of the community as a whole.
- vii) With the gradual increase in the number of educational institutions, the Tribal people of Arunachal Pradesh got an opportunity to educate their own persons and to build-up their own team of people to do the work of development and administration. By now they have their own representatives almost in every field though their number is comparatively less, particularly in the higher positions and in educational and some other technical and specialised jobs. It will perhaps take some more time to become self sufficient in these respects.

viii) However, it is evident that the Panchsheel of Pundit Nehru, the suggestions of Rajendra Prasad, various scholars and organisations, the constitutional provisions etc. have been followed and adequate attention has been given while formulating and implementing the plan schemes for the over all socio-economic development of the Tribal people of Arunachal Pradesh. But still, there is a long way to go to attain the status of a developed state in its true sense.

5.

- i) The total population of Arunachal Pradesh as per 1991 census is 864558, of them 550351 i.e. 63.66 percent are Scheduled Tribe . Among the tribal people 252338 i.e. 45.85 percent are workers and 298013 i.e. 54.15 percent are non workers. However, it is significant to note that out of the total tribal workers, 83.30 percent of them were engaged in cultivation alone and 1.38 percent of them were working as agricultural labourers.
- ii) The educational scenario of the state, particularly in case of tribal is not very satisfactory. As per 1991 population census, the percentage of tribal literacy is 21.68 as against the state literacy of 41.59 percent. This shows that the number of literal tribal manpower is less in the state.
- iii) Education in its true sense started in Arunachal Pradesh only after the introduction of planning process. The situation up to higher secondary level though improved considerably, but for higher education there are only 4 (four)

colleges and 1 (one) university. For technical and other professional courses, the students of this state have to depend on the institutions located in other parts of the country.

- iv) The entrepreneurial activity in the unorganised sector of economy of Arunachal Pradesh is growing quite fast and this has provided employment to 10.79 percent of population of the state.
- v) In case of Government service, the participation rate of the tribal people particularly in the lower levels is quite good and in the higher levels the rate is also increasing.

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- i) The economic development generally depends on various factor like geographical characteristics, education and activity of people, availability of essential and desirable amenities and many other socio - economic factors which normally vary from place to place, time to time and even community to community.
- ii) To study the economic development of Arunachal Pradesh, the Community Development Blocks have been considered as the most suitable lower level unit of the study and 16 socio-economic indicators have been chosen from each of the block for details study.

- iii) This study shows that the position of all those blocks which have urban characteristics or the administrative centres within their geographical boundary are comparatively better in many respects. But on the other hands, due to various other factors these blocks are not equally developed in all respects and as such there is a great variation in the levels of their development.
- iv) The blocks which are situated slightly away from the District Headquarters are having less infrastructural facilities. The position of most of these blocks are similar and there is no much variation in their levels of development.
- v) The study further reveals that the condition of all those blocks which are situated in the hilly interior places are not at all satisfactory. Most of these blocks do not have many of the basic amenities and essential services. Their levels of development also differ to a great extent from each other.

7.

- i) The economic development of a country or a state primarily depend upon the technical and professional skill, aptitude, educational levels etc. of the human Capital. But it appears that, the human capital of Arunachal Pradesh is lagging much behind in these respects. It has been found that, out of the total estimated children (July'93 to June'94) of the age groups 5-9 to 20-24 years, 46.04 percent were non-student and 53.96 percent though continuing their studies, but most of

them were in the lower levels. The percentage of students in the higher Secondary was 3.26, while only 0.60 percent were in the college level, but the girls were comparatively much behind than the boys, almost in all levels.

- ii) Among the non-students of above age groups, 78.49 percent were illiterate and 21.51 percent were though literate, but most of them were having their educational levels up to middle or secondary and 0.58 percent were having higher secondary while only 0.18 percent were graduation and above. Further, it appears that most of the non-students were engaged either in household enterprises (self employed) or were working as labourer or were engaged in household duties, but their percentage in regular salaried/wage earning was comparatively less.
- iii) As regard potential working force, i.e. the persons in the age groups 25-29 to 55-59 years, it appears that, out of the total estimated persons of these age groups, 66.52 percent were illiterate and only 33.48 percent were literate. Among the literate potential working force, the position was also not very satisfactory. It has been found that, most of them were having their educational standard within middle and secondary level, but however, 4.85 percent could attain the standard of higher Secondary. The number of persons having educational standard of graduation and above in Agriculture and Medical were very less, while in Engineering, the position was slightly better in comparison to the above mentioned two subjects and in general subjects, the percentage was only 3.28.

- iv) It appears that, 64.58 percent of the illiterate potential working force (80.81 percent male and 50.44 percent female) were usually engaged in household enterprise and were working as own account workers (self employed) which means, in rural areas, most of them were engaged in agriculture, but however, quite a good number of them were also working as casual worker either in public or in other sectors. The percentage of regular salaried/wage earners were quite less, but a good number of females were engaged in household activities and in addition to that many of them were also engaged in free collection of goods, weaving, sewing etc. for household consumption.
- v) Among the Literate potential working force, particularly with lower level of educational standard, the activities were more or less same as those of the illiterate groups with the exception that, quite a good number of them were earning their livelihood as regular salaried/wage paid employees. However, the literate potential force having educational level secondary and above were mostly working as regular salaried/wage paid employees. But in case of females, many of them were engaged as house wife and of course, some of them, in addition to their household duties, were also engaged in weaving, sewing, tailoring etc. for household use. In the higher educational groups, persons having technical qualification, almost all were working as regular salaried employees, but however, in case of general subjects, more than 78 percent of potential working force were earning their livelihood as regular employees.

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