



Human Capital and Manpower Planning in North East



R.K. DAS CHOUDHURY

Himalayan Publishers

ABOUT THE BOOK

The Book entitled "Human Capital of North East Region with special reference to Manpower Planning and Economic Development in Arunachal Pradesh" is an unique work on this subject. This book tries to give an outline of the historical and geographical background along with a detailed account of the infrastructural availability, the problems, the multidimensional characteristics of the people, the initiatives taken and the achievements made under different Plan Periods. Arunachal is a hilly tribal state. The development of a state or a region depends upon various socio-economic aspects and it can neither be measured by a particular yard stick nor it can be expressed by a single definition. This is more difficult in a diverse field. However, the author of this book took a challenging task and presented Blockwise information. This is a very important finding which will not only help in understanding the disparities among different Blocks but will also help in identifying the areas of concern for taking necessary action and formulating suitable plans for the holistic development of the state. Manpower Planning is another important aspect of development. For proper Manpower Planning, it is very essential to know the multidimensional characteristics of the people of a particular state or a region. This book will be very useful for the planners, academicians, research scholars, students and general readers.

ABOUT THE AUTHOR

Dr. R. K. Das Choudhury was born on 31st December 1949. He has done his Graduation in Science from Guwahati University and M. Sc in Statistics from Dibrugarh University, is working in the Directorate of Economics and Statistics, Government of Arunachal as Joint Director. He has got vast experience of working on national sample survey (NSS) from field operation to submission of report and publication stage. He has done his Ph.D from North Hill University (NEHU). His paper on "Ways and means of controlling non-sampling errors in large scale sample surveys" presented in the Seminar, ~~was~~ arranged on the occasion of State Level NSS Golden Jubilee Celebration by the National Sample Survey Organisation in 2000-2001 in Guwahati, was appreciated. Also his paper ~~was~~ published on the survey practices. Dr. Das Choudhury loves writing thoughtful papers and books. He has written two books in Bengali. The first one is a Biography and the second one is a Novel. He also writes Quotations. Dr. Das Choudhury is writing another book on North East. A dedicated and disciplined govt. Servant his contribution to the field work and academic pursuit has been appreciated to a great extent.

At present Dr. Choudhury is serving as statistician in the North Eastern Council Secretariat (NEC) Shillong.

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Himalayan Publishers
Itanagar • Delhi

Gen
Human Capital and Manpower Planning in North-East Region
by Dr. B.B. Pandey for and on behalf of **Himalayan
Publishers**, Itanagar-New Delhi, India.

Himalayan Publishers Legi Shopping Complex,
Bank Tinali, Post Box 177, Itanagar-791111, Fax : 2290362
Arunachal Pradesh, Neb Sarai, New Delhi.

Sole Distributers
B.D. Distibuters & Book Sellers
Legi Shopping Complex,
Bank Tinali, Post Box 177, Itanagar-791111,
Arunachal Pradesh Neb Sarai

NE
331.120954163
DAS;3

© The Author

First Edition 2007

ISBN-81-89393-55-2

Price Rs. Rs.350 \$15

NEHU Library 215176

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Date 16-3-09

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Cover Design & Laser Typeset by : Saxena Computers, 2622,
First Floor, Darya Ganj, New Delhi-110002 Mob.: 9810061632

PREFACE

We are not only living in modern times but modernity is deeply entrenched into our individual, social and psychological lives as well as our body spaces. We are such stuffs as modernity has made us. We are one with its phobias and obsessions. Every age has its own obsessions and the present one is no exception. 'Development' is the obsession as well as phobia of the modern times. It is pervasive and ensembling to everything that modernity stands for. It would not be far from the truth if one were to say that it is development that gave purpose and meaning to modernity. If modernity is a storm that precipitates unlike the gentle rain from heaven over an area hit by prolonged drought then development is the eye of that storm which may initially give relief to such areas but ultimately brings unprecedented calamities to one and all at the end of it. However, it is this magic mantra of bringing immediate visibly spectacular relief over a large area that made it acceptable to one and all within the shortest possible time among the vast majority of world's population. Its ability to occupy the wide spectrum visible space in a shortest possible time that it was able to create the path of least resistance for the march of the forces of the modernity, the modern world system all that these together stand for. Development is the very aim and objective of modernity. Consequently, discourses on development created an epistemological break between the tradition and modernity and all the discourses that preceded and followed it without bringing significant changes in the ontology it tried to define. It would not be an exaggeration to mention here that, but for its concern for development and meta-narratives constructed around it modernity would have imploded long before. It was this particular central theme that contributed in articulating the otherwise contradiction-ridden project of modernity look like rock-solid one integrated whole. Thus, development apparently, recast modernity with the much needed twin virtues of immense and transcendence that in turn helped it expanding on temporal, extra-temporal and spatial dimensions. Moreover, it was once again this apparent commitment to development that provided legitimacy and rationality to the ruthless

plight of human beings, their values and dignity under modernity. Though, apparently development represented the human face of modernity. The ethos of development was so pervasive that it did not only cut all the artificial barriers that were created around different disciplines in the beginning of modernity but also provided legitimacy to the saga of development itself. In a sense development extended over a long period of time proved antithetical to early modernity. Early modernity isolated and compartmentalised knowledge into disciplines and talks about development in late modernity brought down these artificial barriers and united these disciplines under the rubrics of a single unified theme i.e. development. Philosophers and scholars alike participated in it despite differences in their approaches, ideological orientations and positions. Over the years; the canvas of themes attempting to interrogate development has become multicoloured, multi-dimensional and complex that it has become difficult to reach any definite conclusion. For some one development is rationality, freedom, legitimacy and vision and for others it is disempowerment, alienation, an ideology and ultimately conspiracy of the haves against the have-nots over space and time. For some others it is both. The issue becomes more intriguing and hazy the more one delves into it. However, for the sake of simplification the central thrust of these discourses can be summarised into two broad themes: namely; whether development is a *means* or an *end*? And, secondly; whether development is a *mania* or a *phobia*?

The present book tries to find answer to these vital questions. It tries to deconstruct the growth centre technological notion of development and argues for development with human face. The theoretical basis of such an argument is human beings are not the objects of development, in fact they are the subject as well as the purpose of development. Development that does not empower people and fails to extend the vistas of their freedom into the tyranny of nature on the one hand and manoeuvres of class interests on the other does more damages to the general well being of humans than any cruel act of a tyrant. Development that uproots people from their cultures and alienated them from their environment is one of the most cruel act done after spreading falls consciousness through

education and health and alike. It tries to place people at the centre of development rather than as an end of the same.

The theme of this book "**Manpower Planning and Economic Development in Arunachal Pradesh**" is both contemporaneous as well as pertinent to all those that are sensitive to the issue of marginalisation and uneven development in India. A cursory glance at the data published by the Census of India for 2001 are an eye opener to know that Arunachal Pradesh is one of the lowest literate states of India. With its general literacy rate of 54.74 against 65.38 for all India, it occupies 32nd position among the states and Union Territories of the country. The situation is much worse for male literate population. It has 34th rank with 64.07 per cent against 75.85 per cent for India as a whole. The situation for the female literate is marginally better and the state occupies 30th rank with 44.24 percent female literates against 54.16 in case of India. The most disturbing aspect about all these is that the over all ranking of the state came down from 29th position in 1991 to 32nd in 2001. This is the most disturbing fact and calls for immediate attention both from the planners and scholars. The agony of the people of the state seems to have no reprieve. The National Human Development Report published by Planning Commission, Government of India 2001, Arunachal Pradesh continues to occupy low rank among the states and union territories of India in terms of Human Development, Gender Discrimination and Poverty indices. It is ranked 28th in term of Human Development in the rural areas, 15th rank in the urban areas, 29th ranked for combined and 18th rank in gender discrimination indices. The condition is no way better if one looks at the poverty index. This state has 30th position in terms of rural poverty, 25th rank in urban poverty and 30th rank in over all poverty. In the backdrop of these disturbing evidences it is imperative to initiate an objective and analytical study of manpower planning and economic development in Arunachal Pradesh. The author of this book has tried to fill the void.

Dr. R.K. Das Choudhary, a trained statistician and planner tried to go to the roots of the development-modernity intrigues by taking Arunachal Pradesh as a case study. He has taken two most important components of development and modernity i.e. '*economic*

development' and '*manpower planning*'. Unlike many scholars he took one of the most challenging research topic in one of the most backward and least known state of India. It is well known that Arunachal Pradesh is not only an economically backward state of India but it also has severe limitations about availability of continous and relevant data to conduct research on such an important topic. But for his hard work and dedication to the cause of the people of the state for their right depiction this work would have been difficult to complete. This book tries to explore some of the most sensitive issues related to the development of the people in the state.

The other most significant aspect of the book is the huge amount of data, Dr. Das Choudhary has been able to obtain from various sources. I am confident that this book will prove to be a milestone in preparing the priorities about the development of the state. This book will benefit one and all particularly the academic community, planners and the people of the state. This rich source of rare and valuable information is bound to generate enthusiasm among the academic community.

B.S.Butola

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ACKNOWLEDGEMENTS

I have been serving in the Directorate of Economics and Statistics, Government of Arunachal Pradesh, Itanagar for more than 27 (Twenty Seven) years. Due to this long association, I got the opportunity of visiting many of the villages of Arunachal Pradesh, meeting people, knowing a bit of their culture and the way of life. Moreover, the nature of work that I have been doing and the kind of information and data that are available in the Directorate, become an additional advantage for me to know the Demographic and Socio-economic aspects of the people of this State. All these, inspired me since long to know further and to do some useful work in this line. My dream finally came true, when I could come in contact with Prof. B.S. Butola of North Eastern Hill University (NEHU), Shillong (now in JNU, New Delhi). He further inspired me to do some research work on this subject pertaining to Arunachal Pradesh and agreed to guide me in this respect. With this inspiration, I started this work in the form of a Thesis for my Ph. D. Degree. Prof. R. Gopalakrishnan and Prof. A.C. Mohapatra of NEHU also provided me with valuable ideas for improvement of my Thesis and finally I got my Ph. D. Degree from NEHU in the year, 2000. I am very much thankful to all of them.

I am very much thankful to the Government of Anuchal Pradesh in general and particularly to Late S.R. Das and Shri M.D. Sarma, the then Directors of the Directorate of Economics and Statistics for permitting me to do the research work (beyond office hours) and also to use the primary data of the 50th round of NSS as well as the other publications of the Directorate. I am also grateful to all the officers and staff members of this Directorate who helped me directly or indirectly in completing my work. My thanks are also due to shri D.C. Nath and Shri R. Bhattacharjee, the then Directors of the Planning and Development Department, Government of Arunachal Pradesh, Itanagar, who gave me valuable suggestions and contributed in the improvement of my reseach work in various ways.

I am very much thankful to the Library staff of NEHU and the NEC. My special thanks are due to Shri D.P. Bhagawati, Librarian

of NEC, who helped me in selecting and providing many of the useful books, reports and journals. The Library of the Directorate of Economics and Statistics, Government of Arunachal Pradesh, Itanagar was also very much useful for me. Being an officer of this Directorate, I could avail the fullest benefit of the Departmental Library. I am also thankful to Shri A. Gohain, Directorate of Census Operations, Arunachal Pradesh, Shillong who provided me some of the old census publications and useful information.

I am more or less satisfied with my work, though I had to face some problems in collecting necessary information for a study like this, which required huge amount of socio-economic data. Non-availability of information also added to my problem in presenting the latest position in many respects. However, more than five years have passed after getting my Ph. D. Degree. All these years, I have been feeling the need of sharing my ideas, views and findings of this study with the common people for whom I have done this work. I would really be happy, if I find that, I could do something useful or could make little contribution, in any way, towards the Socio-economic Development of the State, but I was not getting any scope for this.

Fortunately, the Himalayan Publishers, particularly Dr. B.B. Pandey, came forward to publish my Thesis as a book and to fulfill the objective of doing this work. I am very much thankful to Dr. Pandey and also to all those, who helped in various ways in publishing this book. Lastly, I must thank my son, Abhimanyu Das Choudhury, daughter, Manali Das Choudhury and wife, Krishna Das Choudhury who helped me every now and then in making my whole effort a success.

I hope, through this book, I could present, to some extent, the Demographic and Socio-economic condition of Arunachal Pradesh, impact of Planning, development scenario, manpower position and their activity status etc. and also could identify some of the important areas which need adequate attention. There might be some omissions or commissions; for that, I hope, the readers will excuse me and will make further suggestions for improvement of this book. I also hope that, with their suggestions and good wishes, I will be able to up-date my book with the latest information and with the data of 2001 Census as soon as the detailed Census Reports will be

published.

In the meantime, with the preliminary information of 2001 census, available so far, an attempt has been made to give a brief idea about the district wise population, literacy, workers and non-workers and their percentage etc at the end of chapter-2. Moreover, in order to have a **regional perspective**, an overview on the Human Capital of North Eastern Region has also been given in-
Chapter 8 of this book.

R.K. Das Choudhury

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GLOSSARY

- Inner line:-** To facilitate administration, maintain peace and to regulate relations with the tribal people of North East India, the British laid down a restrictive line under Regulation I of 1873, what came to be known as Inner Line. The term Inner Line however, originated from the suggestion of Arthur Hobhouse who observed in his draft for the Regulation of 1873 that the line to be prescribed under the Regulation might be called 'Inner Line'. Under this Regulation, the local Government was also empowered to prohibit all British Subjects, or any person from going beyond such Line without a pass under the hand and seal of the executive officer or such officer as might be authorised to grant such pass.
- Posa:-** Posa is defined as allowance paid to certain hill tribes inhabiting the hills on the Northern Frontier of Assam bordering Darrang (Sonitpur) and Lakhimpur on account of commuted 'blackmail' or in consideration of the abandonment by them of their claims . It was also stated that the word 'Posa' literally means a collection of subscription for a common cause.
- Donyi Polo:-** Donyi Polo, the Sun and the Moon God. Many tribal people like Adis, Akas, Apatanis, Bagnis, Nishis, Mishmis, Mijis, Thangsas etc are the worshipper of Donyi Polo and Abo-Tani.
- Abo-Tani:-** Abo-Tani, the mythical first man. The Daflas trace their descent from Abo-Tani. This legend of a common ancestor they share with the Apatanis, the Sulungs, the Miris, the Tagins and the Bangrus.

- Sat Rajas:-** Among the Monpa and the Sherdukpen setup there were Chiefs known as the Sat Rajas who were Subordinates to the Governor of Tawang.
- Gallings:-** In between the Governor of Tawang and the Sat Rajas of the different regions, there were some other Executives known as Gallings who were appointed by the governor of Tawang for three years.
- Gam or Gaobura:-** The Gam or Gaobura is the Head Man of the village. In every tribal village there is a Gaobura who manages different affairs of the village.
- Village Council:-** The village Council consists of the elders of the village. The management of the internal affairs of the village or clan and its relation with the neighbours is vested with the village council. In such a Council, all members have equal powers and such council is independent of all external influences.
- Kebang:-** The village council of the Adi tribe is known as Kebang. This is very powerful and its members, known as Kebang Abus, are chosen for their experience, ability and capacity to present and decide cases according to the traditional customs and conventions of the tribe. The Kebang controls the entire village activities and punishes those who deviate from the right path.
- Bango:-** Bango is the inter-village council composed of all the Gams or Gaoburas of the member villages and such other members as have distinguished themselves in Kebang meetings and a Secretary. All inter village disputes are discussed and settled by them.
- Bogum Bokang:-** The inter Bango disputes are settled in the meeting of the institution known as Bogum Bokang. This is generally created temporarily for a particular case with members of all the

Bangos and some distinguished persons who do not have any interest in the dispute and are impartial.

Morang:- Every tribe has club house or dormitory known as morang where youths are trained in civic duties, tribal disputes are resolved in meetings of the village elders, youths sleep in the night and the guests are accommodated. Among some tribes there were separate Morangs for girls. Morangs also serve as meeting places for youths to select their marriage partners.

Bride-Price:- The social organisation among the tribal people of Arunachal Pradesh is patrilineal and the oldest male member is regarded as the guardian of the family. Marriage usually negotiated and the groom has to pay a bride-price to the guardian of his wife.

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CHAPTER 1

INTRODUCTION

'Development' as a concept and as a policy measure has been the central pull around which the 'Universe' and the 'Project of Modernity' has revolved since the industrial revolution. 'Development', ordinarily means a shift or change from a given level of structural and functional interdependencies to a higher level of the same in a given 'Social Space'. But, Development, as the 'Ruling Ethics' and 'Dominant Ethos' within the broad paradigm of 'Modernity' ensembles some of the most fundamental postulations of 'Modernity' itself. Thus, to be Developed means to be rational, efficient, enterprising, legitimate, modern, liberated and ultimately to be just. So, 'Development' is a very wide as well as the central concept within the 'Modernist Paradigm'. And, perhaps, there is no single definition available to explain and conceptualise it. Thus, it is conceptualised and interpreted differently by scholars at different times. For many, it is synonymous to 'Economic Development' while for some, 'Economic Development' constitutes the basic structure and all other aspects of 'Development' are at the level of super structure. Yet, there are others, opined that 'Economic Development' is one of the many aspects of a multidimensional entity called 'Development'. But, there are no two opinions among the scholars about considering 'Economic Development' the sole objective of a meaningful living and sound state policy. For the sake of simplicity, it is expressed in terms of the levels of material achievements both essential and desirable for majority of population on sustainable basis as far as possible.

The annals of human history reveal that the dreams of 'Developed Economy' as the minimum basis for the full realisation of the "Blessed Trinity" of 'Liberty, Equality and Fraternity' have become progressively elusive to majority of the people world over with the advancement from a less developed stage to more advanced one. The fully developed world radiates a disaster triumph of private opulence and public squalor, riches of a tiny minority at the expense

of the vast majority. Economic Development could become feasible only by sacrificing culture, values and morals. Material prosperity has taken place at the cost of environmental degradation and ecological disasters. Economic Development at a few places has been possible by subjugating larger areas and more people under colonial domination. Of all, it has caused generalised estrangement and universal alienation of mankind everywhere. Thus, it can be safely said that 'Development thy name is virtue' has always been the ruling class ideology world over. It is neither an inherent virtue, nor a self-regulating, self-righteous, self-justifying process, nor an inevitable stage and a historical imperative that every society must experience in its life span. On the contrary, it is to be cultivated and achieved through perseverance and concerted efforts in a systematic way. Thus, planning occupies specific significance in Economic Development. It is particularly so, if development is to ensemble the 'Triple Virtue' of growth, social justice and regional balance.

Planning, as commonly understood, is the process of assessing the natural as well as human resources and their systematic utilisation for getting the optimum benefit for the mankind. According to Nehru, the main architect of Indian Planning, "planning is a continuous movement towards a desired goal and perspective planning is the essence of the planning process. Planning involves investment on men and material and to make it successful, people have to possess courage and enterprise, the spirit of endurance and capacity for hard work and the vision of future"⁽¹⁾.

The idea of 'Planning' is deeply rooted in human psychology. It was about 2400 years ago, the Greek philosopher Plato for the first time formulated the plans for his **The Republic**. Thereafter, it was developed, shaped and moulded by a galaxy of other eminent thinkers and philosophers. However, the idea of 'Economic Planning' in its present form and content is of a later origin. Though, it seems to be an implicit postulation within the Marxian concept of 'Scientific Socialism', yet, it was a Norwegian theorist, **Kristian Schonheyder** who has been credited with making the first systematic exposition on this particular theme in 1910. The idea was given some practical shape during the First World War when it was used by the Germans as an effective technique for carrying on the war

administration. It was however, in 1921 that the Soviets gave the idea of 'Economic Planning' a real shape and it was incorporated in the State Policy⁽²⁾. The rise and domination of the Soviet Union over the world economic, social, political and scientific space for over seven decades since 1921, was the testimony to the miracle that 'Economic Planning' could bring about in transforming one of the most backward agricultural society into one of the modern industrial and scientific power.

The experiences of the Soviet Union can be important guide to many backward and underdeveloped post colonial country like India. Of course, without committing the folly of its blind imitation. India, is unique in its poverty as well as affluence. It is rightly called a 'Nation of unity in diversity'. No, alien model can be applicable to India. Of all the aspects of its unique character and diversified personality, its rich heritage and great sense of antiquity is of great significance particularly from the point of view of present research. These are preserved and carried on by various culture groups since ancient times. There are a few parallels available in the world history to be equated with the level of endurance shown by these culture groups in shaping the civilisations called Indian. This had been possible because India, has always relied on its immense human strength. It is no wonder that four of the world's most important religions, and numerous social reform movements had originated in India. It has always been at the forefront of fight against all kinds of oppression, and emplacement of human dignity. But, unfortunately, the land of Buddha, Mahavir, Nanak and Kabir etc. has highest number of illiterates, handicaps, underfed, illclad and sick people in the world. Majority of the Indians are still languishing for want of basic necessities of human existance. The situation is much worse in the areas inhabited by the tribals and other marginalised groups.

It is therefore, imperative that if India has to come out of this vicious circle then it will have to think of 'Development' with a human face. So, the emphasis of economic planning should be to invest on human capital. Such a perspective on development is ontological to the life of the nation itself and particularly to the states inhabited by the tribal.

The tribal people of our country are mainly hill dwellers and

live in separate groups. They are pre-dominantly agriculturists and depend on agriculture, free collection from neighbouring forests and hunting. The difficult terrains and stringent geographical conditions of the hills coupled with the low level of technology available with the mountain dwellers had always restricted inter and intra regional interaction in the hills. As a result most of the tribal cultures and material conditions have evolved under the conditions of relative isolation. Through the ages, they have developed their own social, economic and political institutions and met their requirements by themselves. For the first time the British administrators made concerted efforts to understand the nature of tribal social organisation in India. They came to realise that the tribesmen are very conscious of their independence and possession of their own land. They could also understand that, territories under tribal occupation had their specific problems which need special administrative approach to solve and any law unsuited to their primitive conditions and is contrary to the spirit of their customs and religion may lead to dissatisfaction and pave the way for rebellion. After independence, the Government of India too gave special attention on the problems faced by the tribals and adopted a special approach for the development of tribal people.⁽³⁾

About tribal people, the first president of India, Rajendra Prasad said, "nothing should be imposed on tribal either by way of religion, language or way of living and custom. Facilities for education and general improvement in their economic life should be provided to them and it should be left to them to choose whether they would like to be assimilated with and absorbed by the surrounding society, or would like to maintain their own tribal existence"⁽⁴⁾. Similar views were also expressed by Nehru. He said "the tribes are our own people and we should develop a sense of oneness, unity and understanding with these people.....avenue of tribal development should be pursued within the broad frame work of five fundamental principles, commonly known as **Panchsheel**". These are⁽⁵⁾

- i) The tribal people should develop along the lines of their own genius and we should avoid imposing anything on them. We should try to encourage in every way their own traditional arts and cultures.
- ii) Tribal rights in land and forests should be respected.

- iii) We should try to train and build up a team of their own people to do the work of development and administration. Some technical personnel from outside will be needed in the beginning. But we should avoid introducing too many outsiders into tribal territory.
- iv) We should not over administer those areas or overwhelm them with a multiplicity of schemes. We should rather work through and not in rivalry to their own and social institutions.
- v) We should judge results not by statistics or the amount of money spent, but by the quality of human character that is involved.

Planning Commission in their proposals for the second five year plan emphasised that, tribals themselves must play their part in schemes of their own development. Development programmes should be formulated in consultation with members of Advisory Councils, Leaders of tribal community and institutions engaged in the study of tribal problems. If the programmes are implemented with popular support, that will give the tribal people a sense of partnership and integration with the nation as a whole⁽⁶⁾. Towards the end of the second Five year Plan, a Committee under the chairmanship of Verrer Elwin was appointed to study the work of the Tribal Development Blocks. Verrer Elwin expressed similar views as that of Nehru, and the committee recommended a cautious approach in the introduction of multiplicity of schemes in the tribal areas⁽⁷⁾.

Thus, it can be said that, planning should be a continuous process of 'mankind' and for the 'mankind'. Further, it can be said that 'man is the cause and development is the effect'. The main objective of economic planning is to bring about a structural transformation of the economy so as to achieve a high and sustained rate of growth and progressive improvement in the standard of living of the people. To achieve this objective, first step is to evolve a standard classification by which all the natural and physical resources can be classified exhaustively within their quantitative as well as qualitative aspects and the next step is to find out the input-output matrix and utilisation of these resources for different sectors of economy. The success of this objective requires massive efforts towards manpower planning and development. Planning for

an adequate supply of manpower to meet the demands of the economy in various sectors is as important and crucial as the fixing of priorities based on a realistic assessment of the development needs of a region. Keeping these points in mind as well the suggestions made by Rajendra Prasad, Jawahar Lal Nehru, Planning Commission, Verrer Elwin and others in view, the present study attempts to study the problem of economic development and manpower planning in the context of Arunachal Pradesh, which is a tribal state. For this purpose the following objectives are placed for consideration and scientific investigation:-

II. OBJECTIVE OF THE STUDY

1. to identify the important causes for low levels of development in the study area.
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 grassroot level planning and development.
5. to make an objective assessment of the total manpower potentials needed for the development of the state.
6. to evaluate the nature of availability and non-availability of infrastructural facilities for manpower development.
7. to investigate into the employment and un-employment situation and facilities available in the state.

It is evident from the objectives of the study that the aspects of the study area are likely to assert greater influence on its objectivity. For this purpose, the selection of study area and its aspects have acquired enhanced significance.

III. STUDY AREA

Arunachal Pradesh is a thinly populated mountainous state situated roughly between latitudes $26^{\circ} 28'N$ and $29^{\circ} 30'N$ and the longitudes $91^{\circ} 30'E$ and $97^{\circ} 30'E$ on the North East extremity of India. It has a total area of 83,743 sq. km. forming India's international boundaries with Bhutan in the West, Tibet in the North-

West, China in the North and North-East. Myanmar in the South-East and the state of Assam in the South. The heights of the mountain peaks increases from East to West. It shows a great variations in the altitudes ranging approximately 1829 mt. in the east to 6,400 mt. in the west. Similarly there are large intra state variation from south to north. The foothills in the south has an altitude of approximately 350 mt. and it reaches over 6000 mt. in the north. Corresponding to these variations the associated environmental aspects like precipitation, vegetation, soil types, population density, animal lives etc. also vary⁽⁸⁾.

Arunachal Pradesh is one of those states of India that has tribal population in majority. There are about 20 major tribes and more than 100 sub-tribes in the state. Its total population was estimated to be around 8,64,558 according to 1991 census. Peripheral location, rugged topography, extreme climatic conditions, relatively low population density, lack of infrastructure and difficult accessibility etc. have played important role in slowing down the process of development in the state. So, it is included among one of the most neglected and Backward states of the country. It is also an important reason for the overwhelming majority of scheduled tribe population in the state. These and many other factors have added their own share in complicating the problems of economic development in the state. But, due to its strategic location, it is one of the most sensitive states of India. This is perhaps the reason in attracting the attention of planners and scholars alike. For the first time British acknowledged the significance of this region and introduced a restrictive line of regulation popularly known as the ' Inner Line ' in the year, 1874 along the Assam - Arunachal (the then North-East Frontier Tract) border. This is still in operation though in a modified form⁽⁹⁾. The aim of this was to restrict the free access of the people from other parts of the country to Arunachal Pradesh. And after the independence, the Government of India paid special attention to the economic development of this state and its people. But, even after over five decades of planned development the pace of development of the state is much slow as compared to the other parts of the country. The natural barriers created by difficult hilly terrains continue to hinder in the development of communication and transport linkages thus, reinforce the relative

isolation of the tribals from each other and also from the people from the main land. Majority of the people here are still practising the primitive type of Jhum cultivation. Spread of modern production techniques particularly in the field of agriculture has been lackadaisical. Limited flat land for permanent cultivation, inadequate facilities for irrigation, low level of literacy and education etc. have made it more difficult to successfully implement the developmental plans. Moreover, nonavailability of adequate number of technical and skilled manpower has also proved detrimental in the development of the state.

In view of above it is imperative to attempt a serious and concerted effort in this direction. To begin with, it is necessary to take advantages from the studies and opinions expressed by various scholars, political leaders, technocrats and administrators those were concerned with the planning and development of the tribal areas.

IV. SURVEY OF LITERATURE

The state of Arunachal, the erstwhile NEFA launched her first Five Year plan in the year, 1951 along with the other parts of the country. Since then the state has passed through nine Five Year Plans and six Annual Plans and now stepped in to the tenth Five Year Plan. The information about both physical and financial achievements made during these plans are available in the plan documents and other Government publications. Though, these documents are rich and authentic in providing factual information about the plans and development under different plans in the state but, they present one sided i.e. Government view only. Most of these are highlighting the achievements of the Government in terms of numerical increase in the availability of schools, colleges technical institutions, students, teachers, number of Government employees and the data on the over all employment situation in the state. Thus, one needs to take utmost care while accepting the claims made in these data sources. Therefore, it has become all the more essential to rely on alternative source of information and data. One of the most important sources in this regard is the published materials in the form of books, journals, reports, research papers, reports of the commissions, and research findings of individuals and other non-government organisations.

Of all these, the book published by the Director of Information and Public relation, Arunachal Pradesh, 'Arunachal 1947-72, presents a pictorial descriptions of the life and culture of the people of the state along with a brief description of their wealth and industries. This book also gives an account of the availability of essential amenities and expenditures right from 1947-48. The merit of the book lies in providing enough data base to start with⁽¹⁰⁾ A. K. Agarwal in his book, Economic Problems and planning in North-East India, gave an appraisal of the First Five of the Five Year plans of Arunachal Pradesh. There he indicated some of the priority sectors and problems of economic planning along with expenditure and achievements of some of the major heads of development in quantitative terms, in different periods. The author mentioned that there is an acute shortage of trained manpower in various technical fields which puts hindrances in effective utilisation of natural endowments and also in executing the developmental objectives⁽¹¹⁾.

Regarding manpower, the census records though give an account of the occupational classification of the population, but the multi-dimensional classifications in different age groups are not available. D.N. Barthakur mentioned that Arunachal Pradesh and Mizoram have the lowest number of trained personnel particularly at the professional level in entire North-Eastern Region⁽¹²⁾. Ms. J. Dasgupta observed that due to dearth of skilled manpower in Arunachal Pradesh the planning process, implementation of plans etc. were seriously affected in the initial stages. She also mentioned that human resource development need to be co-ordinated with the existing educational patterns of society, and the size of the population in different age groups to be covered for development under different programmes⁽¹³⁾. The Institute of Applied Manpower Research (IAMR) in a recent study made an estimation of demand and supply of manpower upto 2000A.D. The findings indicated the areas of availability as well as the deficiency in educational and training facilities of Arunachal Pradesh along with other states of the North-Eastern Region. It also suggested suitable measures for the development of manpower of this region⁽¹⁴⁾. The Working Group Report On Manpower Development upto 2000 A.D. of the North Eastern Council (NEC), while analysing the report of IAMR in its proper perspective, recommended some

suitable measures for the development of manpower in N.E. Region⁽¹⁵⁾.

Planning is a continuous process and there is no end or limit of development. But, there may be some variations of development depending on the situation at different time periods. To study the development process of an area for a longer time, the achievement in physical and financial terms is perhaps not enough. For a meaningful study, it is also necessary to know the trend of development, relation between allocation and expenditure or expenditure and physical achievement, rate of change, per unit cost, how and to what extent the benefit of planning is reaching to the common people in different plan periods. Regarding manpower planning, much attention is generally given on the educated manpower, but little attention has so far been given to the uneducated or less educated or the child labourers which constitute the vast majority of the manpower in the tribal areas. The state, though has a system of accounting the state income, but so far, there is no systematic procedure of accounting the manpower who are creating the wealth in the state. Conspicuous absence of literature on these important aspects demands immediate attention from the scholars.

The present work seeks to provide a more comprehensive picture of the underdevelopment in the state of Arunachal Pradesh. For this purpose, the researcher proposes to place the following hypothesis for critical analysis.

V. HYPOTHESIS

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-

Data on sections like :-

Sections

- a) Agriculture and allied activities

Sources of data

Reports on Agriculture Census, other reports of the Directorate of Agriculture, AH & Vety, Fisheries and plan documents of

Government of Arunachal Pradesh.

b) Industry

Progress Reports and the Report on Industrial policy, Directorate of Industries, Government of Arunachal Pradesh, Plan documents of the State Govt.

c) Infrastructure

Reports of the state PWD, RWD, PHE, Postal Department and plan documents, Government of Arunachal Pradesh, Publications of the Directorate of Economics and Statistics.

d) Manpower

Census Hand Books, Economic Census Reports, NSS Reports of NSSO, Sarvakshana of the NSSO, Reports of IAMR and NEC.

- 2. Higher literacy will show positive relations with economic and social development. Areas with relatively better educational facilities will be more developed than those with shortage of these.

Data on sections like: -

Sections

- a) Literacy and sectoral develop at different level

Sources of data

Reports on population census, plan documents and other statistical reports.

- 3. Areas with higher level of interaction will have higher levels 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.

Data on sections like: -

Sections

- a) Road length and density

Sources of data

Reports of PWD, RWD,

- | | |
|--|--|
| | Census Hand Books and other statistical reports. |
| b) Connectivity and Communication facilities | Reports of State Transport, PWD, P & T Department and other reports of the Government |
| c) Levels of human and economic development. | Census Hand Books, Economic Census Reports, plan documents and other Government publications |

4. Higher restriction on the social interaction due to strategic and cultural reasons will indicate a sense of exclusiveness leading to low levels of development.

Data on sections like

Sections

Sources of Data

- | | |
|------------------------------------|---|
| a) Speakers of other languages | Reports and books on Socio Cultural aspects. |
| b) Religious and linguistic groups | Census Hand Books, other publications and reports of State Govt. Books by individuals and Organisations |

✓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. Grassroot level planning is more sustainable in the tribal areas than sectoral planning.

Data on sections like: -

Sections

Sources of data

- | | |
|---|--|
| a) Decision making Bodies | Reports on Panchayat Raj system, plan documents and other reports of the Government. |
| b) Planning at District and Block levels and sectoral development | Plan documents, Census Hand Books, Block level |

publications and other published reports.

It is evident from the above that the aspects of research covered will need sufficient and adequate data and factual information in order to make the research objective. Thus data collection, processing and presentation of data has specific significance in the work.

VI. DATA BASE AND METHODOLOGY

Data Base:

By the very nature of the study it is explicit that it will use considerable large data and information. Considering the paucity of data about the state of Arunachal Pradesh and particularly on aspects like Manpower Planning and Economic Development the researcher tried his best to explore all the possible data sources. Most of the data used is from the secondary sources. However, wherever it was necessary, data from the primary sources have also been used. Thus, the two main data sources used in the research are:-

a. Secondary Data Sources: A tabular presentation of the Secondary data sources have been given along with the respective hypothesis. However, it is worth to mention some important secondary sources like:-

- i) books, periodicals, journals, gazettes, newspapers, etc. for a historical as well as socio-economic background of the study area;
- ii) Central and State Government's plan documents and planning reports of the North-Eastern Council for the availability of resources, planning process, allocation and expenditure, achievements etc. at different point of times;
- iii) Census Publications, District Census Handbooks for reports on vital statistics, demographic and population statistics and other socio-economic aspects.
- iv) District and State Statistical abstracts and handbooks for all types of statistical information of the state.
- v) National Sample Survey reports for manpower and human resource development, employment and unemployment etc, for guidance and assessment of manpower of the state.

- vi) Reports and publications of the state and central election commission for peoples' representation and election results etc.

However, wherever it was necessary, primary data collection was done in collaboration with the National Sample Survey Organisation.

b. Primary Data Sources: It is evident from the survey of literature and the nature of data available from the secondary sources that there is paucity of required data. Therefore, it was necessary to generate requisite data through primary sources. Moreover, it was also essential for establishing the authenticity of the published data. In this research work field survey was conducted on sampling basis for estimation of manpower potentials. Estimation of manpower resources of the state on the multidimensional classification has been the special feature of the survey. A detail of the methods of data collection and presentation has been included in the sixth and seventh chapters. To estimate the human capital at the state level for analysing the relationship between skill formation and economic development, primary data of the 50th round of NSS has been used and details of the methodology used has been discussed in the seventh chapter.

Methodology:

It is said that for a scientific study availability of factual information is a must. But, simple collection does not make the study scientific. For that equally appropriate methodology is required. In the present thesis the methodology used included the following aspects:-

- a. selection and choice of indicators;
- b. study unit and collection of data for these indicators; and
- c. data processing and presentation.

a. selection and choice of indicators:- Data and information collected from different sources needed to be transformed according to the requirements of the objectives of the study. Thus, these information were transformed into indicators. Use of ratio, percentage, average and proportion etc. were used to transform data into indicators, a detail justification of the choice of indicators has been given in different

chapters of this thesis.

- b. **collection of data for these indicators:** - The present state of Arunachal Pradesh has passed through many stages before it emerged as fullfledged state of India on the 20th day of February 1987. During its long journey it experienced a series of administrative changes, right from the nomenclature of Frontier Tracts to Frontier Agency to Union Territory and finally to the state, there had been significant changes at the level of the lower order administrative units. To study the levels of development, the Community Development Blocks have been taken as the unit of study. The need to take the block level study was felt because these are also the lowest level planning units in the state along with the latest addition in the grass root level planning. However, in other cases, the state as a whole has been considered as the study unit and data collected accordingly.
- c. **data processing and presentation:-** Use of statistical techniques like correlation, regression, and measures of central tendency and dispersion like mean, median, standard deviation and coefficient of variation etc are common in the social sciences. In this thesis too these have been used. However, to find out the levels of economic development at the block level, composite index has been calculated on the basis of Z score, and finally quartile method was used to classify the blocks in terms of their position. Use of cartographic techniques like bar diagram, and pie diagram etc have been used.

VII. CHAPTER SCHEME

The following chapter scheme is proposed for the study:-

Chapter 1:

Introduction -

- I) Statement of the problem
- II) Objective of the study
- III) Study area
- IV) Survey of literature



V) Hypothesis

VI) Data base and Methodology

Chapter 2:

Personality of the study area

Chapter 3:

Concept and Previous works on Manpower Planning and Development.

Chapter 4:

Review of Planning and Development Activities in Arunachal Pradesh.

Chapter 5:

Review of Manpower position in Arunachal Pradesh.

Chapter 6:

Levels of Economic Development: A Methodology Interpretation (Data by Blocks)

Chapter 7:

Skill formation and Economic Development: (state level Estimation Method and Analysis)

Summary of main conclusions and recommendations.

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