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AN APPRAISAL OF HUMAN RESOURCE DEVELOPMENT IN RATNAGIRI DISTRICT OF MAHARASHTRA (INDIA)

Human Resource Development



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Abstract :

Human Development Index is used for measuring the human capabilities and potentialities considering the indicators of health, education and standard of living. As per the 2014 human development report Norway ranked 1st by scoring highest index value and India's position was 135th with HDI value 0.586 out of 187 countries of the worlds and state of Maharashtra's HDI has shown 0.752 which infers its comparatively better position. In this paper it is intended to measure the Human Development Index considering literacy rate, life expectancy and income in Ratnagiri district at tehsil level and in 12 sample villages selected from its tehsils to bring out the ground reality at micro level based on the intensive fieldwork conducted in 2012. It is found that Ratnagiri tehsil is the most advanced and Guhagar is the most lagging one in Ratnagiri district. Among the selected sample villages, Shiva village in Khed tehsil as the leading one and Velneshwar in Guhagar tehsil the most backward in terms of human development. It is suggested that the backward tehsils as well as villages should be addressed to improve their living conditions.

Key Words:-Indicators, Measurement, Human Development, composite Index, lagging and advance areas.

An Appraisal Of Human Resource

INTRODUCTION

Human Development is a measure of regional or national development combining indices of health, education and living standards. It was devised for the 'United Nations' by Pakistani economist Mahbub ul Haq in 1990 as the basis of origination's annual Human Development Reports (Castree et al, 2013). He worked with Nobel laureate Indian economist Amartya Sen and other leading economists on capabilities and functioning that provided underlying conceptual framework. This simple composite measure of human development was needed in order to convince public, academicians and policy makers that they can evaluate the development not only by economic advances but also improvements in human well-being (UNDP, 2013).

The Human Development Index developed by the United Nations of Development Programmes is an attempt at measuring the quality of life in 1990. In 20th century, the social scientists became increasingly concerned with economics and economics with health rather than with people. But, the real wealth of nation is its people. The excessive obsession with the creation of material wealth can obscure the ultimate objective of enriching human lives. It is because of these reasons that many countries have a high GNP per capita, but low human development indicators and vice versa. Countries at similar levels of GNP per capita may have vastly different human development indicators, depending on the use they have made of their national wealth. For example, Iraq, Kuwait, Qatar have high per capita GNP but their human development indicators are relatively low, while Sri Lanka, Peru have relatively low per capita GNP but their human development indicators are high. In July 2014 HDI for India was 0.586 which falls in medium Human Development category and was ranked 135th out of 187 countries in the world. Between 1980 and 2014, India's HDI value increased from 0.369 to 0.586. Over the period 2001-2011, the HDI for Maharashtra has shown an improvement from 0.666 to 0.752. The HDI for all districts has shown progress, reflecting advancements in the literacy rate, school enrolments, infant mortality and income. For Maharashtra it was 0.523 in 2001, ranked fourth in India and Ratnagiri district has shown 0.629 in 2001 to 0.732 in 2011 and ranked 11th in the state.

The present paper attempts to assess the human development index in Ratnagiri district at tehsil and village levels. For the HDI dimension index is used. With the help of dimension index HDI is determined in tehsils and sample villages of study area. The focus of the present study is to measure the HDI and accordingly suggestions for improvement of HDI are given.

OBJECTIVES

- 1 To measure the human resource development at tehsil and selected village levels in Ratnagiri district to identify the most lagging and advance areas.
2. To suggest the development planning to enhance human capabilities and the quality of life in the most lagging tehsils and villages to slash the inequalities between them.

STUDY AREA

Ratnagiri District is a maritime district of Konkan division and it lies between 16°13' to 18°04' north latitude and 73°02' to 73°52' east latitude. The district is bound by Raigad district in the North, Arabian Sea towards the west, Sindhudurg district in the south and Sahyadri Mountain on the east. The Ratnagiri city is the headquarters of Ratnagiri district and by road it is 370 km away from Mumbai, which is a capital city of Maharashtra. The district has nine tehsils namely Mandangad, Dapoli, Khed, Chiplun, Guhagar, Ratnagiri, Sangmeshwar, Lanja and Rajapur. The district occupies an area of 8,201 sq. km that constituted only 2.67% of the total area of the state. Total population of the district is 16,12,672 with 7,59,703 (47.10%) males and 8,52,969 (52.90%) females as per 2011 census and it constitutes 1.7% of state population.

DATABASE

Data for this paper is collected from primary and secondary sources. Primary data collected through interview schedules and secondary data collected from census handbook, books, district socio-economic report, internet etc. Primary data was collected from 12 sample villages in nine tehsils of Ratnagiri district. For selection of sample villages' geographical location is considered. Villages such as Sawari in Mandangad tehsil, Musad and Wave of Khed tehsil while Devache Gothane of Rajapur tehsil are situated in remote west and east end of the district while Musad and Wave also in hilly region of the district. Khadpoli and Dadar villages in Chiplun tehsil are located near MIDC (Maharashtra Industrial Development Corporation) area. Village Ukshi is on the bank of river Shastri. Villages Ambedu Khurd in Sangmeshwar tehsil and Veral in Lanja tehsil are situated on National Highway No. 17. Village Velneshwar is on sea coast in Guhagar tehsil. Shiv Village is special case considered here to comprehend the impact of emigration of people to gulf countries from the village.

An Appraisal Of Human Resource

METHADODOLOGY

The composite index of the human development was constructed at tehsil level considering indices like literacy rate (Above 7), which is a minimum necessary requirement for acquisition and expression of knowledge, pure drinking water is essential for good health. Impure water causes certain health problems and consequently affects the earning potentiality. For maintenance of good health and minimum standard of living one should have economic security, therefore third indicator at tehsil level incorporated is percentage of people above poverty line (APL). Since the per capita income is not available at this level therefore the alternative indicator people above poverty line is incorporated for the construction of composite index. On the basis of these three indicators composite index was computed by employing the following formula used in Mumbai Human Development Report, 2009:

$$\text{Dimension Index} = \frac{\text{Maximum Attainment} - \text{The Actual}}{\text{Range}}$$

Similarly three indices like literacy rate (above 7), per capita income and proportion of population above 65 are selected for the construction of human development index at village level with the application of same model. Accordingly relatively advance and lagging villages were identified. Herein literacy rate represents the knowledge, per capita income represents level of prosperity and population above 65 indicates the standard of living of population in a given region and it considered in place of life expectancy. Some adjustments are made in context of the selection of the indices both at tehsil level as well as at village level as the data for the required indices were not available. Similarly adjustments have been made Ramotra and Kore (2011) in measuring the human resource development at tehsil level in Kolhapur district wherein percentage of households above poverty line, infant survival and literacy rate indices were used as the data for other indicators were not available but these substitutes have given very appropriate results.

Human Development Index in Ratnagiri District

Table 1 reveals that Ratnagiri tehsil has scored highest value of 0.867 and hence occupied the first rank as it is the headquarters of Ratnagiri district and comparatively well facilitated with basic infrastructural facilities like pucca roads, tap water for drinking purpose, medical facilities, schools and colleges that's why it has a reason to come up with this first rank. On the other side of lowest rank was Guhagar tehsil with lowest human development index of 0.268 and the gap between two is 0.599. It is surprising that barring Ratnagiri taluka, the entire southern part of the district is comparatively the most lagging area which needs immediate attention for its improvement. Specifically these tehsils are Guhagar, Lanja, Rajapur and Sangmeshwar. The major problem of backwardness of these tehsils was comparatively low level of literacy acquisition and high proportion of people stricken with poverty. As far as supply of drinking water is concerned it stands at lowest level in Guhagar, the most backward tahsil and closely followed by Lanja that is why both Guhagar and Lanja tehsils should be addressed for its improvement and development, otherwise disparity between the developed and less developed will go on accelerating.

The northern part of Ratnagiri district is moderately advance with HDI value ranged between 0.500 and 0.800. Chiplun, Khed, Dapoli and Mandangarh tahsils are moderately developed in 2011 but among them Khed is comparatively better. As a whole it has formed a north-south blocks of differential development except Ratnagiri. It is inferred that better the infrastructural facilities in a region higher is the level of human development.

Table 1
Ratnagiri District: Tehsil-wise Human Development Index, 2011

Tehsils	Literacy Rate 2011	Families Above Poverty Line in % 2005	Supply of Drinking Water in % 2011	HDI	Rank
Mandangad	80.53	67.49	80.73	0.541	5
Dapoli	81.50	73.12	71.02	0.559	4
Khed	82.30	59.26	78.14	0.650	2
Chiplun	85.48	46.64	98.14	0.597	3
Guhagar	77.56	67.94	60.33	0.268	9
Ratnagiri	87.58	66.51	92.46	0.867	1
Sangmeshwar	79.91	58.70	88.89	0.482	6
Lanja	78.71	64.35	73.77	0.373	8
Rajapur	79.10	62.65	84.87	0.469	7
Average	82.43	59.33	82.18	0.515	-

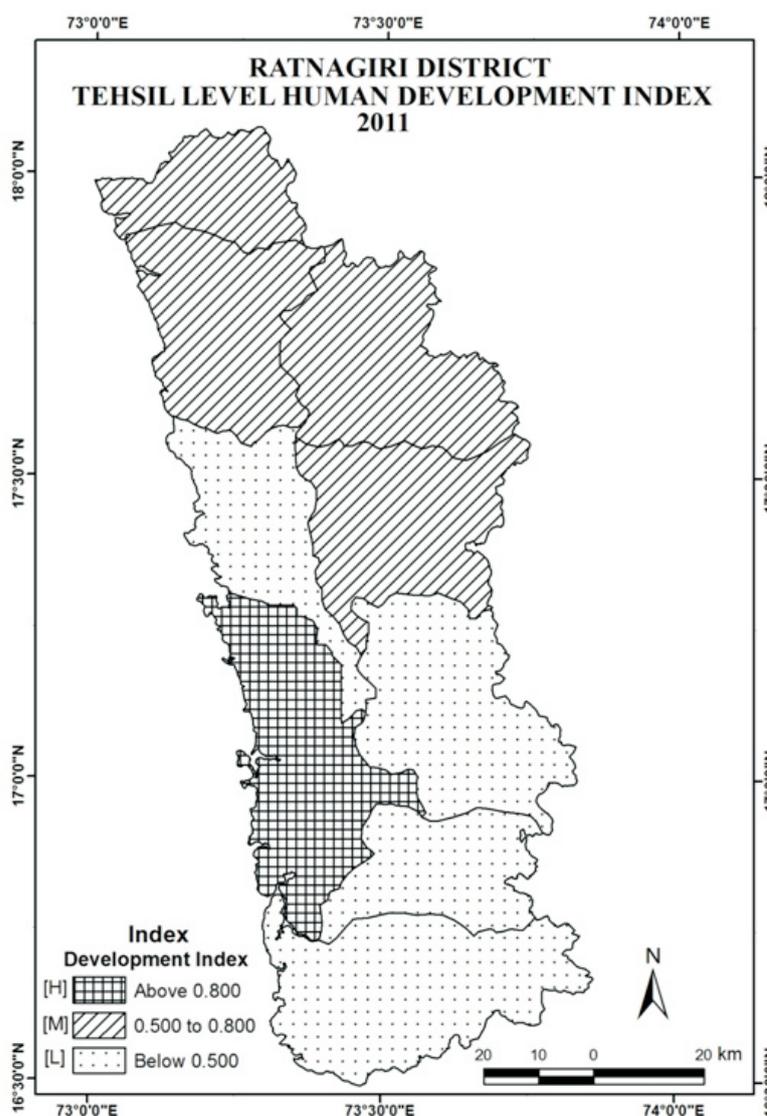
An Appraisal Of Human Resource

Source: Based on Socio-Economic Report of Ratnagiri District, 2011

Table 2
Ratnagiri District: Tehsil wise Levels of Human Development Index, 2011

Categories	Levels of HDI	HDI	Name of the Tehsils
I	High Human Development	Above 0.800	Ratnagiri
II	Medium Human Development	0.500 – 0.800	Chiplun, Khed, Dapoli, Mandangad
III	Low Human Development	Below 0.500	Rajapur, Lanja, Sangmeshwar, Guhagar

Source: Based on Socio-Economic Report, 2011



Human Resource Development in Sample Villages

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The human resource development index is a composite statistic of life expectancy, education and income indices, and it used to rank the regions, districts, tehsils and even villages in accordance with their level of human development. This concept of human development index was put forth by Mahabub Ul Haq and Amartya Sen in 1990. Human development is the end and economic growth a means – as per the United Nation Development Program. In fact, the basic objective of development is to enlarge the choices of people primarily by providing them with education, health, better nutrition, employment opportunities and social security (Husain, M., 1990 p 269).

We have already identified the tehsils in Ratnagiri district which are quite advanced and lagging ones. This exercise is based on the primary data collected with intensive fieldwork in 12 villages of Ratnagiri district. At village level we have selected the indices like percentage of population above 65 years which determines the life expectancy of the people, literacy rate represents the knowledge acquired by the population and per capita income determines standard of living and composite index has been computed to visualise the human resource development. From Table 3, it is found that Shiv village in Khed tehsil of Ratnagiri district occupies the highest position by scoring HDI value of 0.83. In this village, it is found that the life expectancy is also very high comparatively and per capita income is highest one (Rs. 1,12,231/- per month). Literacy rate is also high (87.51%). This high ranking of Shiv village is due to the fact that the family members of some of the households have gone to Dubai, Kuwait and other rich gulf countries and doing their jobs and earning petro dollars. This has made possible to increase their capabilities due to their high income and better understanding. Shiv village is distantly followed by Musad village in Khed tehsil. Herein literacy rate is high and people are engaged in secondary activities at Khadpoli MIDC (Maharashtra Industrial Development Corporation) which is near to the village. Primary and secondary school facilities and medical facilities like PHC, dispensaries are available in the village therefore HDI is comparatively high than other villages. Govtale in Dapoli tehsil of Ratnagiri district is also in the high development category and occupies third rank. All these three villages having quite high literacy and good life expectancy; but per capita incomes are not that high barring Shiv village.

The village Velneshwar in Guhagar tehsil is the most backward or lagging tehsil with the human development index value lowest one (0.14). It is followed by Devache Gothane village in Rajapur tehsil, Sawari village in Mandangad and Ukshi in Ratnagiri tehsil. The HDI in these four villages varies from 0.14 to 0.26. This is because of the fact that the life expectancy and per capita income are very low but literacy rate barring Velneshwar village in Guhagar tehsil was lowest one. In the remaining villages Khadpoli and Dadar in Chiplun, Wave in Khed, Ambedu Khurd in Sangmeshwar tehsil and Veral in Lanja tehsil which occupy a moderate position in terms of human resource development. As their index values varies from 0.31 to 0.48. Here, literacy in these villages is high which varies from 80 to 90 per cent but life expectancy and per capita income are low comparatively, therefore, they are grouped in the moderate category of human development. Nearly, five villages have secured value of development above its average index (0.39) and seven villages are below this value. It is therefore inferred here that the villages, wherein per capita income is high the overall standard of living is also high that indicates to have longer life expectancy and people acquire high level of education which ultimately lead to high human development index.

Table 3
Ratnagiri District: Human Resource Development Index in Sample Villages, 2012

Sr. No.	Ran k	Village	Tehsil	HDI	Ran k	% of Population above 65 yrs.	Literacy rate	Per Capita Income (in Rs.)
1	1	Shiv	Khed	0.83	1	09.35	87.51	112231
2	2	Musad	Khed	0.56	2	06.43	96.30	36107
3	3	Govtale	Dapoli	0.53	3	7.77	91.75	30961
4	4	Khadpoli	Chiplun	0.48	4	04.81	98.00	39462
5	5	Dadar	Chiplun	0.40	5	05.69	90.69	36540
6	5	Wave	Khed	0.40	5	04.17	88.07	34320
7	6	Ambedu kh.	Sangameshwar	0.37	6	04.69	80.99	84355
8	7	Veral	Lanja	0.31	7	06.93	83.24	22950
9	8	Ukshi	Ratnagiri	0.26	8	06.67	85.09	23500
10	8	Sawari	Mandangad	0.26		04.00	93.28	11578
11	9	Devache Gothane	Rajapur	0.25	9	04.62	90.12	14892
12	10	Velneshwar	Guhagar	0.14	10	05.12	77.64	32835
-	-			Avg. 0.39	-	Avg. 05.85	Avg.88.16	Avg. 39978

An Appraisal Of Human Resource

Source: Based on Fieldwork, 2012

It is further noticed that seven sample villages which lie below the 12 sample village average of HDI are the villages of most southern talukas of the district, namely, Ambedu kh. in Sangmeshwar tehsil, Ukshi in Ratnagiri tehsil Veral in Lanja tehsil, Devache Gothane in Rajapur tehsil and most northern village Sawari in Mandangad tehsil. Among these five tehsils except Ratnagiri tehsil; other tehsils are economically backward due to very less industrialization, less urban population, high out-migration and a large distance between Mumbai and these tehsils. Ratnagiri city is a district headquarters of Ratnagiri district, so some development has taken place in the city due to some necessary infrastructural facilities like tap drinking water, roads, educational and medical institutions, but backwardness is found in rural areas. Velneshwar village which is on sea coast of Guhagar tehsil has very low 0.14 HDI. So the level of development is low in the district.

CONCLUSION

The present study has measured the human development at tehsil as well as village level to comprehend the very sharp regional inequalities in Ratnagiri district based on the secondary and primary data. It is found that Guhagar (0.2680, Lanja (0.373) and Rajapur (0.469) tehsils are very backward on the one hand and Ratnagiri tehsil the most advanced one in relative terms on the other hand with HDI value 0.867.

Out of a dozen villages, four villages viz. Velneshwar in Guhagar tehsil, Devacha gothane in Rajapur tehsil, Swari in Mandangarh and Ukashi in Ratnagiri tehsil are the most lagging ones in terms of human development as they are lacking necessary infrastructural and living conditions. Therefore, these villages and backward tehsils should be addressed with a thoughtful planning so as to raise their human capabilities and overall living conditions by making provision of quality education and employment opportunities and it will also slash the outmigration rates. Some of the following suggestions can be initiated for the improvement of Human Development Index of this backward district of Maharashtra.

Strengthening the agricultural base through the development of small irrigation projects on the river; this would enable more intensive cultivation and provide employment throughout the year and increase the income.

South Konkan's physical setting and historical background can be deemed as the potentiality for the development of tourism. The industry, if developed could provide employment in its various sectors to the local population.

Industrialization is the basic need of the region which can bring development in it. It will contribute towards the improvements in infrastructure of the region to benefit the agro based, mineral based and forest based industries, fish canning industries and tourism sectors also.

Merely simple literacy acquisition cannot sort out the problem; so provision of higher educational facilities should be made in the district especially in the depressed areas.

It is therefore inferred that priority for improvement should be made in the most lagging areas by making the provision of quality educational institutions, potable drinking water, pucca roads, medical facilities and new sustainable higher wage earning opportunities through proper planning which can be helpful in enhancing the overall human development in this backward Ratnagiri district of Konkan region of Maharashtra state.

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