

37. UNDER UTILIZATION OF HUMAN RESOURCE AND ITS MANAGEMENT- A CASE STUDY OF PURBA KHAIRBARI VILLAGE, ALIPURDUAR, WEST BENGAL

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ABSTRACT

The notion that workers could be seen as a potential asset was subsequently in use during the 1910s and 1920s and was termed "human resource". Human resources play an important part in developing and making a country. Women education and participation is vital for economic development because it can directly influence on entrepreneurship, productivity growth and then increases employment opportunities and women empowerment. The paper throws light on the gloomy scenario of under utilization of women work power in the Purba Khairbari village (J.L.No. 36), Madarihat Block of Alipurduar District, West Bengal. It also shows the positive correlation between education and employment of women. However, certain corrective measures are also suggested to improve upon the present scenario. The nearby cities and towns have not acted as proper growth poles encouraging human resource management in the study area. The socio cultural and infrastructural background also does not provide an impetus for changing the scenario. Social and cultural awareness can create a large and growing women labour force, which is expected to deliver spin-offs in terms of growth and prosperity in the region through a number of routes.

KEYWORDS

Human resources, women empowerment, employment opportunities, economic development.

INTRODUCTION

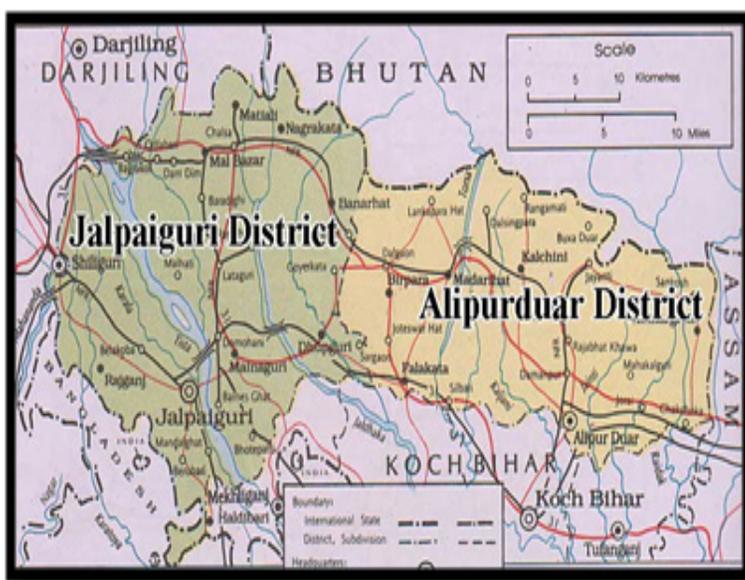
The resource that resides in the knowledge, skills, and motivation of people is called human resource. Human resource has an advantage over other resources that it improves with age and experience. Human capital is the most crucial productive resource that can provide a long lasting advantage to a country. Human Capital, in most of the times, is used in accordance with human resource. The notion that workers could be seen as a potential asset was subsequently in use during the 1910s and 1920s and was termed "human resource". Human resources play an important part in developing and making a country. Women education and participation is vital for economic development because it can directly influence on entrepreneurship, productivity growth and then increases employment opportunities and women empowerment. People of the young age group are considered to be the most productive class of human resources. So, the economic development of the region will depend on the strategies to build up the workforce and utilize these people. However, being a poverty-striven and rural based economy, there are several problems faced by the inhabitants which is reflected in the low work participation of rural women. This paper analyses the education and work participation of women in Purba Khairbari village of

West Bengal. This also highlights the human resources being underutilized and the measures to revert them back to economic development.

STUDY AREA

The study area is Purba Khairbari village mouza (J.L No 36) in Madarihat gram panchayat in Madarihat- Birpara block of Alipurduar District in the state of West Bengal, India. Madarihat block is bounded by Kalchini block towards east, Falakata block towards south, Dhupguri block of Jalpaiguri district towards west, Alipurduar-I block towards east. Alipurduar town, Mathabhanga town, Cooch Behar town, Mainaguri town are the nearby towns to Madarihat. The district Alipurduar lies between

26°16" & 27°North Latitude; between 89° 53' & 89° 54'35" East Longitude and is located in north-eastern part of West Bengal. The total area of the district is 3383 sq. kms. It is bounded by the district Jalpaiguri in the west, the state of Assam in the east, by the district Koch Behar in the south and shares international border with Bhutan in the north. The area of study is the Purba Khairbari village located under Madarihat gram panchayat in the Madarihat- Birpara block of Alipurduar district in the state of West Bengal which is located about 2 kms north of Madarihat town. The elevation is 65.82 m above mean sea level.



OBJECTIVE

The objective of this study is to bring out the causes of underutilization of women work participation and the misutilization of human resources. The physical landscape of the region has a profound influence on the cultural scenario. The objective is to study the socio economic and cultural landscape of the region, to examine the present levels of development and the measures to utilize human resources appropriately for further development.

METHODOLOGY

This consisted of collection of both primary and secondary information on physical and socio-economic aspect from Purba Khairbari village in Madarihat gram panchayat. The primary data was collected in March, 2018. This includes analysis of data gathered with the help of representative maps and various cartographic techniques. The collected data, both primary and secondary, were processed and analysed with the help of multiple methods such as tabulation and preparation of various types of charts.

THE PRESENT SCENARIO

Alipurduar has a total population of 3,872,846 of which male and female were 1,983,064 and 1,889,782 respectively. My study area Purba Khairbari Mouza has a total population of 2033 comprising of 1013 males and 1020 females. The total number of households in the village is 438.

Table 1: Surveyed Households

Number of Households in Total	438
Number of surveyed Households	235

Source: Primary Data collected at site

The total number of household in the village is 438 of which 235 households have been surveyed that cover nearly 60% of the area. This can be supposed to give a clear picture of the society of

the study area.

Fig 1

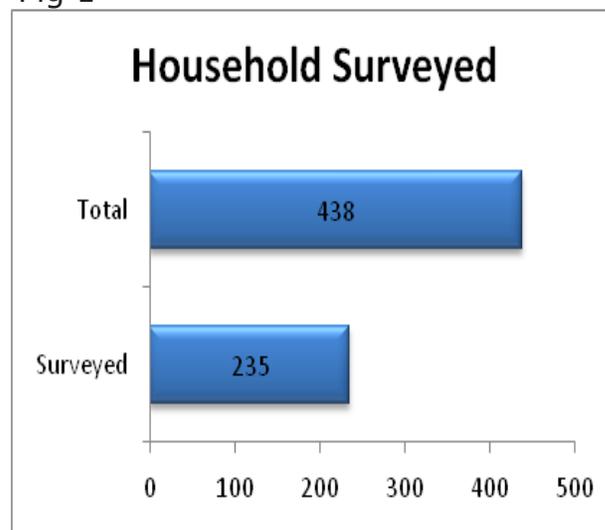


Table 2: Age Sex Composition

Age Group	Male	Female
0 to 10	81	92
11-20	73	94
21-30	95	131
31-40	94	94
41-50	71	79
51-60	53	45
61-70	31	15
71-80	24	14
81-90	4	9

Source: Primary Data collected at site

The age sex pyramid of the village of Purba Khairbari shows that the male population is highest in the age group of 21 to 30. In case of the female population also the highest occurs in the same age group. The pressure of population is generally low as there is a small dependent population in the higher age groups. The higher female percentage in the working category signifies that the work population should be high in the village. However, a large female population is found to be present in the age group of 0 to 10, 11 to 20 and 31 to 40. This means that the future aspect of working population is also quite high over here.

Table 3: Level of Education

Education Level	Male	Female
Primary (upto V)	142(37.76%)	167(48.83%)
Secondary (VI TO X)	191(50.93%)	143(41.81%)
HS	26(6.91%)	20(5.78%)
Graduation	15(3.98%)	11(3.22%)
Post Graduation	2(0.53%)	1(0.29%)
Total	376	342

Source: Primary Data collected at site

Table 4: Number of Literates

	MALE	FEMALE
LITERATES	376 (77.53%)	342 (63.93%)
ILLITERATES	109 (22.47%)	193(36.07%)
TOTAL	485	535

Source: Primary Data collected at site

Fig 2

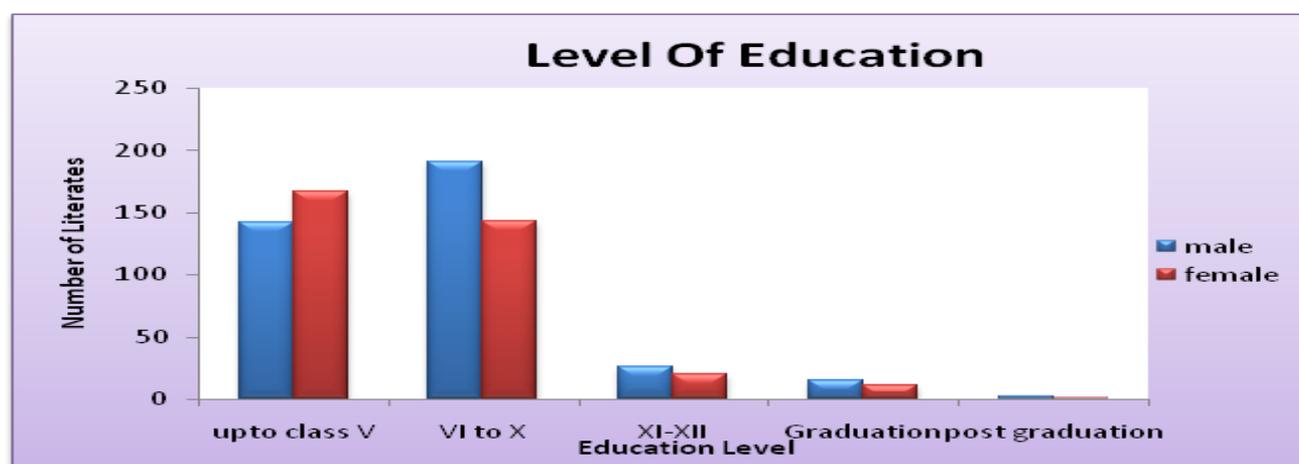
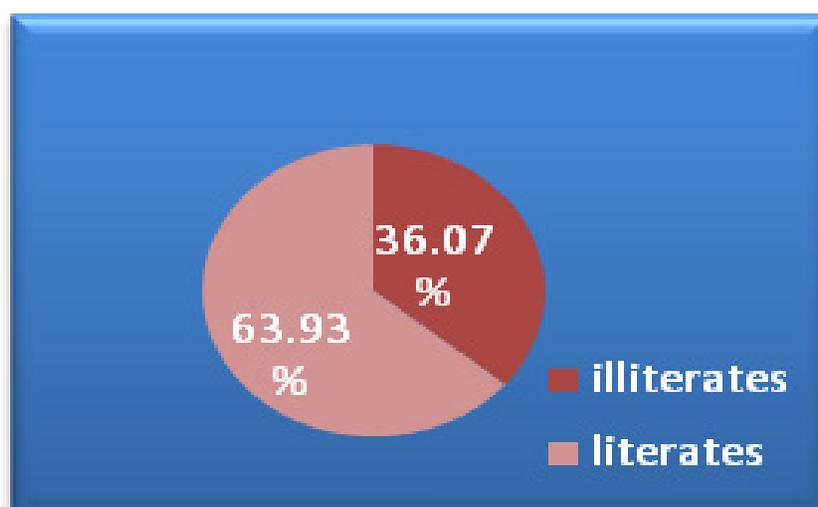


Fig 3



Education leads to participation in the labour force which is a strong indicator of women empowerment. From the above tables it is clearly seen that in sharp contrast to many parts of our country, here, the female population is more literate than the male population in the primary classes. However, the total male literates are 77.53% while the total female literates are 63.93% out of their respective total female and male population. The primary and secondary level of education in the village is not so gloomy. About 40% of the population has attained Primary education, nearly 50% population get education up to Secondary level. But only 3% attended Graduation. Post Graduation is insignificant and Technical education is not found at all over here.

There is one Primary school in the village. The secondary schools are within 2 Km. This has a profound influence in the education structure of the village. Because of these two schools within the village, the primary and secondary education levels are high which drops down to meagre percentages in the higher levels. The Colleges are located far away which do not serve the purpose. So, graduation and post graduation standards are low. The institutions present here does not seem to be sufficient for the population. Women have to move out for higher education. People mostly educate themselves up to higher secondary because of the facilities available within the village. The social and religious taboos are still prevalent in these societies which add up in the low level of higher education in women. Thus, it is difficult for women to move out of the village and go to the city for further education. So the level of education in the higher levels is really low.

The socio economic scenario presents the gloomy picture of reality of the village. To find out the economic structure of the village, computations

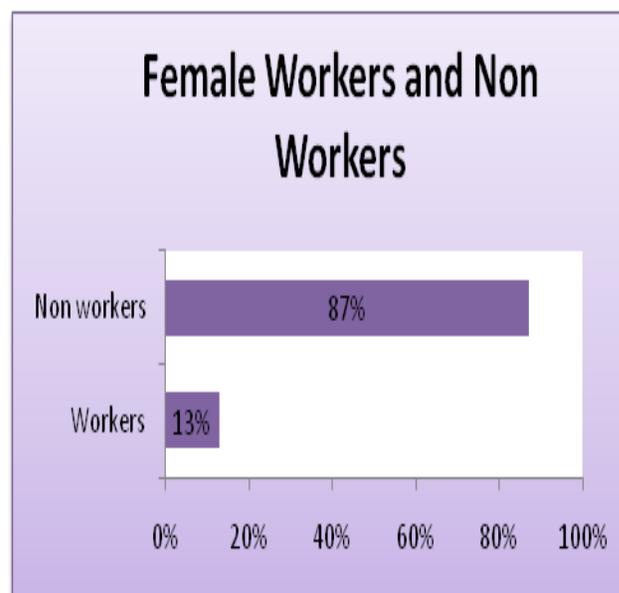
are done regarding the working population, occupation structure and female- occupant.

Table 5: Distribution of Working Population

	Male	Female
Workers	362(73%)	71 (13%)
Non Workers	123 (27%)	477 (87%)

Source: Primary Data collected at site

Fig. 4



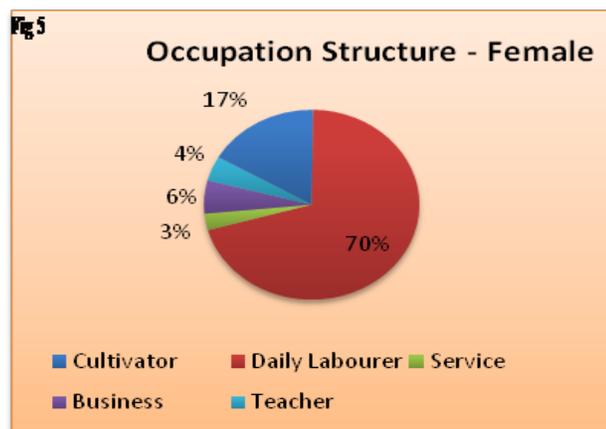
The study shows a decreasing trend of female participation in the formal sector and an increasing involvement in the informal sector leading to an unproductive ratio with the males. There is a great disparity in the working population of the village. As evident from the table, the percentage of non worker female is 87% which is very high. This signifies that the female population is only confined to household chores. This negligibly contributes to the economic development of the region. The workers are mostly men (73%). The pressure on the working population thus increases. A large part of the human resource remains unutilised in the village as females do not generate any income; they are confined to household activities. Entrenched hierarchical social division, and the lack of correlation between educational attainments and job opportunities are the greatest hindrances which strongly influences the economy of the region.

Table 6: Occupation Structure- Female

Occupation Types	Female Workers
Cultivator	12(17%)
Daily Labourer	50 (70%)
Service	2 (3%)
Business	4 (6%)
Teacher	3 (4%)
Total	71

Source: Primary Data collected at site

Fig. 5



Out of the total female working population about 87% are engaged in cultivation including the agricultural labourers, cultivators and marginal workers. This signifies that the economy is mostly agrarian. Each family may or may not have some land of its own but engages some of the women apart from their household chores. However, disguised unemployment is far flung over here. Other services do not show a prominent sight. This suggests the spread of education among the newer generation and a tendency to move out of the eternal occupation has not been the case here. The highest percentage of population is engaged as daily labourers which signify that the poor mass do not possess a land of their own. But overall the participation of women workers is feeble. The overall economy of the village therefore staggers.

DISCUSSION

The above tables and the graphs show

that the women work force in the village is very low despite the stable age sex composition. The number of women in the village is quite equal to the number of men. But their participation in work is not that good. A huge amount of human resource remains unutilized. The primary reason is the lack of education. Though the education level of women is high in the primary and secondary level, yet they do not continue study in the higher levels. To start with, women are expected to contribute to the household far younger than men are – the implicit understanding being that she is being trained for a role as a wife, mother and daughter-in-law, whereas men are being trained for an occupation. Women get married younger than men do. Safety of women travelling alone is a major concern here – the schools and colleges being located far away from the village. It has also been found out that educating girls causes excessive independence, and this is seemingly manifested in the attitude that parents take to a girl's education. Therefore, the topmost reasons for low education levels are lack of interest in studies, economic condition of the parents, migration of family and to help the family in domestic work. After dropping out the young women are involved in helping their parents in household work, work in the fields and a lot of students are also sitting idle and doing nothing. Women account more for the unpaid work in rural sectors – which is why female participation has remained lower than male participation in the labour force. Rural women do have opportunities to serve the service sectors in urban areas. But the lack of decent housing, safety measures, lack of transportation at proper times are some major hindrances that bind them back to their native places.

The chart on occupation structure shows that the lack of education is reflected in the type of work they do.

Out of the total 548 women being interviewed in the village, only 13% are workers and 87% are non workers. This is a miserable picture to deal with. A huge work power is wasted without generating income for the family and the country as well. Out of this 13%, 70% of the female workers are engaged as daily labourers in others farmlands. They accrue only a handful of income for their sustenance and their family. 3% are in service sector, 6% in the business sector and 4% in education sector. When they come in numbers they actually do not count considering the total population of the village. A feeling of guilt or selfishness is observed in the attitudes of some women when they put their career interests first. Because women's work and family demands are simultaneous, these demands have a significant impact on women's careers. Women have less access to information. Women are marginalized from decision-making. However, while the women tend to be excluded from the village decision-making process by traditional male leaders, there is also inequality among the women themselves.

SUGGESTED REMEDIAL MEASURES

The survey work done in the village of Purba Khairbari, Madarihat shows that there is a mere wastage of human resource over here as the percentage of working females is meagre. There are certain suggested remedies that can bring about a change in the village scenario.

- The lack of access to higher education has put women in the back foot. Though they have secondary education yet they cannot opt for well paid, high collared jobs. Only two primaries and one secondary school serve the purpose of the whole village which is insufficient. Colleges and other technical institutions are far away which are inaccessible by road. The establishment of proper

educational institutes for the villagers to attain higher education is pretty much needed.

- Accessibility is a major constraint here. Not only for the educational institutes, but also for the occupation purpose, transport facilities should be enhanced. Only when there will be a proper flow of transport and communication, women will feel free to leave their domestic chores and go out to work in the cities. The most common form of transport here is cycle owned by each and every family. However, women are debarred from using them in public.

- Community awareness seminar should be launched to develop the interest of the women towards work participation.

- Bridge the cultural gap between men and women through more elaborate forms of participatory programmes to involve both of them.

- West Bengal Government has also come up with the micro and small scale entrepreneurship for the women of these villages. But to accept it needs a broader mind.

- Proper and regular monitoring of literacy and employment programmes must be done.

CONCLUSION

The participation of women in the primary activities shows a high trend in the study area i.e. Purba Khairbari village of Alipurduar District. The correlation between female literacy and female workers in the primary sectors is positive. The more the females are uneducated, the more they are engaged in as daily labourers and cultivators and in the marginal sectors. So, the status of human resource utilization does not present an impressive picture in the village. 87% of the women are non productive and highly dependent on the economy. This scenario can be changed with the awareness campaigns and upgrading

the infrastructural facilities of the village. Recent research in human development has established a strong link between women empowerment and national development. Proper corrective measures can create a large and growing labour force, which is expected to deliver spin-offs in terms of growth and prosperity through a number of routes. Utilizing the resource of women work force is a silver bullet for empowering women and has tremendous multiplying effects for families, communities, and societies.

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