

CHAPTER V

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The present study is primarily a study of rural manpower. An attempt is made by the researcher to assess the existing manpower position of Khanapur, a village in Belgaum District. The conclusions drawn on the basis of the investigation can be presented as follows:

- A) General Conclusions.
- B) Conclusions relating to 'Generation of Manpower.'
- C) Conclusions relating to 'Utilisation of Manpower.'

A) GENERAL CONCLUSIONS.

1) The village Khanapur which is relatively a bigger village cannot be purely taken as rural unit neither it is urban unit. It is a kind of semi-urban area. Though the village is having its traditional characteristics of rural economy is found to have change over a period of time in many respects. The process of urbanisation of village is under the way. This can be supported by the facts and figures collected by the researcher, such as growth of literacy and education, changing pattern of occupations, increasing trend towards the development of Secondary and Tertiary Sector etc. In short the traditional village economy is getting gradually converted into modern urban economy. It is however equally true that the agricultural base of the village prominently exists to provide the minimum support to lives of majority of the people in the village.

2) It can also be observed that during past two and half decades the village Khanapur has shown various signs of progress, even the agriculture which has been the main

economic activity of the people is getting modernised, use of fertilizers, pesticides, mechanised cultivation, improved method of irrigation, adoption of post harvest technologies have been commonly used as it is observed by the researcher. The subsistence agriculture is getting replaced by commercial agriculture.

3) Although agriculture continues to be the main economic activity, the process of rural industrialisation has been observed to be getting on its way. Small scale industries, household service units, various types of trading activities have been started. There is also a clear evidence of development of co-operative organisations to undertake various types of economic activities. The village does have the triangle of agriculture development, industrial development, and co-operative development. It is observed that the people of the village are becoming more and more aware of the problems of the development. The number of old, illiterate and ignorant people is reducing while the number of young learned and the conscious people is increasing. This is a positive sign of shift towards development of people in the village as human beings.

4) It is observed that there remain some gaps, amidst the overall process of development. The rate of growth of population is observed to be still very high, reflecting the increasing burden of population on the resources. It is the case where people at large are not yet socially and psychologically prepared to participate in the programme of family planning or family welfare.

5) With reference to infrastructure facilities, there is a development but the pace of the development in this respect is very slow. The roads, water, transport and

communication facilities have reached the village no doubt, but all these infrastructure facilities are not available to the people in the village adequately.

6) It is observed that, the total non-workers in village in 1971 was 73.16 percent which had declined to 70.06 percent in the year 1981. Again in the years 1991 and 1996 the total non-workers come down to 69.59 percent and 64.74 percent respectively. Similarly the male and female non-workers has also changed over a period of time. In 1971 the male and female non-workers was 56.13 percent and 91.40 percent respectively, which has decreased to 43.77 percent for male and 86.26 percent for female in the year 1996. As a matter of fact it is true that higher the rate of non-workers lower the rate of workers and vice-versa.

B) CONCLUSION RELATING TO MANPOWER GENERATION RATES (MGR's):

1) In the present study of village, the various types of MGR's are computed, analysed and interpreted. In the first place, the crude Manpower Generation Rate's has shown increasing tendency over a period of time from 1971 to 1996. This implies that there is larger supply of manpower from the population of the village. It is certainly observed that the people from the village enter into the economic activity in an early stage of their life and withdraw from the manpower rather late, (i.e., working life span of the rural people is longer as compared to that of the people in the urban area.)

2) The sex-specific Manpower Generation Rates are the crude MGR computed for males and females separately. The rates for males are expected to be substantially higher

than those for females. This is because males are always considered as prime bread-earners while females act more as housewives and less as workers.

3) It is observed that more and more people are participating in economic activities. The rate of manpower generation has increased considerably in the last five years (1991 to 1996). This is particularly true for males. The Manpower Generation Rate of female although shows fluctuation continued to be around 10 to 12 percent. It indicates that women in the village have found to be in the same stage of traditional work roles. The new avenues of employment are not still available to women.

C) CONCLUSIONS RELATING TO UTILISATION OF MANPOWER:

The manpower can be classified into two sector, three sectors and nine sectors. All these classifications give different ideas about the manpower utilisation.

TWO SECTOR:

1) It is quite logical to understand that there is a decrease of share of agriculture in manpower. This is true for both males and females. The same argument does not hold good for females, because the entry of females in economic activities is governed by many physiological, social and cultural factors. The share of female manpower, therefore indicates an increase in the first decade by 4.95 percent, decrease in second decade by 1.71 and again in the last five years it has decreased by 3.15 percent point. Even among the rural women, the position with regards to female manpower is not of stable nature. Thus agriculture is still a dominating sector and it gives more employment to the rural manpower.

2) Over the period of years it is observed that Manpower Utilisation Ratio in agriculture sector is found to be decreased while MUR in non-agriculture sector is found to be increased. It implies that there is a shift of manpower from agriculture sector to non-agriculture sector. This shift is an indicator of economic development of village.

Second important observation that male MUR in non-agriculture sector is higher than female MUR in the same sector. In case of agriculture sector however female MUR is found to be higher than male MUR, this leads to conclusion that shift of manpower from agriculture to non-agriculture sector is prominently observed in case of males. Female manpower has seen to be continuing with the traditional activities in the agriculture sector, lack of education, lack of occupational skills are some of the reasons which can be held responsible for slow shift of female manpower from agriculture sector to non-agriculture sector.

THREE SECTOR:

(3) The primary sector gives clear idea that, one-fourth or below one-fourth share of total manpower is utilised in primary sector for every censuses year. The highest manpower ratio of primary sector is in 1971 and decreasing trend is observed in the recent census years. In primary sector have higher share of female manpower than that of male manpower.

(4) As regards to secondary sector, the highest ratio of manpower is found in 1971 as compared to rest of censuses years. This is true both for males and females. Another important observation that 1/5 or below 1/5 share of total manpower is utilised in secondary sector for all years of study.

(5) It is observed that the share of manpower distribution in tertiary sector is higher than the primary and secondary sector. Thus, it may be argued that the decline in the manpower of agriculture is mainly the result of additional manpower absorbed by this sector. The expansion of economic and social infrastructure has resulted in the rise of employment in the tertiary sector.

Secondly, the employment in tertiary sector requires less need of technical skill and the unskilled labour gets conveniently absorbed in this sector in the form of self-employed and street-side service jobs. The tertiary employment contains relatively high proportion of self-employment. The growth of modern industrial structure requires an expansion of commercial and Government services. The extensive division of labour and specialisation adopted in economic activities in modern times have stimulated tertiary sector.

NINE SECTOR:

6) It is concluded that, utilisation ratio of cultivators are found to have decreased over the period of time from 1971 to 1996. As a result, in the recent years the proportion of manpower concentration is lower in cultivation sector. Secondly, it is observed that higher the ratio of female cultivators for all the censuses year of study.

7) It is observed that utilisation ratio of female agriculture labourers are higher than that of male agriculture labourer for the year 1971, 1981, 1991 and 1996. Secondly the trend of changing utilisation ratio are found to have fluctuated for total, male and female manpower over the period of time from 1971 to 1996.

8) It is clear that although the ratio of manpower utilisation in LFFHPO (Livestock, Forestry, Fishing, Hunting, Plantation and Orchards) sector is smaller as compared to both earlier sectors, i.e., cultivators and agriculture labourers, but the trend of MUR are found to be increasing over the period of time. Secondly the utilisation share of female manpower in this sector is smaller than the share of male manpower for all the years of study.

9) It is found that, the percentage of workers engaged in mining and quarrying activities have always been around one or below one percent. So the activity of mining and quarrying is carried out only in exceptional terms in the village.

10) In manufacturing, processing, servicing and repairs category are prominently seen, higher MUR in 1971 and has fluctuated in subsequent years of study. This is true not only for total but also for male and female manpower. Secondly, in this sector higher the female utilisation ratio for the first decade whereas higher the male utilisation ratio for second decade and last five years.

11) Although the MUR in constructions sector is relatively smaller the trend of MUR in this sector is found to be in ascending order over the period of time. As a result there is additional manpower absorption in this sector during the recent years. Secondly the share of male manpower is higher as compared to the female for the year 1971, 1981, 1991 and 1996.

12) It is observed that, the concentration of manpower in trade and commerce sector is rising over a period of time i.e., from 1971 to 1996. Similarly, utilisation ratio of male manpower is higher as compared to female manpower. Another important observation

drawn from above data, is that MUR in trade and commerce is larger for all years of study only next to other services sector.

13) It is clear that MUR in transport, storage and communication sector is found to be higher in 1971 and has got reduced in the recent years, i.e., gradual shifting the share of manpower from this sector to other sectors. Secondly utilisation share of male manpower in this sector is higher than the share of female for the year 1971, 1981, 1991 and 1996.

14) It is prominently seen the utilisation manpower ratio in other services sector is naturally larger than the other industrial categories. As a matter of fact, in the process of economic development the share of service occupation in terms of employment is generally expected to rise. Secondly, the percentage of male manpower are remained higher in this sector as compared to the percentage of female manpower for all years of study.

SUGGESTIONS

In the light of the conclusions drawn so far the following suggestions can be made in relation to generation and utilisation of manpower in Khanapur village of Belgaum district.

- (1) As the village is nearer to Belgaum district headquarters, the process of urbanisation has already started. There are fair chances of emergence and development of non-agricultural economic activities. This will again provide good opportunities of employment of manpower in non-agricultural sector. This needs to be particularly attempted for female manpower which has not come forward so far.
- (2) The growth of service sector can provide good number of self-employment opportunities. There is a need to understand the resource base of the village. It is necessary to ensure that, resource planning goes hand in hand with manpower planning. This kind of integration of planning of physical resources with the planning of human resources is really need of the day.
- (3) The development triangle of agriculture development, industrial development and development of co-operatives is required to be strengthened. Co-operative organisation can provide the ideal form of organisational arrangement for both agricultural development and industrial development.
- (4) The infrastructure facilities such as roads, electricity, communication facilities are not adequately available in the village. In order to bring the village in the main stream of economic development, the provision of infrastructure facilities

in the villages should get priority in economic development policies of government.

- (5) With reference to utilisation of manpower, the general observation is that, the manpower available so far is not utilised effectively. If we want to make the utilisation of a rural manpower more effective, education and training of the manpower is an immediate task. Alongwith the increase in the general literacy level, proper attention is required to be given for vocational training and guidance of the rural people. The need is more urgent in case of females.
- (6) The economy of village Khanapur is found to be in a transition stage, although the old occupation like agriculture are still dominant, the non-agricultural activities are also gradually coming up. Village as a whole needs to be seen as the unit of developmental plan. Such type of developmental plans chalked out for a village like Khanapur, will really be helpful to achieve economic development.