

SAARC AND THE QUESTION OF HUMAN RESOURCE DEVELOPMENT.

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CERTIFICATE

Certified that the dissertation entitled, "SAARC And The Question Of Human Resource Development" submitted by Ms. Madhuparna Bhattacharjee in partial fulfilment of nine credits out of the total requirements of twenty four for the award of the degree of MASTER OF PHILOSOPHY (M.Phil) of this University, is her original work and has not been submitted for the award of any other degree of this University or any other Institute.

We recommend that this dissertation should be placed before the examiner for final evaluation.

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CHAPTER I

INTRODUCTION

- STATEMENT OF THE PROBLEM
- OBJECTIVES
- DATA BASE AND SCOPE & LIMITATIONS
- METHODOLOGY
- AREA OF STUDY
- REFERENCES

1.1 STATEMENT OF THE PROBLEM

Human growth and development has been refined and elaborated in theories and upto an extent in practice, only after the revolutionary changes took place in very recent decades. But still how many of us understand about human motives, values, and behaviour ? Economist's conception of man (as a calculating individual interested in maximizing his pleasure and minimizing his pain) slowly is changing with the realization that man is not primarily a conscious, rational, calculating, and pleasure asking animal but is, rather, a complex psychological organism whose simultaneous response to centripetal and centrifugal (internal and external) forces can be differentiated into basic drives, adjustment mechanisms and values orientations. Moreover, the stage at which a human is or a group of individuals are in, socially is conditioned by their experiences in childhood and, modified by nature is pliable and so, human development must be viewed dynamically.

The acquisition of skill, talent, competence and all human abilities are the fact of opportunities available to man. It is not actually the genetic potential but the opportunities that the human being encounters to become skilled and competent. Here in,

lies psychology's great contribution to the emerging discipline of human resources which has provided the thrust for a dynamic approach to the development of skill and talent and thus the transformation of the individual. More than any other, it is this change, this transformation, that lies at the roots of the new concern with human resource.

And so, almost after two decades, the importance of human resource factor is increasingly stressed in the halls of academe, and political arena. But the question which still remains unanswered is that - long period of neglect to human factor over ? Different facets of development and utilization of human resources show immense gap between what exists and what in reality is required.

This attempt is to understand this gap about human resource development and utilization in South Asian Region which deserves attention but is still at a low key. Cautious handling of concepts, strategies and policies in social sciences is always desirable and human factor approach should not be an exception here, as a substantial percentage of world population as human capital is concentrated in South Asia but the long period of negligent and inadequate concern for

these living masses have hardly been emphasised or discussed or given adequate attention which they deserve in reality. It is neither included among assets nor given a place in the balance sheet.

Thus, the concept of human resource involves a whole set of interacting factors that operate to produce a multiplier effect on the development process. Looking from this angle, an insight into the present situation of human resources in South Asian countries will provide us with most of the knowledge required for discussing and solving the problems of South Asia's Regional Cooperation, its environment backwardness, and development as they are interlinked.

The idea of regional cooperation though not new, however, acquired a new momentum after world war II, when many countries had to face new political and economic challenges thrown up by the war. Conceptually, regional cooperation means association among states within a region to promote common objectives, meet common needs, and resolve common problems. Accordingly the South Asian concept which was first evolved by Bangladesh and put forward by the President of the country Ziaur Rahman has, three important implications:-

- the states forming this group of cooperation (do) so on a footing of sovereign equaty;
- regional cooperation yields benefits for each country which it cannot expect to achieve individually; and
- regional cooperation is viable in cost benefit terms with the objectives (as enshrined in the charter) to promote the welfare of the people of South Asia and to improve their quality of life, to accelerate economic growth, social progress, cultral developent in the region, and to promote and strengthen collective self reliance among the member countries.

South Asian Association For Regional Cooperation (SAARC) is essentially perceived as an economic grouping (like European Economic Community) of countries, which, because of their poverty and underdevelopment, have decided to work together for accelerating and pace of socio-economic development of the region. Cooperation in terms of health and population, among the various sectors, is msin concern here. South Asia, inspite of having a deep historical, cultural, social, and economic links in its infrastructure and being a distinct region in demographic sense needs careful handling from all corners to come up as a feasible model, especially in terms of human resource development which would generate a stronger social, economic and political fraternities.

In order to achieve collective self reliance, one of the sectors where cooperation should be intensified is to tap the vast reservoir of skilled and unskilled manpower and develop the regions rich endowments of water, forest, mineral resources and fertile land. A practical effort to exploit and manage South Asia's inherent potential for economic growth will not only impart meaning and substance to south-south cooperation but also send greater weight to our call for New International Economic Order (NIEO).¹

SAARC being at best an experiment in the sharing of experiences and development cooperation, may promote the welfare of billion people who are among the poorest and most deprived on this planet earth. Therefore, by turning the human resource into the life line of our regional development efforts, ambitious of multipurpose resource development can be fulfilled.

And so, the broad spectrum of the study will be dealing with the conceptual framework of Human Resource Development, geography and historical background responsible for such process, issues and strategies along with its problems and prospects in the SAARC region.

1.2 OBJECTIVES

To analyse the question of Human Resource Development in the SAARC region the main objective of the study can be stated as follows:-

- To highlight the main theoretical (conceptual) idea of Human Resource Development;
- Studying the natural environmental factors (geography as a whole) of the region that foster or hamper the processes of human resource development;
- Beside historical development of the region main idea is to highlight the basic components of human resources;
- To study the issues and strategies of human resource development in the region as a whole;
- To analyse some problems and prospects of the SAARC in terms of human resource development ; and
- Finally to mark out some basic approaches (recommendations) which may be kept in the mind during formulating different plans and policies in the near or distant future to strengthen the very process of human resource development.

1.3 DATA BASE AND SCOPE & LIMITATION

[a] To satisfy and facilitate the above objectives for the study, the required data is collected from many sources;-

- Literature review from secondary published sources, and
- Censuses, U.N. reports, Escape reports etc.

[b] The question of human resource development inundate a broad scope in the spectrum of economic development. Given the conceptual framework and to analyse the question of human resource development on the basis of different plans and policies in the South Asian region following set of questions can be initiated as a new approach to the problem.

- How far, upto what extent, and in what manner man environment relationship have fostered or hampered the processes concerning the question of human resource development, thus, effecting the whole planning structure ?
- As far as the issues and strategies for human resource development are concerned, to what extent the strategies related to quality of population would help in human resource development processing ?
- How far planning for all basic components of human resource development [fertility, health, edication and nutrition] are favourable and what could be the possible changes made in all components at present order ?
- Women are the main determinant in the present scenario of human resource development. How far planning seperately for women development would have its effective role in the whole process of development?
- Most of the plans and policies in the region are tending towards a "Blanket Rule Policies" but, whether in the diverse socio-economic and physical setup such policies can have a better alternative in the form of some area specific planning processes ?

[c] Inconsistency of the data, non availability of reliable sources, and still infancy of the SAARC as a regional group impose few limitations. Big gaints of region India and Pakistan as well as other countries like Bangladesh, Srilanka, and Nepal provide some reliable data adopted for the study, while in Maldives the data availability beside its first rudimentary census held in 1977 is too inconsistent. Bhutan on the other hand still provide estimates . Literature for the region as a whole is again not appropriate.

1.4 METHEDOLOGY

To facilitate the study mainly two types of methods have been adopted as Statistical and Cartographical.

Under statistical method, data is collected from secondary sources mainly published ones and have been tabulated in different contigency tables after applying desirable quantitative techniques.

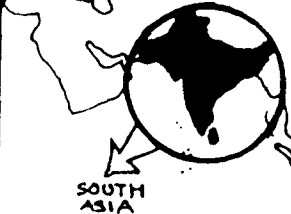
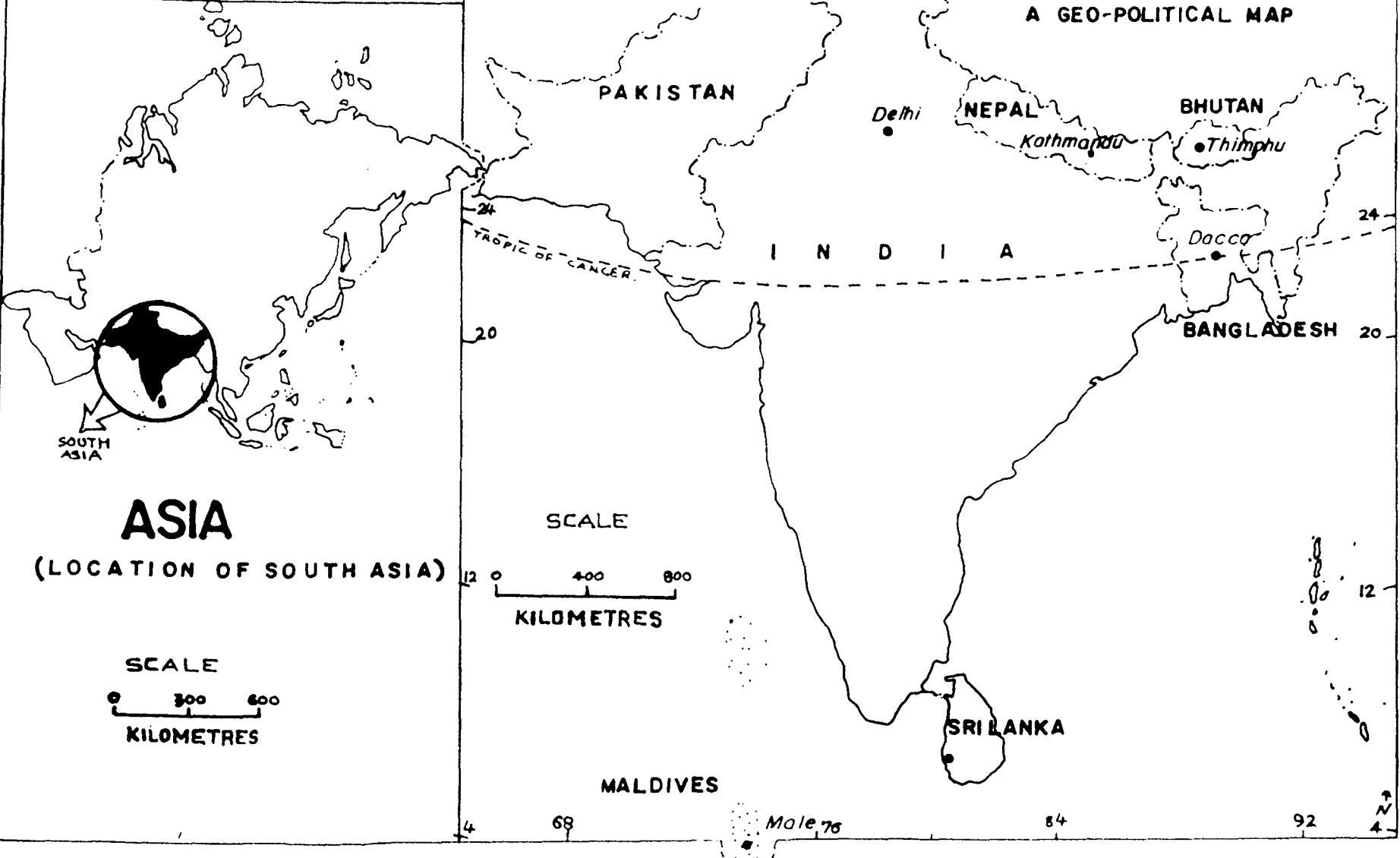
By cartographic methods, facts are recollected and represented with the help of different maps and diagrams.

Fig. 1.1



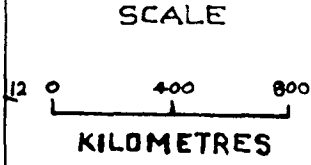
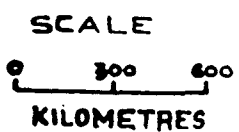
SOUTH ASIA

(SAARC)
A GEO-POLITICAL MAP



ASIA

(LOCATION OF SOUTH ASIA)



MALDIVES

Male 76



1.5 AREA OF STUDY

The study area covers seven countries of South Asia like vize Bangladesh, Bhutan, India, Maldives, Nepal, Pakistan, and Sri Lanka.(see Geo-political map Fig.I.1) The question of Human Resource Development would be studied in the framework of regional grouping, known as South Asian Association For Regional Cooperation, abbreviated as SAARC.

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CHAPTER II

HUMAN RESOURCE DEVELOPMENT - A CONCEPTUAL FRAMEWORK

- INTRODUCTION
- NATIVE CONSTRAINTS TO THE CONCEPT
- CONCEPT
- REFERENCES

2.1 INTRODUCTION

The idea of human resource development is originally an economic concept which has since been adopted by the management sciences too. Today human resource is the most strategic and critical determinant of growth, and yet its development has not received the required attention. The quantitative and qualitative aspects of human resources of an area leave much to be desired. On the one hand, there is population explosion and on the other there is widespread poverty plague, illiteracy, unemployment and underemployment, low growth rates of gross domestic product, low rates of industrialization, extreme high dependency on primary sector and uneven income distribution.

In reality the globe today, is two worlds - one rich one poor; one overfed and overweight, one hungry and malnourished; one affluent and consumption oriented; one poverty stricken and subsistence oriented. In one world self sustaining economic growth has permitted successive improvements in human socio-economic and politico parameters; in the other, all too many are blocked and locked into self perpetuating vicious cycles of poverty and misery.

Scholars of economics and management know that there is an intrinsic relationship between the prosperity of a nation and the quality of its human resource. Indeed, if one looks at the history of some advanced nations in the modern era one can easily learn the obvious lessons. United Kingdom for instance, had no great natural resources, except coal, when some 200 years ago it was hit by the industrial revolution. Yet it was able to transform itself into a "workshop of the world",¹ and later a major trading political power. Her real resources were her people, their vigour, and inventive genius. Talking of more recent example, Japan's position is now here in terms of natural resources. But through an efficient and disciplined use of its human resources it has succeeded in changing its economy out of all recognition within a very short span and surpassing the most affluent nations of the world at present. It has emerged as one of the super powers.

2.2 NATIVE CONSTRAINTS TO THE CONCEPT

We should and need to take a careful look at the meaning of 'human resource development' and the constraints of society that may hamper, frustrate and

throw obstacles in the way of our achieving it in the foreseeable future.

Specifically-'Human, Resource', and 'Development' are three different words being clubbed together. These three words jointly has been attracting our attention not only in present decade but also has gained increasing attention in the last few decades from human resource specialists, economists, sociologists, anthropologists, training and professional planners etc. In broad terms, Human Resource Development means, identifying and nurturing what is most useful and beneficial to each member of the society and then plugging it all into some kind of an over all strategy for increasing material prosperity and sequential advancement of the society (true at the micro level also, say, that of a formal employing organization). Just as in the manufacturing world, a non-living matter like crude iron or rubber (as new material) is not considered ready to be used (as a resource) unless it has been refined through a developmental process, similarity in the world of living matter (mainly human society) the latent potential of an individual (raw material as being a factor of production according to traditional economists) has to be developed (into a resource)

before it can be used for production of goods and services. The underlying rationale is that human effort or labour is both prior and superior to wealth because the former's existence helps the later to exist and multiply. This is why human effort has been called the "most precious resource".²

Hence a need to take a careful look at the meanings of human, resource, and development is necessary from all points of view. To understand the genuineness of the 'whole' we have to understand the "parts". The word human is from 'homosapiens' which means - wise man, (homo-man, sapion - wise).

All the living varieties of man belong to the single genus Homospaiens. The gap from ape to homosapiens is filled with early types of men whose fossilized remains are found in the different layers of the earth. The evolution of modern man through various stages of development and evolutionary processes, though is the first concern of physical anthropologists, but, at the same time draws global attention for the fact that - the time span of million years 'for the change in progressive direction', 'change with modification'³ is a question on the height of modern civilization.

Million years of struggle for man living against nature and the elements, against wild beasts and jungle then wonders of our modern civilization and today our great culture and science and yet this degradation. Still a substantial quantity of human being is in quest for basic needs food, shelter and clothing? What is the good of that civilization to man if he does not even have food to eat, cloths to wear and shades to refuge himself and his dependents?

To attain the skill of speech, knowledge and then creativity man has passed through ages of tough struggle and still faces the problems of his number and quality, problem of under utilisation of his skills, the poor remain poor and miserable, great nations fight each other and slaughter millions. Is it this, what is refered to as 'change in progressive direction, or chage in possitive direction'? The "labour" with which man has built up this modern civilization, modern machinery and technology, is yet to receive the required attention and recognition. This intrest in people as producers is of course, implied by the choice of the term "human resources".

The dictionary definition of the word 'resource' emphasizes its instrumental nature "some thing that

lies ready for use or that can be drawn upon for aid or to take care of a need"⁴. As natural resources produce goods and services for satisfaction of human needs and wants, so human resource refers to human being whose productive contributions also satisfy those wants, the only difference being in the fact that human resource is the same individuals who are both the agents of production and those for whose welfare and happiness all production take place.

The human being is means and also the end for which all productive activities take place. The adequacy of individuals in their productive roles substantially conditions the way in which other roles will be performed and the extent to which the goal of individual, satisfaction can be met. Thus, the capacity of the human being to produce something leads us to realize the cyclic relationship of human resources quality and quantity with that of growth, income and development, shown in diagramme no. 2.1.

Hence, human factor has been called the "most precious resource" not only the quantity and quality of useful human knowledge, skills, creative abilities but also its attitudes, values, motivations and behaviour patterns of members of a society or an organization.

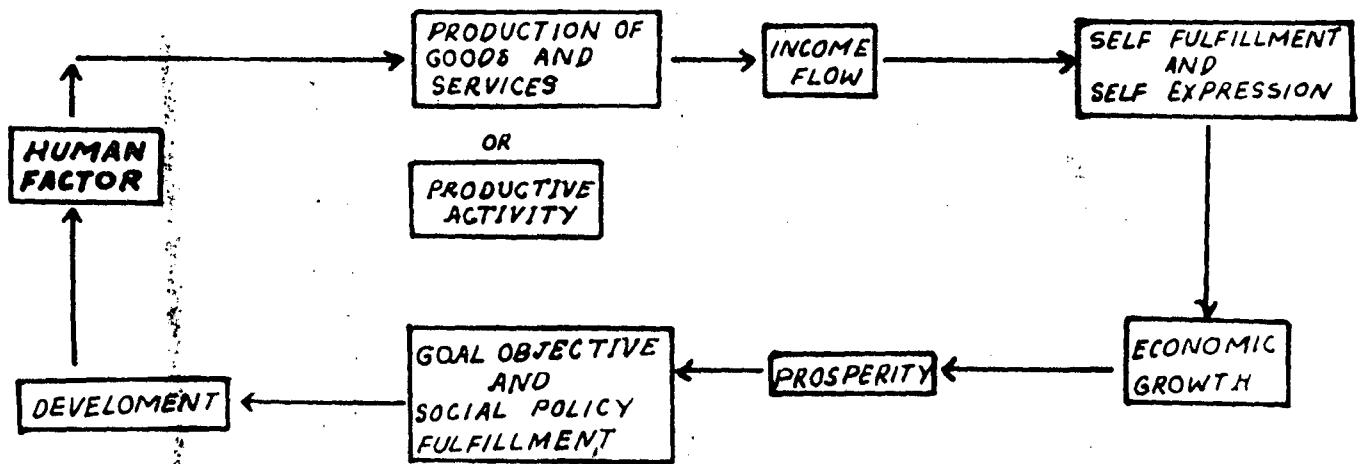


Fig. 2.1 Relationship among Human Resources, Growth, Income and Development.

This is why in understanding a term like human resource development, an understanding of the distinction between its two dimensions - "raw material" and "resource" is critical before we make a leap from the conceptual to the practical aspect of it.

It is important to realize at the outset that each of the terms Human, Resource, and Development may be (HRD) interpreted by different interests and objectives. The point is that 'development' which is the final output or the resultant state and also the act of developing has ambiguity. The ambiguity of the word is rooted more fundamentally in the vitalistic images and even in the very substance of history and science of life, where it invariably implies a statement on the essence of becoming of change and evolution. In addition to its economic significance and political and polemical functions, constant reiterated distinction between development and growth, in criticism of the 'myth' of development, the 'religion of' development, the 'illusions' of development, etc. The term suffers from the original sin of having been born from the encounter of two realities; every day reality, with-its band of familiar images conveyed by the very idea that, anything that grows the second is scientific

reality, with the succession of changes, crises and corrections peculiar to it.

Development as usually conceived and Development in reality, varies to a great extent. The present study concerned much more not with the arbitrary extension of given concepts to domains in which their use is left ill defined and poorly controlled as it is under regulated, but with development which is not only one of the aspects of change in desired direction but that "Development" which has been pursued by philosophy from time immemorial as SATYAM (Truth), SHIVAM (Godness) and SUNDARAM (Beauty) and are the three main values traditionally recognized by man.

Here it must be stressed that philosophy and development are thus connected. Development is not merely economic growth, it is also not used interchangeably with modernization nor it can be synonymously with 'growth' as well. Moreover, development is not anything which is fake and is not brought from somewhere but pursued with genuine concern for Human Values. Where growth implies an increase in gross national product, modernization implies a systematic process that involves complimentary changes in demographic economic, political, communication, and

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cultural sectors of a society. Thus, it entails a change from existing ethos, mores values and norms.

Development as a whole means social and cultural change, economic growth, political awareness, increase in social facilities, modernization etc. Development is always relative, a state of mind, a tendency a direction, rather than a fixed goal. The term development is also used for the process of allowing and encouraging people to meet their own aspirations. Hence, development must relate to transforming the entire society entangling together its economic, social, political, and administrative aspects for an all round balanced upward change.

Therefore, at the centre of any discussion on Human Resouce Development (Human Resource Development) in any area, the question of uplifting a large part of our population from the tragedy of degradation, misery, and suppressed condition, attracts our attention as development has to do with man as subject and agent, and with human societies, their aims and obviously evolving objectives.

Thus, the term development sets out to be 'global' 'integrated' and endogenous'⁵. Global means a view of all the dimensions of human whole including the

disparity of aspects and their interrelationship with development. Endogenous is the objective denoting an area's (nation's) international strength and resources, and their rational exploitation and use. For the term integrated, more generally from 'integration' stands of grouping together of units or factors to form a single whole. Thus, the development of the whole man and all men is a goal that should be unanimously accepted by politicians, economists, sociologists and others.

Since, development is often equated or interchangeably used with growth (mainly economic), it is important to note here that 'growth' as such may or may not be the result or means of development of people and actual or potential resources. Vast reserves of untapped human energy call for interpretations which will exploit and use them and in turn would give the inner meaning of new development of much concerned for the unprivileged peoples. Seen in this light, the new development becomes in the context of new international economic order a collective effort whose conception and implementation install rethinking and foundations of economic thought⁶.

Far away from the traditional approach to the multidimensional concept of development, the present

study is concerned with the most practical approach to it, in context to the human factor, as the purpose of material, conceptual and procedural aspects of development all seem to converge on the human factor - the human resources. This practical approach of development has been the single most prevalent claim advanced by proponents of a new paradigm whose stress is in solving the problem that have led the old one to a crises.⁷ Thus, the new development paradigm with four interacting levels, normative, conceptual, empirical and practical emphasises on a number of variable elements which are responsible for progress in multidirection by a process of continuous adaptation, problem solving and opportunity - exploiting under pressure to maximise well being in changing conditions (conditions are diverse and complex, change is rapid and at accelerated rate).

A practical approach to manpower development express tangibly in decentralisation and empowerment which would enable the human resource to take more control over their lives with normal centripetal tendency (horizontal spread of techniques and other socio-economic and cultural traits).

In the light of these discussions and observations being made in context to human, resource, and development, the proceeded discussion tries to sum up the conceptual framework of these three separate concepts in an integrated whole.

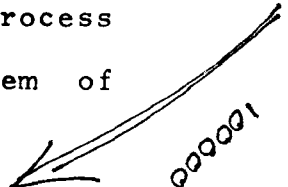
2.3 CONCEPT

It is to be clearly recognized that man is both the end and agent of development. The growing awareness that the availability of food, and work, distribution of income, and the quality of life are important measures of development, converges on the very factor of 'Human' only. This human factor endowed with a variety of skills, values and motives is the potential resource which needs processing, because, of all the key resource factors that determine a country's capacity for economic growth and development, the human resource factor is the most strategic and critical.

As M.M. Mehta puts it "A country may possess abundant and inexhaustible natural and physical resources and the necessary machinery and capital equipment, but unless there are men who can mobilize, organise and harness nature's bountiful resources for the production of goods and services the country can

not make rapid strides towards economic and social advancement"⁸. It is man who transforms virgin geographic lands into cultural ones. He is the principle productive force of society.⁹

Therefore, the resource process which is the central and basic theme in geography stresses that - the extraction, use, and disposal of resources constitute a major component of ecological system in which man interacts with physical environment; secondly, since resources are not evenly distributed over the earth's surface, their movements constitute a major component of the spatial system in which man interacts with man; and thirdly, the resource process draws together the above two into a single system of human activity over the earth's surface.



Nevertheless, aided by nature in one hand and culture on the other man's interaction with ecological system is one of the unique roles played by him in the over all scheme of resource development. Since man is physically weak as compared to other animals his mental qualities stand unparallel in the animal kingdom. But, for high quality mental work, man must be physically fit strong and healthy as well as properly educated and trained. Man is an inexhaustible store of energy and

skill. He is an asset but unlike most other assets, if he is not productively, meaningfully engaged immediately, he turns into a liability. He is an asset that can not be kept in frozen state for use at a convenient time in future.¹⁰ This asset as a resource can be defined as the "sum total of knowledge, skills, and aptitudes of the people inhabiting the country"¹¹, in other words "it includes the initiative resourcefulness, capacity for sustained work, right values, attitudes, and his interests conducive to higher output and accelerated economic growth.

Therefore, human resources include various characteristics of population such as size, age structure, density, growth, types, literacy, education, urbanization, sex ratio, size of rural settlements, dependency ratio, occupational structure etc. and these in turn depend upon variety of facilities amenities, and factors like physical environment, social environment (in terms of cultural background) economic environment, (in terms of schools, medical, roads etc.) and political environment (in terms of goal, and planning by the authoritative body).

Thus, man stands in a central position around which all activities economic, social and political

resolve. Man is the point of reference from which all other elements are viewed and observed, from which they all collectively derive significance and meaning. In spite of such an importance of man, the study of human being as a resource has hardly been emphasized fully.

Because, human resource development deals with broad range of subjects, its study requires an understanding of massive tides of change that are transforming the present society and economy. This transformation as a spacio-temporal approach to study the content and application of human resources of south Asia - then and now is discussed in the proceeding chapters.

Human interaction in space with reference to a particular period of time is the main angle chosen to understand human resource development issues, problems and prospects.

No less important than the natural resources are the human resources which can be tremendous asset for economic and social development. What will happen to mankind during the last quarter of the century will probably show the way how human being can best fit itself in the twenty first century.

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CHAPTER III

MAN ENVIRONMENT RELATIONSHIP IN GEOGRAPHICAL AND HISTORICAL FRAMEWORK

- MAN ENVIRONMENT RELATIONSHIP
- NATURE OF ENVIRONMENT
 - Physiography
 - Climate
 - Natural Resources
 - Natural Environment and Human Resources
 - Environmental Hazards in Human Resource Development
- HISTORICAL BACKGROUND IN HUMAN RESOURCE DEVELOPMENT
 - Pre-British Period
 - British Period
 - Post British Period
- REFERENCES

3.1 The natural environment in its primitive purity is a rarity on the earth's surface, on which are stamped increasing signs of human social existence. As one moves from urban landscape to rural, from river valleys to plateaus to coastal areas where huge masses of population have been concentrated for ages in need of shelter and occupation, where today the intense crowding of man created a social, economic, and political environment gradually superimposed on nature, often over shadowing it.

This is a simultaneous process of naturalization of human and humanization of nature goes hand in hand. This relationship of human being, far from being conflicting, is one of cooperative and accommodative in nature, and man in nature is a more faithful description of man-environment relationship. But human existence on the earth surface depends more upon the terrain it provides and the bounties it offers. Vidal De La Blache, a renowned geographer puts it as "nature provided the stage, and it is for man to act on it".

3.2 MAN ENVIRONMENT RELATIONSHIP

A subjective understanding or perception of the environment in which people of South Asia are residing in one of the ways of assessing the environment. It is

a behavioral approach to the problem which tries to look at the phenomenon from the angle of appreciation and tries to fathom the causes purely from human reactions. In other words, this phenomenological approach gives an opportunity of looking at man in his own milieu.

The competing notions of environmental determinism and possibilism have crossed a long way from classical to modern to recent period and tried to explain man's role in changing the face of the earth. Contemporary human existence is a result of his interaction with the natural environment. His failures and achievements for his prosperity has been almost set by his choice, efforts and the nature of his physical surroundings from time immemorial, when man evolved from non-erectus to erectus (as a resource).

Historical review of the globe as a whole provides a general perception that man has adopted himself to a varied physical environment as he moved from one place to another in search of food and thus interacted with the nature for his survival (as can aptly be justified by the fact that freedom is a recognized necessity). Therefore, to the deterministic school of thought

nature was supreme, while to the possibilist, man was the main force in the interaction system.

None of the approaches but could go far to explain human behaviour on space as later, ecological approach accepted man as element within the system of man environment relationship and in recent period 'phenomenology' has provided us with a different view to analyse man in his environment. This concept focuses on the understanding of man's experience, use and awareness of environment through his own eyes, his own evolution.

The geographical value of this study lies on the phenomenological outlook of the environment. The emphasis is not just man or environment as such, but on the man environment interface where bio-physical and socio-cultural systems interact.

From the geographer's point of view it is an effort to understand man's uses of a behaviour in an environment which has a 'spatial' connotation and to make an enquiry about the causes and also search why and how of all those facts and factors that influence or degrade the life of human being in South Asian region.

Let us now, in brief, examine the Natural Environment (physiography, climate, flora & fauna and natural resources etc.) and the Historical background (development) of the region which undoubtedly has played important role to explain the present condition of human quality.

3.3 NATURAL ENVIRONMENT

South Asia is clearly a distinct geographic area which exhibits an unique state of man environment relationship. This relationship has caused an uneven population distribution, its diverse appearance and complex economic structure. This varied distribution over the 'land of common affairs' is largely governed by physiography. Its complex nature reveals a great contrast comprising of the oldest land mass, "the Deccan Plateau", youngest folded mountain chain of the world "The Himalayas", great fertile alluvial plains of "Indo-Ganga and Brahmaputra", and most prosperous tropical coastal plains consisting of big and small islands.

Such divisions of this monsoon region are largely correlated with the latent potential of human resources. The physiography of the region has provided certain possibilities for its inhabitants to harvest

any crop for their basic requirements for a better and healthy living conditions. An overview of all these physiographic divisions will provide a first hand knowledge about the condition of human and natural resources which are interinsicically related with each other to bring change in the whole gamut of development crisis in this region.

[a] PHYSIOGRAPHY

(i) The Himalayan Region

Along with the northern boundary of South Asia the towering, snow clad Himalayas stand like a gigantic wall. The geography of a large part of the himilayas is not known, because most areas of this region have not been explored so far. Nevertheless, the Himalayas are not a single continuous chain or range of mountain but a series of several more or less parallel or converging rangs, intersected by enormous valleys and extensive plateaues.

This great mountain wall stretches more than a 2800 kms. from North-West to North-East. Width of the region varies from 150 kms. in the east to around 400 kms. in the west. Altitude of the region varies from 600 meters in low lying hills (Foothills) to 6,000

meters and above in the greater Himalayan zone. World's highest known peak Mount Everest (6,948 mtrs.) is also a part of this region.

Eastern and western edges of the Himalayas are characterized by two syntactical bends (hair pin bends). The edge of the north-western syntactical bend extends to south-west-south just after the Naga Parbat where Indus river has cut an immensely deep gorge right across the chain. After this bend Suleman and Kirthar ranges in the Pakistan represents very rough (undulating) physiographic features of the region. Edge forming north-eastern systactical bend extends toward south, just after Brahamputra river in upper Assam has cut across the Himalayan region. The eastern limit of the Himalayas after Assam is not yet known but Patkoi, Naga, Manipur, Lushai and Askan mountain ranges represent its eastern known extention.

Geographically the Himalayan region exclusively with three main longitudinal zones (the greater, the lesser and the outer Himalayas) protect the whole subcontinent from unbearable cold waves during winter which blow from high pressure areas in central Asia to low pressure zone in the North Indian Ocean. Himalayas have been engraved by thousands of large and

small perennial rivers and eroded material has caused the development of most fertile lands (great plains) which are densely inhabited by a potential human resources.

(ii) The Deccan

The world's oldest rock formation zone "the Deccan" stretches from the Aravalli, the Malawar plateau, the Vindhyan, the Satpura, the Mahadeo Hills and Chotanagpur hills in the north to almost right down to Cape Comorin and further extending to the Kandyan high lands in the central part of Sri Lanka.

Whole region is flanked by western and eastern ghats (ghats means gate or pass) where ancient rocks have been tilted from west to the east and whole massif forms a triangle, tapering southward. Ghats are mainly composed of volcanic trap which welled upon along the line of weakness formed by the tilted edges of the massif.

Deccan peninsula consists of very ancient crystalline rocks. Structurally the basement of the plateau is an Archean complex, sculptured to rolling lowlands of reddish, easily irrigable soil and with

ridges composed of an inlay of older and outlay of relatively younger rocks.

"Horst" exemplified peninsula has remained a stable landmass of great rigidity and has been unaffected by any folding movement generated (endogenetic) within the earth during the later geological periods except downward or upward block movement.

Whole plateau is drained by a series of short and swift rivers Godawari, Krishna, Mahanadi, and Kaveri etc. rise along the western edges and flow into the Bay of Bengal resulting into engraved gorges and escarpments in the eastern Ghats. Exception is only with Tapti and Narmada which flow into Arabian sea and rivers of Sri Lankan island flowing from highlands in central part to north-east and south-west direction.

(iii) The Plains

Plains are comparatively low lying areas (geographic regions) generally undulating and low altitudinal zones. Plains of South Asia almost cover 40% of the total land surface. For geographical comprehensiveness plains can be divided into three main parts as follows :-

- Great Central Plains : Western (Indus), Middle (Ganga), and Eastern (Brahmaputra)
- Coastal Plains : Western (extending from Karachi in Pakistan to Cape Comorin and further to the south of Sri Lanka) and Eastern (extending from southern coastal areas of Sri Lanka, Cape Comorin to Ganga Brahmaputra Delta in Bangladesh and further extending to the south western edges of Bangladesh).
- Thw. Great Thar Desert : Covering western edges of India and eastern part of central Pakistan (western and north-western part of Rajasthan and north-eastern Sindh and southern Punjab Provinces in Pakistan).

The Great Plains

This alluvial fill over the ancient Tethys sea, humanly speaking is of greatest interest and importance as being the principle theater of South Asian History, mainly of India, Pakistan and Bangladesh. This, world's most fertile and populated region extends for nearly 3,000 kms. from west to east, is about 150 kms. wide in the east and around 480 kms in the west. This is believed to have been resulted from the gradual infilling of an initial marine depression by detrital material.

Three great river system Indus, Ganga, and Brahmaputra emerging from Himalayan ranges, provide an uneven flow of life sustaining water from the snow clad

mountains, are responsible for the origin of this great plain region.

WESTERN plains (region fed by Indus and its tributaries) cover most of Pakistan's eastern territory and north west Indian low lands. This fan shaped plain exhibits similar river system and exhibits same pattern of canal irrigation. Undulated topography is characterized by some sandy hills along with few depressions (more predominant in Pakistan). Depressions are mainly filled up of rainy water, resulting into lake formation. Western plains are separated from eastern plains by Aravalli and the Thar desert. Indus river with its five tributaries Sutlej, Beas, Ravi, Chenab and Jhelum, are main sources to the development of this region.

CENTRAL plains or Ganga plains lies between north-eastern flanks of Aravalli in north-west India and western Bangladesh. Ganga and its tributaries from northern flanks of Deccan Peninsular region and mainly from Himalayan rim pour thousands of millions of tons of clay, sand and silt into this region. Topographically this region is characterised by undulating Khadar (new flood plains) and Bangar (old flood plains) with nearly 30 mtrs. altitudinal

variations between both. Central plains covers an area of around 3.75 lakh square kms. Fertile nature of the region has resulted in its intensive use for agriculture and inhabits a huge amount of the South Asian population.

EASTERN plains cover the low lying strip formed by the deposition (material) by Brahmaputra river. Region cover the entire Assam valley and northern parts of Bangladesh. Main river along with its torrential tributaries is mainly prone to destruction, during the rainy season when it completely wash-down banks and cause a great loss of life.

Beside, above sited divisions of the great plains one must not forget to cover the Deltaic region, in the east. (Ganga-Brahmaputra Delta). This sub-region is known amongst the world's largest deltas, covering an area of 1.86 lakh square kms. is almost parallel to the sea level, where water inundates the whole region during high tides, leaving the whole region marshy throughout the year.

The Coastal Plains

Coastal plains 'the edge of the sea and oceans' are mainly the result of epigene and hypogene agents.

Coastal areas have played an important role throughout the human civilization and at present the prosperity of any nation is counted on the ground of its coastal territory. 9,399 kms. coasts line in South Asia is more or less regular or is broken by few indentations of any magnitude. Flanking the entire eastern shore, coasts are very well marked/visible from west of Karachi extending to South of India, surrounding whole Sri Lankan island and then ending at the south eastern coast of Bangladesh. Geographically these coasts are bound by eastern and western Ghats in India and by central highlands in Sri Lanka with few exceptions in Pakistan and Bangladesh as well as some parts of west Bengal, where these coasts are the continuation of either plains or deltaic areas.

Western coast along the north-east and east of Arabian sea and Eastern coast edging to the west and North of the Bay of Bengal has provided a contrast picture to the socio-economic structure of the region.

Karachi, Kandla, Bombay, Marmagao, New Mangalore, Cochin and Colombo are the major ports (most are natural) which link the whole region with the western world, while Tuticorin, Madras, Vishakhapatnam, Paradip, Calcutta, Haldia, and Chittagaon are the major

ports of the eastern coast which socialize the region with the eastern world.

Western coast is very narrow except its north-western extremity near Karachi where it comes across a wide fertile fan shaped delta of the Indus river.

On the other hand eastern coast is comparatively wider and exhibits a deltaic chain extending from southwest to north-east. Kaveri, Krishna, Godavari, Mahanadi, and Ganga Brahmaputra produces the main pearls of that chain of deltas.

The Thar Desert

Located in the north-western part of South Asia this region mainly covers Pakistan's and Indian territory. This sandy storm region is completely dry with wide wind blown sand and bare rocks stretching from west of Aravallies to the basin of Indus river, is mainly characterized by a sandy dotted plain, with hillocks and shifting sand dunes. Desert region, geologically thought to be a slightly newer than the alluvial formation in the east as just described as the aeolian accumulation, inhabits very few people with no possibility for agricultural advancement and has been a hinderance to the development of the region.

(iv) The Islands

South Asia has its 8,523 square kms. territory as island mainly represented by archeplegic formation of Andaman and Nirobar islands (8,293 square kms.) located in the centre of the Bay of Bengal, Maldives (298 square kms.) in the north of Indian Ocean, and Lakshadweep (32 square kms.) in the southern Arabian sea. Although, Srilanka is also calaled a large island, its physiograophy have been discussed in contiguity of the rest of the region.

Andaman and Nicobar islands geologically related to a landmass which rose up due to the uplifting. That landmass is mainly the part of that mid oceanic ridge (90 east ridge) which extends from northern Bay of Bengal to Sumatra. On the other side Maldive and Lakshadsweep islands are two different groups of atolls.

In these densed scurby archepelegic formations islands are in the process of formation and are constantly increasing in size, others are gradually washing away. A very small number of islands in this region are inhabited by population mainly of tribal origin.

Contrast physiography of South Asia has resulted in the diverse existence of human population. Greater Himalayan range, Deccan Plateau, the Great Plains lying between the former categories, the coastal plains, and the islands have affected thousands of millions of people in different ways to function at different levels of economy.

[b] CLIMATE

Climate of any region is one of the important factors which determine, influence and condition the distribution and activities of man. South Asia climatically a distinctive region called "Monsoon region" presents a similar picture where climate and physiography collectively leaves its imprints on the dominant masses of the region.

North to south and east to west climatic variations in the region are very well marked and has effected the whole existence of man as an extraordinary acting agent. The Tropic of Cancer (23 1/2 degree north latitude) cuts across the region into two main climatic regions (zones) tropical and subtropical both lying south and north of the dividing parallel.

Both the regions (climatic zones) are fed by the famously known "Indian Monsoon" which is again responsible in controlling air movements over the region. Its location between the great natural wall in the south has also contributed to the unification of the region climatically.

Beside different says about annual climatic changes over the region, three well marked seasons can be identified as summer followed by Monsoon and winter season influencing the life style of the denizen of the region.

Whole sub-continent exhibits both vartical (more prevalent in the North region) and horizontal climatic variations (well marked over entire region). Annual range of temperature varies from 20 degrees centigrade in north and almost 3 to 5 degree centigrade in the south of the tropic of cancer.

During summer most of the northern part experience temperature above 30 degree centigrade, both maxima and minima with few exceptions in the Himalayan zone where diurnal range of temperature is more than 15 degree centigrade. Contrary to it southern part of the region due to its closeness to the ocean remain moderate. with

maximum and minimum temperatures between 25-30 degree centigrades.

In winter season northern part comes under the grip of cold waves resulting in the temperatures between 20 to 25 degree centigrades with few exceptions in the himalayan region where temperature remains constant at or below the freezing point, while on other side southern part experiences temperature between 20 degree and 30 degree centigrades.

Rainy season for almost two months influence the entire life style of the inhabitants. Landward drift of the moisture laden air (in summer) contribute to the 90% of the region's rainfall (Summer Monsoon) while remaining 10% is shared by retreating and winter monsoon. (see windward drift of the air gaining some moisture from Bay of Bengal and precipitating over S. Eastern coast of India, Srilanka and other islands of the region.)

Region itself records world's highest rainfall. 432 inches at Cherrapunji in Assam as well as the most driest part famously known as the Thar desert, both having their direct impact on the life of thousands of millions of their inhabitants, Nevertheless, this

monsoon region exhibits a special type of life style of the residing masses.

[c] NATURAL RESOURCES

Nature is bountiful of many vital resources. Man himself as one of the resources is benefited more where for millenia, nature has provided him with all his basic needs, vize food, clothing, and shelter. Knowingly and unknowingly he has been harvesting and re-harvesting the gifted crop of nature.

The distribution of natural resources is very uneven on the earth surface. The contemporary pattern of thier use too differs that of the past, and so will be from that of the future. However, beside a difference in their use the objective remains the same "the welfare of man" keeping in the idea of natural resources , their distribution and their importance to men's welfare an attempt is to made in regard to the South Asian Region. Overground resources e.g. vegetation, and animals (flora and fauna) and underground resources e.g. minerals and energy resources are considered to be of primary importance influencing the very existance of the inhabitants of the region.

(i) Natural Vegetation

Natural vegetation of any region is a more vital over ground resource". Vegetation of any region is not independent of physical features and climate. The growth of plants and trees is determined by the texture of soil, the range of temperature and the amount of moisture supply.

Generally speaking, at global level as one moves to north and south from the hot and moist equatorial regions, one finds the luxuriant vegetation and thick forest growth being replaced by grasslands which gradually pass off into poor shrub land and finally into desert lands as the western margins within the tropics.

South Asia more or less presents a similar picture, Southern part including Srilanka, South India, Maldives and other islands, due to hot and moist climate throughout the year are dressed by evergreen rich dense forests including many varieties of trees, including teak, coconut, chir, pine, kail, sandalwood, rubber etc. Moving northward from these forests, one comes across deciduous tropical forests found mainly in the central plateau part of India, including different varieties of sal, sandalwood, shisham and others. North

ern part of the region is again predominant with luxuriant vegetation due to moist weather throughout the year..

Western longitudes of the region exhibit more or less barren topography with very few floral growth and only include few varieties of babul, Date-palm, Jand and numerous thorny bushes.

Beside these latitudinal floral variations, vegetation contrast at altitudinal zones are very well marked in the Himalayan region. Foothills and most of the valleys are characterized by Deciduous forests having luxuriant floral growth (mixed species.) Between 1,000 and 2,000 mtrs above mean sea level mountain forests skirt oak, deodar chir and pine. Coniferous woodland forests cover most of the Himalayan region between 2,000 to 3,000 mtrs. 3,000 to 4,000 mtrs range is characterized by grassy landscape and above 4,000 rare floral characteristics are visible with most of the snow clad peaks and steep hilly slopes.

(ii) Fauna

Animal life of any region is determined directly and apparently by the vegetation cover but the primary

influence remains in climatic and physical factors of the region howsoever, indirect it may be.

Camel which can stand a long dry season has been domesticated by man for the more extreme and dry climate in the western dry land and its importance in the region has very well contributed to the prosperity of the man. Elephants, tigers, leopard etc can very well adapt themselves to moist and warm climatic characteristics, where elephant due to its big size has contributed its strength to co-ordinate with man's mind and caused a source of encouragement to Human Resources in most of the moist and warm climates in the region where this animal is found in large number.

On the other hand sheeps and goats which can not stand moist and excessive heat are found well adapted to dry, cold and grassy zones of the regions. There domestication has remarkably contributed a lot to the development to the human masses mainly transhumans in the himalayan region.

Like wise different national parks and sanctuaries have also come up in the region due to an uncreasing awareness of man to save the animal life and different

animals species are preserved on a large scale where they have adapted to suitable and provided natural conditions.

(iii) Minerals and Energy Resources

All minerals and mineral products are mainly derived from rocks forming the earth crust. Their importance lies in their use by man in his daily life. Nature has made a very unequal territorial distribution of such natural resources (underground) in the South Asia Region. India is the richest among the SAARC nation in context to mineral wealth, although other countries to have a very scanty wealth of many natural resources.

Region's three segments vize Himalayan, Plain and Peninsular region including with islands provide different possibilities for the availability of natural resources, due to their geological formation. All these regions have entertained many industrial and mining complexes and too contributed to the socio-economic structure of the region.

[d] NATURAL ENVIRONMENT AND HUMAN RESOURCES.

Just after a comprehensive analysis of the general conditions of natural environment one might question

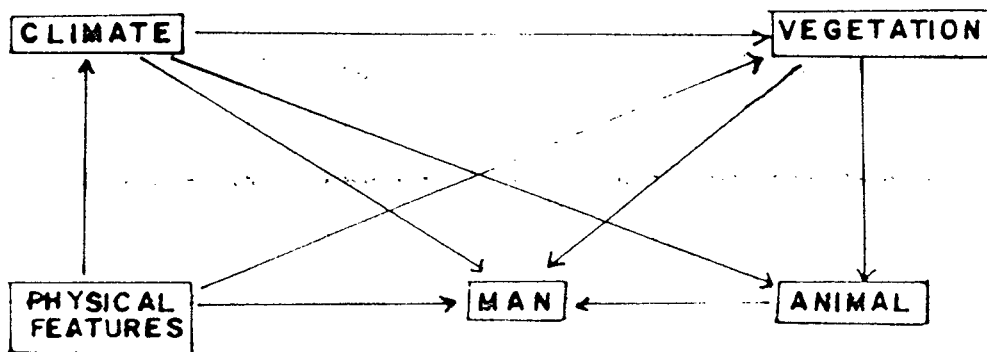
that, how environment/nature of any geographical region and the process of Human Resource Development are interrelated with each other? Answer to this question may be given in a simple way but it too requires a deep understanding of man nature interaction.

Man remains to be an integral part of the natural environment. As an important factor his accomplishments are the result of the way he interacts with other factors of nature. This very phenomenon of man-nature interaction is very much dictated by man's dexterity and the way nature offers him a bulk of resources.

Worthnoticing , complex nature of South Asian region leaves its imprints on the masses inhabiting here in all segments whether related to social or economic life. In the realm of man environment relationship some factors exert the determining influence on the occupation and settlement of man in different of the world.

The diagramme 3.1, highlights how different segments of nature are interrelated with each other and hence influencing man's existence on the earth surface. Although , they are interrelated in a manner that change in one influence or exert a reasonable or

FIG. 31 INFLUENCE OF DIFFERENT SEGMENTS OF NATURE ON MAN.



effective change in another, they directly and indirectly influence man.

Although physical features and climate are the most important factors which collectively exert the determining influence on man, the importance of vegetation and animals along with many factors can not be neglected as they too go to influence man in examining his skill.

Analysing the present man-environment relationship scenario one may conclude that in any condition man is not fully independent element in nature. His dependence on nature will go hand in hand in the near or distant future as he will be utilizing nature's gifts and without which he may not be in a situation to acquire his basic needs.

Nature has given him a mind to think and then to use his intellectual qualities for betterment. Man too is dependent upto an extent on a 'set of natural factors on the basis of which the struggle to survive on the platform of nature. A set of natural factors include geographically accessible part of land; characterized by normal distribution of climatic parameters (moderate temperature; neither too dry nor too humid etc.); affordable growth of natural

TABLE 3.1

SOUTH ASIA RELATIONSHIP BETWEEN NATURAL ENVIRONMENT AND
DISTRIBUTION OF POPULATION

Regions	Sub-regions	Characteristics
1. Densely Populated	<ul style="list-style-type: none"> - Plains, (Central, Eastern, Western, & Coastal) : - River Valleys - Few Islands, - Mining and Industrial Complexes 	<ul style="list-style-type: none"> - More accessible - Economically well off regions - Tendency towards more developments (Development Oriented)
2. Moderately Populated	<ul style="list-style-type: none"> - Peninsular Region - Himalayan Region below 1500 meters 	<ul style="list-style-type: none"> - Well off with economic & technological constraint of development.
3. Sparsely Populated	<ul style="list-style-type: none"> - Central Peninsular Region, - Himalayas Between 2000 & 3000 meters - Out Scirts of Western mainland. 	<ul style="list-style-type: none"> - Economically backward regions - Regions with accute problems
4. Nearly Un-inhabited	<ul style="list-style-type: none"> - High Himalayan Region (above 3000 meters) - Thar Desert. 	<ul style="list-style-type: none"> - Not suitable for human habitation.

vegetation; animal life; natural resources and minerals etc. which are sought to be favourable for human habitation and many other things.

Among all these natural factors physical accessibility and normal adaptable climatic conditions are the prerequisites for man to settle himself anywhere while about other factors (resources etc.) man may try to procure them from other areas which may or may not be favourable for any settlement.

Location physiography climate and many other factors all influencing each other have contributed to a contrast emerging picture of human resource distribution in the South Asian region. Beside location tripartite physiographic division of the region exhibits a variedness in climate and the distribution of overground and underground resources, thus directly and indirectly affecting human population.

Table 3.1 attempts to bring about a general understanding to demarcate different regions in regard to their human resource potential.

Thus, it could be concluded that complex natural conditions in the South Asian region have really

contributed the Distribution of Human resources and potential for human resource development.

[e] ENVIRONMENTAL HAZARDS IN HUMAN RESOURCE DEVELOPMENT

After having a close look at the environmental framework and its subsequent impact on human resources in the South Asian Region it can be said that diverse environmental conditions hinder man's attempt to exploit overground or underground resources on land and underneath, thus influencing the very process of Human resource development, directly or indirectly.

Environmental diversity has resulted in the disparity when we talk of levels of development. This disparity is well exhibited in the overall profile of human resources, their status in terms of quantity and quality (Skilled, unskilled or technical manpower) which again is a gift of variety of physical conditions. For example efficiency of overground and underground resources use and their relative importance much depends upon the socio-cultural factors such as quality of human resources, state of technology, the nature of demand, prices, and socio-economic institutions.

As mentioned earlier human resource development is a result of man-environment relationship or whatever we think today as important for human resource development is on a large scale is determined by a complex nature of man environment relationship. Potential for human resource development too vary from one natural setting to another. In South Asia, while very small members of primitive shifting cultivators can obtain only a precarious living from vast areas of forests, large population of settled cultivators live next to them on small areas but at much higher levels of living. Both representing a difference in man environment interaction and the state plus potential for human resource development.

South Asia exhibits underutilized human resources with their subsistence economic structure in the mountainous region in the north and undulated plateaux in the south. Contrary to this lies, rich plains and costal areas being the cradle of Asian civilization. Exceptions are with few mining and industrial complex all around plateaux with a bulk of human resources and western parts (margins) where soil limitations does not support agriculture for human subsistence.

Inaccessible nature in the mountainous region and rarely in the plateaux region too have hindered any type of developmental process in the region. Primitive form of means of transport and undeveloped communication system has too contributed to the main constraints to bring about human resources of this region into the mainstream of region's development. There has been a great divide in the socio - economic structure between the people living in these areas and those living in comparatively easily accessible areas.

Climate of the region to have directly and indirectly influenced the socio - economic life style of its inhabitants. Climate of any region condition the human health and efficiency physical and mental stamina, labour productivity as well as the activeness of human being. MONTESQUIEU "Argued that while cold climate generated physical energy, vigour enterprise, and intellectual stamina, hot climate had a debilitating effect on the body and mind of human being and made them incapable of either physical or mental efforts".¹ People in the high himalayan region (where cold climate prevail throughout the year) are more energetic than people living in the lower altitude but again many differences are found e.g. educational level ; technical skill; health; and

availability of civil amenities, which contribute to a variedness in the level of development.

Thus complex climate over the region has been said to have exerted a major fundamental influence on human resource development. Severe flood in the eastern and sometime in the northern plains, complete draught (dry) for many years in the west ; land slide in the himalayan region (due to heavy rainfall) have left its ever wrapped inprints on the present civilization of the region. Many of these limitations though can often be over come by modern technology but the rate of all progress and development is effected by the character of local population involved.

Physical status and cultural attitude governed by the environmental factors are critical, in that the nutritional status of population, health, educational level, effects its physical activity and initiative and hence its capacity for development. In one side we see urban explosion and pollution while on the other, there is rural stagnation and conservation.

At last it would be unwise to forget man itself as retarding his very existance. Man too have caused few problems for himself as he has been regularly

interacting with the nature. In few areas of the region (mainly in Industrial and mining complexes, and around urban areas etc.) "that the results of man's assault on his environment are outstripping his capacity to adapt to the new situation. Every living being has a limited capacity to adapt to the changing environment and when this change goes beyond the limit the organism dies".²

Therefore, development of the whole South Asian region cause for enormous effort, directed not only to appropriate realization of environmental potential but also appropriate management and utilization of human resources.

South Asia throughout its history has not been same what we see today. Existing state of man-environment relationship has not been similar to what we see today positivievely not going to be same in the future. South Asia is a big store house of human rsources. It is a new picture being adjusted into an old frame. There for it becomes important to know the evaluation of the region's socio economy into present revolution. Procceding part is an attempt to see the process of human resource development in its historical perspective in the South Asian Region.

3.4 HISTORICAL BACKGROUND IN HRD PROCESS

South Asia, throughout the ages, in the great cycle of empires, and in the un-noticed existence of villages, by definition of history is not the continuous methodical record of public events but, is in fact, 'HISTORY' to process self capabilities and qualities to achieve some goal - to satisfy his demands and self expressions. Modern South Asian civilization is the result of this processing of human kind, whose contribution is to be accounted for by geographical, historical and sociological circumstances and not by special aptitudes inherent in the anatomical or physiological make up of the black or brown men residing in South Asian region. The intellectual, aesthetic, socio-economic or political diversity in this vast landmass is not the outcome of biological factor but simply a phenomenon of time and space concept. This diversity in terms of order of magnitude and confinement to historical origin is the sphere of many faceted problems in terms of human resource processing.

Western thinking about this land of diversity (South Asia) has been debased into regarding it as an area of mass poverty, of 'underdevelopment'. Since

time out of mind to time being South Asia has remained a perennial zone of immigration and emmigration of different races, religion, culture, though rival but co-existed which at present is reflected in peculiar quality of absorption and synthesis in India. Time and again, this peaceful co-existence has been rudely terminated as one community have sought to dominate and obliterate the other. In almost every instance, to impose a unified system of thought or of government, has shattered the loose but workable harmony of co-existence leading to fragmentation of the indic world, then have labouriously rediscovered some new formula for mutual association. But still how many of us realize the importance of those construction labourers, rural peasants (the mass that is dominant in this land) who have contributed to the construction of modern era's atomic reactor at Trombay and who have worked day and night to feed to million mouth respectively? The majority of the potential human residing in the rural South Asian landmass have always (81% by 1985 ESCAP survey) remained the victim of the events and episodes from distant past till today.

Therefore, history of South Asia can not be demarcated in terms of decisive events or dominant policies or protocol, rather is to be seen in the light

of panorama of peoples - their struggle for existence food, clothing and shelter. Present day human resource arena of South Asia can be explained by considering its geography along with the historical development, because, today's landscape of human resources (population potential) reflects their histories within their geographies. To a substantial extent, as Burke has pointed out Febre's "geographization of history" had been preceded by Blach's "historization of geography."

Thus, the aim here to explain the present day geography of a place in relation to historical development as areas are the product not only of physical but of **human factors in time.**

While discussing geographical dimensions in South Asian region in the previous section, we have seen how the dating of geologic strata and deductions as to geographic conditions are aid to understanding influences on the development of early populations and the present men. His evolution has been primarily to the need to satisfy basic wants: food, shelter and clothings. As then needs increased his comfort and security, a surplus afforded opportunities for the cultivation of abilities and talents; spirations were

refined which gradually with more refinement appeared in the social structure and ultimately gained central place over the economic mechanism.

There has been a transformation of the natural scene in which human efforts has been the primary cause-it is from the combination of these two elements by their relations and interactions, that the region of South Asia has obtained its geographical personality.

However, much of what we see today as much of what meets the eye in this landscape comes from vanished causal forces and circumstances. The potential distribution of many features of human resources is the result of changes through time, for which geographers have traditionally been concerned with variations in both space and time. As the present human socio-economic, cultural, and political landscape being the product of centuries of human action and interaction and diffusion with the passage of time, an insight into the historical perspective along with an evaluation of the past for answer of the present is the prerequisite of any method. This cultural historical geography, which is a valuable tool for examining the sequence of different episodes which would in turn guide us to understand the present context of human resource

processing and development crisis in this yester colonies (south Asia) which are now crawling out of the shadow of imperialism though the trauma of foreign rule still persists.

Therefore, an elaboration of "vertical themes" of landscape change (such as clearing of wood land, draining the marsh land, reclaiming the heath land and the growth of industries and towns) with man as a principal instrument in historic times needs an emphasis.

Though key to understanding South Asia lies in the infrastructure of society, custom, tradition, religion, ideas rather than in the formal pattern of historical events, but to my mind to understand South Asian region in the light of above point, historical events cannot be neglected. It is the sequence of events that man confronts with and accordingly are bound to bring transformation and changes as with and accordingly are bound to bring transformation and changes as desirable, may be in the field of culture, religion, custom or tradition.

It informs this point of argument that an attempt has been made to analyse briefly the historical past

which might have and must have played a vital role, if not directly then indirectly to the physique arena of mankind which in turn has restructured 'HISTORY' in this fertile region of South Asia to take a turn in extreme positive direction rather than in a condition of mass poverty, illiteracy, million-mouths, man-land pressure, and rural out migration. As a consequence brought to light down grading effect to rural economy causing rural outcraft and indegenous cottage industries to vanish

The historical process associated with the changes leading to emergence of the gap that new differentials the South Asia (a part of third world) from the industrialised west, have always remained a subject to diverse interpretations. The question that springs up is: Did expansion of foreign rule and influence result South Asian economies and societies to retail traditional and out-dated method of productions and social institutions? Did they hamper human resource growth, development and progress? Does the living past still pervades the present in South Asia?

The whole history of South Asia can be described as the conflict between centrifugal and centripetal forces engendered by geography. While centripetal

forces gave political expressions to social and cultural heritage, centrifugal forces are manifestations of the more vital geographical factors to counteract on the force of unification for this entire regions history without geography is like a picture without frame. The diversity in the material cultural operates as a sub-cultural continuum throughout the historical periods with certain modifications. The essence of human civilization is the progressive emancipation of man from the clutches of nature as a result of a persistent analysis of its processes and agencies and finally mastery and escape from its adversities. Hence the environment loses its strangle hold on man with gradual evolution of technology. Thus the history of South Asia cannot be demarcated in terms of decisive events or dominant policies or protocol.

The conventional division of history in South Asia (so called Hindu, Muslim and British period) is misleading in understanding the arena of human resources as man has been concerned with population problems since ancient times both in a justified single pattern or in sequence of stages, as diversity in the patterns of economic and social change has been matched by a diversity of population trends in areas. From antiquity, statesmen and thinkers have held opinions,

based on political, military, social and economic consideration on issued like - the most desirable number of people or the need to stimulate or retard population growth. Unprecedented in earlier history, in recent period, this fact has created a need for a better understanding of the factors in human resource growth and degradation.

Conjecture of Historical Population Growth

In the begining of the trend of increasing numbers early in modern period has been linked to the initiation of social and economic advances. While in modern times the severity of the challanges to populatation growth has moderated, the complexity of factors affecting demographic trends has increased. In attempting to outline the historical pattern of world population movements and human conditions, for convenience sake deduction and amplifications are done on the basis of justified division of history as follows : -

From Palaeolithic to Early Historic Period

600,000 years ago during the pleistocene geologic period man emerged as the dominant species when first

stone - age industry was the means of at once increasing primitive man's food supply. In addition to fashioning tools, man early mastered the use of fire, that extended the range of his diet and inhabitation, encouraged closer group life and later made metallurgy possible. Life of prehistoric man was short and frequently ended in violent death. Those in more favourable circumstances of environment lived longer than the ones who lived in a harsh environment. Though, not the physical environment alone, cultural factors also played role to cause early death. "One of the main causes of death of early man was he's being killed by his own fellowman".

Condition of South Asia on the eve of European Expansion

During European 'Age of Discovery', indigenous people in South Asia had highly developed sophisticated cultures and technologies. In each country there existed a range of cultural levels, from simple hunter gatherer tribes to more advanced, urbanized civilizations. Throughout much of South Asia Hindu trading empires were contemporaneous, much of the area was integrated into a loosely structured, but culturally and commercially sophisticated unity.

Centrifugal Forces In Human Resource Processing In South Asia

At the time of European expansion, these areas had nurtured highly complex civilizations with high levels of cultural, technical and social development. Some of the areas like Harappa, Mohenjodaro in Pakistan, Bodh-Gaya in Bihar, were 'pre-developed', with societies which had achieved a high degree of cultural, economic and political development before the arrival of Europeans. The extensive evolution of South Asian civilization through six consecutive periods in its history, revealing immense diversity though, from the culture that is South Asian civilization today.

The Harappan city culture (3,000-1,700 B.C.), the Aryan Vedic culture (1,500-500 B.C.), the Buddhist Civilization (500 B.C.-300 A.D.), the Classical Hindu Civilization (300-1,000 A.D.), The Medieval Islamic Civilization (1,200-1,707 A.D.), British Colonial Rule (1,756-1,947 A.D.) are the six consecutive periods of human experiences through time and space promoting a significant change in human conditions. Thus, to understand this transition in South Asia, the division of history in terms of Pre-British period (pre-colonial period), British period (pre-independence period, and

Post-British era (post-independence period) is found convenient.

[a] PRE-BRITISH PERIOD

With the discovery of agriculture came a great change - people settled down in groups, so grew up villages and towns, with emergent ideas and capabilities, they became economically eructive and to that extent independent and civilized, some five or six milleniam ago. Advancing science though will move these 'dates' this way on little that way but general framework of human bold push (endeavour) is set.

"Indeed some kind of chart might be drown upto indicate the close connection between length of British rule and progressive growth of poverty. That rule began with outright plunder, and a land revenue system which extracted the uttermost farthing not only from the living but also from the dead cultivators. It was pure loot" (J.L. Nehru).

To understand pre-British South Asia as a whole it is not necessary to look at the histroy of the nations seperately as close-knit political arena of this area was dominated by common class structrue in the society along with village organization. India, Bangladesh,

Pakistan, Bhutan, Nepal were one and the same in village life, art, culture music, paintings and sculpture, however differentiated they are in terms of multiple pattern of these factors. The history of South Asia can not be demarcated in terms of decisive events or dominant policies or protocol but it is to be seen as panorama of peoples. South Asia is that ancient canvas on which layer upon layer of thought and reveries (theories) has been inscribed even then, no succeeding layer had completely hidden or erased what has been written previously. (J.L. Nehru in his discovery of India). All of them exist together in our conscious and subconscious mind, though we may not be aware of them, and they have gone to build up the complete, mysterious personality of South Asia.

CENTRIPETAL FORCES IN SOUTH ASIA

Early European Expansion

The era of European overseas expansion lasted from the late 15th century to mid twentieth century (the first phase-1450-1800 and second phase 1900-1945). The then South Asian community of villages were little republics with self sufficient economy functioning almost independent of foreign relations where land revenue sustained the government.

The village society was divided into classes as agriculturists, artisans and menials and village officials. The peasants and artisans were forced to depend on landlord or moneylender. Though in spite of isolatedness and self sufficiency they were affected by wars or political upheavals but the absence of life line (transportation and communications) and a centralized government held their survival.

Towns were mainly places of pilgrimage, seats of a court or capital of province or trading and commercial centre. Though agriculture was the dominant occupation, products of South Asian industry included muslin of Dacca, the calicos of Bengal, sarees of Banaras, and other cotton fabrics along with textile handicrafts had a world wide reputation. India containing three quarters of South Asian population had her artistic industries like marblework, stone-carving, jewellery, brass, copper and bell metal wares, wood carving etc. High level of metalurgy too existed then. Articles of commerce were pepper, cinnamon, opium, indigo etc. When the west of Europe at a time was inhabited by uncivilized tribes India was famous for her high artisan skill, Bengal (now Bangladesh) stood unique in production of muslin clothes, Pakistan was well advanced in agriculture production. To add, the

industrial development of these countries was at any rate, not inferior to that of the more advanced European nations.

Hence, inspite of training school or technical skill or know how being imported to the people of this land, it is a paradox of South Asian civilization today that we have mass-illitracy, mass poverty, unskilled workforce, and so on. There exists masterpeices of art, architecture, sculpture though we have infinite numbers of technical institutes, educational institutes etc. Can we, for once also think of such contribution of human skill today? The answer would be negative. To answer these whole lot of questions, let us se the panorama of people during the European conquest period.

[b] EUROPEAN RULE

Though time and again South Asia has remained the target of foreign invasion, but, except British, the invaders cam and settled down. The difference of the British conquest lies in the fact that it led to the emergence of a new political and economic system whole interests rooted in the foreign social and policies guided by their own interests never bothered to

consider the ill effects of their policies on mass in terms of unemployment, human suffering, famines etc.

The diversity of south Asian civilization, like the diversity of its environment expresses the high, breadth and depth of human experience. Therefore, British conquest after the battle of Plassey, brought an extraordinary change along with. Period of changes in techniques of production revolutionized manufacturing, which helped the British to sell machine-made goods in India and its neighbours (that time counterparts) in competition with South Asian handicrafts. The whole social fabric was made upset by the tremendous effect that mechanical processes of production had on economies and society; new classes come to the front and gained power; the artisan class turns to wage earning class in the factory. In addition, the new economies moulded people's ideas even in religion and morals. The convictions of mass of making went hand in hand with their interests and class feelings and crushed the life blood out of these people. With the laissez-faire economic system, village community was made to disintegrate partly by new land revenue system and partly by commercialization of agriculture which meant untold exploitation of peasantry and the landmass as such was consequently

plagued by frequent famines. To accelerate the process of economic drain from India, Britishers expanded the education facility, railway system, spread of irrigation etc. Thus as a consequence of the economy, the process of industrial transition and commerce of agriculture, the depreciation of the value of Indian currency, unemployment etc. resulted with de-industrialization in these areas mainly India, Bangladesh, Pakistan, Nepal and Bhutan.

The new land system, commerce, agriculture and economic drain from these areas worked in weakening the society, in turn economy and the hostile attitude of a foreign government created built in depressors and thus the whole system of society and economy remained trapped in vicious cycle of poverty. The development of railways and irrigation farther intensified the exploitation process.

It was this factor that South Asia became a passive agent of modern industrial capitalism suffering all its ills and hardly with any advantages. It was this dead weight of a stagnant economy which the national governments had to move after 1947.

[c] POST BRITISH PERIOD

With India's freedom in 1947, there came a drastic change and reawakening of this sub-continent, Though we are talking about freedom here, but what will any freedom be worth unless it puts an end to topsy-turvydom where peasants and workers working in the field and factory are poor, although they produce the food and wealth of the nation? Though the long period of foreign rule is over, the trauma of the then situation still pervades the present psychic arena of South Asian population that is being exhibited in the basic characteristic as under developed socio-economic status with an economy with primary production, low per capita income, population pressure on land low literacy rate, suffers from unemployment and under employment, deficient in capital with low level of technology, poor economic organization and poor quality of human resources.

As the imperialist ruler/powers never allowed their dependent colonies to industrialize themselves, they introduced the process of economic drain the thus perpetuated the process of misery and squalor in South Asia. After their rule, the absence of 'responsible'

and committed national government still aggravated the scenic crisis.

Thus, it can be concluded that the region is unified by a much longer history than British rule alone. For the most part it is the north of the region that has been successfully unified under successive imperial ruling dynasties which have from time to time, extended their rule south ward. For over six centuries before the British conquest muslim rule was firmly established in northern and central India and was extended south ward. That too has added its colour and texture to the tapestry of South Asian culture and, especially to its administrative and legal structures on which British colonial rule was later to build. Post British Indian subcontinent which has been or is being changed by form of "Modernization", in conformity with the functional prerequisites of industrialization urbanization, colonialism and capitalism. Therefore, approach to study South Asia has to be an historical one, treating primary neither to 'economics' nor to 'politics' nor ideology', recognizing the organic unity of social. Structures & Processes.

To start a new could have been possible only when the infrastructure and raw-material would have been

kept ready to use. Institutional deficiencies did not allow to murture the potential human resource then existing and thus brought a setback to whole system of economy with labour intensive technique predominant. Technological backwardness led to the growth of surplus of unskilled labourers who never wanted to bear risk and new ventures these surplus unskilled manpower helped human resources to quantify but not to qualify for any techology oriented system and thus with progress gradually, this un-utilised manpower still survives in utter misery and is posing burden to the whole sole economic, social, political arena of this region.

To highlight this angle of unused human resources we now move to highlight the demographic and socio-economic landscape of human resources in the next chapter. The chapter so designed show, whether this freedom of the quantitative masses are worth when we talk of development and planning everyday ?

3.5 REFERENCES

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CHAPTER IV

SOCIO - ECONOMIC ASPECTS AND THE QUESTION OF HUMAN RESOURCE DEVELOPMENT

- SIZE GROWTH ANND DISTRIBUTION OF POPULATION
 - Size
 - Growth
 - Distribution
- FERTILITY AND MORTALITY PATTERN
 - Over view of Fertility Situation in the Region
 - Over view of Mortality and other Indicators
 - Other Indicators of the Quality of Life
 - Health Indicators
 - Labour Force
- APPROACH TO GENERAL PROBLEM
- REFERENCES

4.1 Familiarity of any region in which men dwell lies at the core of understanding its socio-economic structure. Today people are the basic units of concern to all economists; politicians, anthropologists, planners and other scientists. Socio-economic and demographic factors and in broader context the evolution of society as a whole effect the condition of human resources and their development pattern. Their importance in the world is not simply a matter of numbers but rather a function of their ability to be a dominant creatures of the nature.

In the preceding sections we have seen a contrasting picture of man - environment relationship through passage of time in the SAARC region, depicting the extreme complexity of the subject. However, before examining the issues and strategies of human Resource development and planning arising out of the complex interactions, a systematic insight into the qualitative and quantitative scene of the potential human resources with the concept of "style of development" could provide necessary understanding for pursuing an integrated approach to the analysis of the problems and prospects involving the complex interaction system.

Man being the object and agent both in development process, where the term development itself is the interrelated and integrated function of social, economic, and political changes taking place with the time, the ultimatum of which lies in the constant improvement of the well being of the entire population. Therefore, the term population here would refer to not only to the number of persons and their location, age and sex composition but also their socio - economic characteristics such as levels of education, health, income, nutrition, literacy, labour force and other aspects influenced by different plans and policies from time to time.

For the first time in history, Industrial revolution in Europe apparently created the technoeconomic great divide between the north and south. The south is still labouring in the first phase of the kind of industrial revolution which Europe experienced in the last quarter of 18th and the first half of 19th centuries. The great divergence in the pace of technoeconomic progress is generally regarded as the collective cause of socio-economic advancement of the north and relative economic backwardness in the south, with mass poverty, illiteracy, low level of education, pressure of unskilled work force,

unemployment and underemployment as well as increasing dependency etc. This all resulting in cumbersome burden on potential human, not only on land but on the whole of social, economic, political and civilizational (cultural arena).

The view of Human Resource Development must begin with the number of people, their requirements of education, health care, housing, sanitation and others which contribute to the development of human resources largely depend on various physical; social and economic characteristics as well as the dynamics of population such as fertility, mortality and migration etc.

"Apart from its physical identity, South Asia is distinctive economically, being an inwardly oriented region in which agriculture plays a dominant role. Moreover it is a region with remarkable demographic and cultural distinctiveness, because it contains one of the great modes of mankind with great diversity of races, languages and religions".¹

Sumarising the main idea one can say that economic, demographic and social factors and in broader context the evolution of society as a whole effect the condition of human resources and their development

pattern. Hence, a close look in understanding the existing disparities in the SAARC region has been attempted.

4.2 SIZE GROWTH AND DISTRIBUTION OF POPULATION

The fundamental information in human resources development is provided by the size of a population and its growth rate over a period of time of any area region.

[a] SIZE

With over 995.58 million people (1985) mid year). South Asia (SAARC) has about 20.3% of world's population on only 3.8% of land area. On the other hand over nearly 10.25% of total land area of Asian continent it contributes roughly 34.8% its total population. Indeed, with little more than half the area of China, or USA or Canada and five times smaller than that of USSR, South Asia has a higher over all population density than any other major country mentioned above.

India the 7th and 2nd largest country in the world by area and population covers nearly 73.23 per cent of land area and refuges around 76.85 percent heads of

South Asian region Maldivian Island on other side holds a fraction of population and area of the region. Pakistan, the 2nd largest country after India by its area (17.91% of total South Asia) stands 3rd in row by its pop share (9.66%) in the region. 3.25% land area of region is inhabited by 10.10% of population in Bangladesh. Nepal, Srilanka and Bhutan as very small nations by area too add a very small proportion of human resources to the regions population (Table 4.1) .

[b] GROWTH

Censuses are the well known methods to reckon the population of any country. In South Asia decennial censuses have been held in India - Pakistan (undivided Indian subcontinent) and Srilanka (historically known ceylon) since 1871. But, Nepal's first systematic census could take place in 1952-54. Maldivian's could make a possible available account of their inhabitants in December 1977. On the other hand Bhutan's population data are Based on rough guess rather than any scientific reckoning or survey.

Therefore, it is very difficult to measure the growth rate of the regions population but it can not be neglected that the trend throughout the history of the

TABLE 4.1

SOUTH ASIA : Area and Size of Population

Countries	Area [*] Km ²	% Area to total area	Population ^{**} million Mid-1985	% of Pop- ulation to total popul- ation
Bangladesh	1,43,998	3.25	100.6	10.10
Bhutan	47,000	1.05	1.2	0.12
India	32,87,590	73.23	765.1	76.85
Maldives	298	0.06	0.18 ^{***}	0.02
Nepal	1,40,797	3.14	16.50	1.66
Pakistan	8,03,943	17.91	96.20	9.66
Srilanka	65,610	1.40	15.80	1.59
South Asia	44,89,236	100.00	995.58	100.0

Sources

- * U.N. Demographic year book, 1983 p. 149.
 ** World Development report, 1987, p. 202, Table-1
 *** ESCAP Reports, 1986, P.104 (Converted into millions).

region has remained concomitant to the world trend of population growth.

Most demographers assume that population of the sub-continent was more or less stationary for some 2,000 years preceding colonial era, beside few fluctuations caused by epidemics, faminess and warfare.

Gunner Myrdal in his "Asian Drama" and Durand J.D. has given some ideas of South Asian population growth (Table 4.2). In 1750 the population of undevided Indian sub-continent was recorded 190 millions which rose up to 233 million with an addition of 43 millions in 100 years (till 1850). Beside many statistical problems the population for 1871 at 'high variant' was recorded as 255 million. Sri Lanka during first census recorded 2.8 million heads.

Population growth rate during most of 19th and early 20th centuries appeared to be slow. About 20% of population increased for 50 years (1871-1921) was abnormal in undevided India, owing to famines of 1876 and 1878 and again at the end of the century as well as influenza, epidemics of 1918-19 which again did cost around 15 millions of lives (Clarke John I. in his 'Population Geography and the Developing Countries). Srilanka had very steady growth rate since 1871 that

TABLE 4.2
Population Growth Rate in India (undevided) and
Ceylon, 1750-1969

Year	Undevided India total population in million	% growth in preceeding decade	Ceylon total population in million	% growth in preceeding decade
1750	190	-	-	-
1800	195	-	1.6	-
1850	233	-	2.2	-
1871	255	-	2.8	-
1881	257	01	3.0	7
1891	282	09	3.3	10
1901	285	01	4.0	21
1911	303	06	4.7	18
1921	306	01	5.3	13
1931	338	11	6.1	15
1941	389	15	6.8	11
1951	438	12	7.8	15
1961	532	21	10.6	34
1969	668	-	12.3	-

Sources

Myrdal, G., "Asian Drama" Vol. 2, Table 27.1 and Durand, J.D., "The modern expansion of Western Population adopted by Clarke, John I., in Population Geography and the developing countries.

India-Pakistan, partly because of low natural calamities and low natural increase in population.

According to James Baillie Fraser's estimates Nepal had 3.66 million people in 1820. Four million population was again estimated by Henry Ambrose Oldfield for 1880. Figure rose up by 1.6 million in 1911.

India-Pakistan recorded accelerated population growth between 1921 from 306 million to 438 million in 1951. Total increase was 43 percent (by Clarke John I.) mainly owed to a decreased tendency of natural hazards. In spite of the disastrous Bengal famine of 1943-44 the population increased 94 million for 1951-61 period recorded ever highest growth of over 21 percent (Table 4.2).

Since 1881, despite a net Indian labour emigration as well as severe malaria epidemic in 1930's Srilanka never experienced its growth rate below 10 percent (Table 4.2). Successful extermination of malaria by spraying DDT contributed to a drastic decline in mortality and an increase in population growth rate during later years. 1951-61 decade experienced 34% as

its total growth rate giving total number to 10.6 million by 1961, and 12.3 by 1969.

Earlier years of the second half of this century perhaps were more dramatic in the history of South Asian population with an unprecedented growth. Natural increase has largely determined population growth rates in the region. The population of South Asia has increased rapidly from 629.63 million in 1965 to 997.87 million in 1985, with average annual growth rate as 2.4% for 1965-75 decade and 2.21% for 1985 and further 2.3% for whole span of 20 years (1965-85)(see Table 4.3). It is estimated that population figure for South Asia will cross 1325 million mark by 2000 AD, owing mainly to more or less same population growth.

The rate of growth in Srilanka declined from 2.65% per annum during 1965-75 to 1.64 in 1985 and it is supposed to be almost 1.60% till 2000 AD. India too experienced a similar decrease from 2.53% to 1.99% and will further decline to 1.8% by 2000 AD. Bhutan, Pakistan, and Maldives have experienced a slight decline during next few years to 2.3 for Bhutan and 2.7 for Pakistan. Bangladesh too have a declining tendency to its population growth rate where it came down from 2.71 during 1965-75 to 2.68 in 1985 and would supposin-

Table 4.3

SOUTH ASIA : Population Growth Rate since 1965

Countries	Population in thousands (millions)				Percentage average growth rate			
	1965*	1975*	1985*	2000**	1965-75*	1985*	1965-85@	1985-2000**
Bangladesh	58,373	76,581	1,01,147	141	2.71	2.68	2.75	2.3
Bhutan	949	1,159	1,417	2	2.00	2.03	2.0	2.3
India	4,91,435	6,20,654	7,62,065	996	2.56	1.99	2.19	1.8
Maldives	98	133	183	-	3.05	3.30	3.12	-
Nepal	10,343	13,000	16,482	24	2.79	2.30	2.33	2.7
Pakistan	57,211	74,734	1,00,380	146	2.67	2.77	2.81	2.7
Srilanka	11,225	13,734	16,205	20	2.65	1.64	1.84	1.6
South Asia@	6,29,634	7,99,995	9,97,879	-	2.39	2.21	2.30	-

Sources

* ESCAP Reports, 1986, P.104 (Table II.3).

** World Development report, 1987, p. 254, Table-27

@ Calculated from the given data.

gly increase by 2.3% per annum by the end of this century (Table 4.3).

Thus, the growth rate of any country's population determines the strength of human resources in the past, present and future prospects. The increasing and decreasing tendencies in the region's population growth are mainly attributed by socio - economic characteristics of the denizen of the region, which are evaluated in the following pages.

[c] DISTRIBUTION

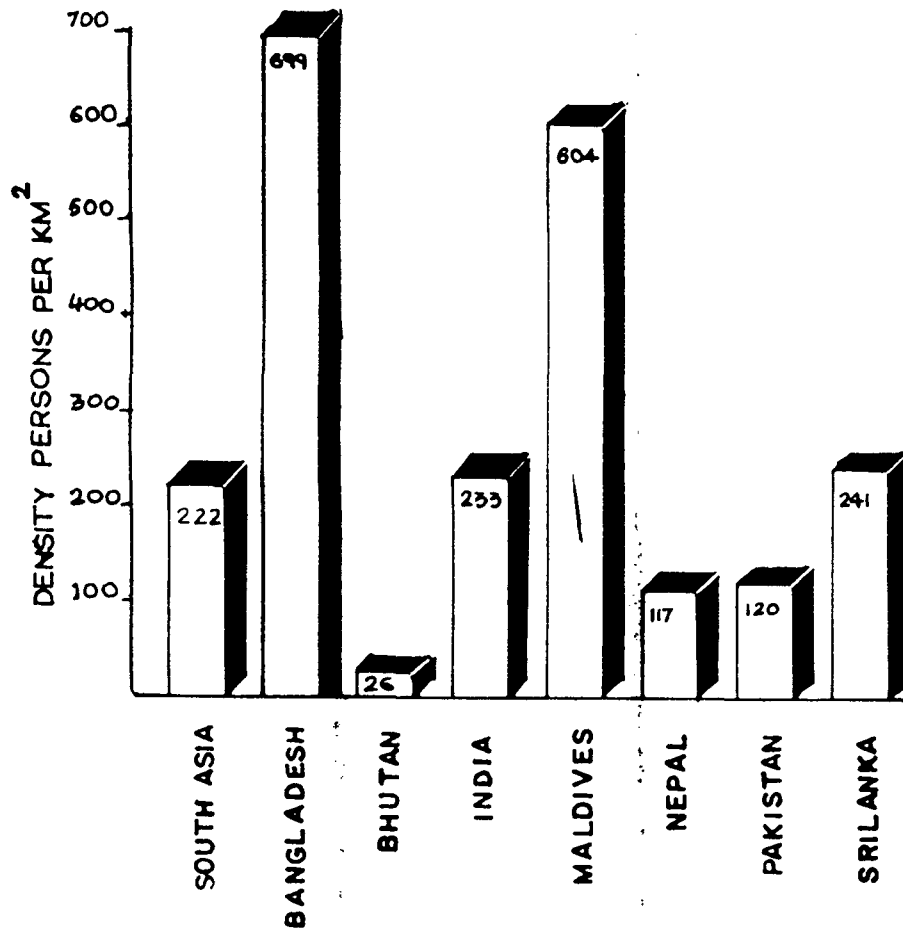
Density of any area is a true wealth of human resource potential in relation to its socio- economic life. In South Asia, density pattern has not shown any drastic change in recent decades. Nevertheless, density scenario in the region has caused implications for human resource development in terms of both demand and related services in density populated areas and a thirst for development in sparsely populated areas.

The over all density in South Asian region is relatively high (222 persons/km²) with Bangladesh and Maldives among the seven nations as leading with 699 and 604 persons per km² of area. Bhutan ranks seventh with 26 persons per square kilometer. Other countries

Fig. 4.1

SOUTH ASIA

COUNTRY-WISE DENSITY COMPARISON



SOURCE :- CALCULATED FROM TABLE IV.1.

too represents a very contrasting picture of population density, owing mainly to regions physical terrain at Macro level and climatic and other factors (socio - economic) at local level. (Fig. 4.1).

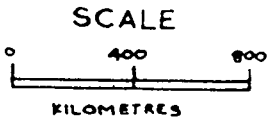
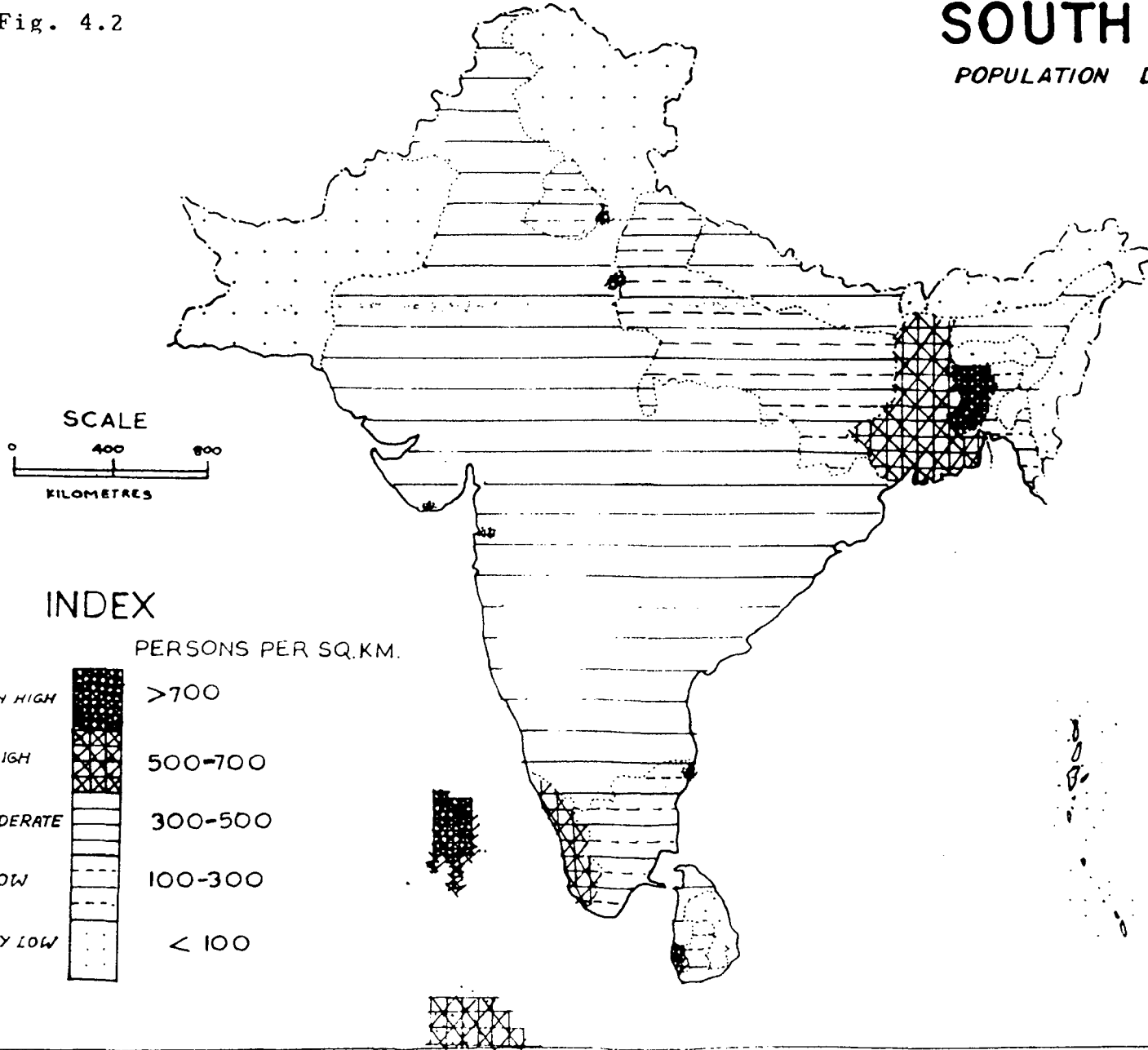
Population density map (Fig. 4.2) of South Asia gives a fundamental understanding to the density variations in the region. High concentration of population in the region is either on low alluvial lands of Indo-Ganga and Brahmaputra (rivers) plains covering states of India. U.P. (377 persons per sq. km of area), Bihar (402) and West Bengal (620) all inhabiting nearly 33% of total countries population Punjab province of Pakistan (230) representing 58% of countries population and almost whole Bangladesh; or eastern and western coastal plains as well as few surrounding islands. Kerala in India (654), West province of Srilanka (1052); Lakshadweep and Maldive Islands (1257 and 604 persons per km²) etc.

Contrary to that principle areas of low population density are hilly parts covering Bluchistan province of Pakistan (12 persons per km²); Jammu and Kashmir (76), Himachal Pradesh (59), Sikkim (43), Arunachal Pradesh (8), Meghalaya (59), Nagland (43), Mizoram (23), Manipur (64) deserty Rajasthan (100) of India, whole of

Fig. 4.2

SOUTH ASIA

POPULATION DENSITY



INDEX

PERSONS PER SQ.KM.

VERY HIGH		>700
HIGH		500-700
MODERATE		300-500
LOW		100-300
VERY LOW		< 100

Bhutan and Nepal in the norther part. Andaman Nicobar Islands (23), Eastern and North Central provinces of Srilanka (98 and 79 persons per sq. km. of area) represents areas of low population density in Southern South Asia. Central parts of Central peninsular region too, can be included in this category.

Rest of the South Asian region represents a moderate density of population ranging from 100 to 375 persons per square kilometer of area.

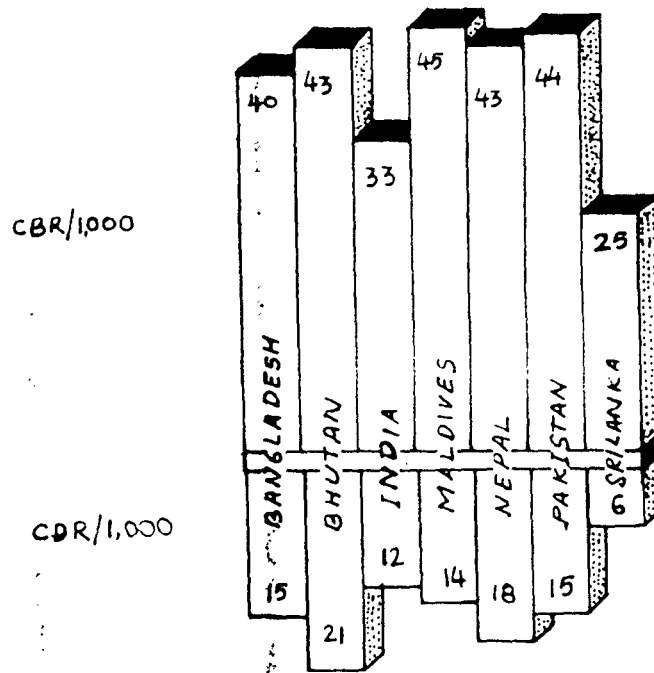
4.3 FERTILITY AND MORTALITY PATTERN

Balance of births over deaths determine the growth of population in a country for a given period. Economic development and quality of Human resources of an underpopulated country is positively related with high birth rates while over populated country may not find high birth rates harmonious to its economic prosperity. On the other hand economic development and quality of human resources of any country is invariably associated with lower death rates. In the contemporary world the customary acceptance of reducing fertility and mortality at war level is on undisputable objective, influencing directly and indirectly the economic development as well as the very process of

Fig. 4.3

SOUTH ASIA

CRUDE BIRTH RATE
AND
CRUDE DEATH RATE



Source :- World Bank, World Development Report - 1987.
:- ASIA YEAR BOOK, 1987.

human resource development. Policies and programmes were focused upon reduction of the levels of fertility and mortality. Fig. 4.3 represents a contrasting balance between Crude Birth Rate and Crude Death Rate per 1,000 in the region.

[a] AN OVERVIEW OF THE FERTILITY SITUATION IN THE REGION.

In spite of many differences and dissimilarities, the characteristic features of fertility situation stands out clearly. Table 4.4 sets out the data of fertility in the region. The important features are as follows : -

The pervalence of high birth rate in the region for 1965 and a decline in India and Srilanka with - 27.2% and 21.7% change in crude birth rate for 1965-85 period. Bhutan has shown nearly nill change. While a slight change is also observed in other countries of the region.

2nd characteristic feature is an estimated tendency of decreasing fertility by 2000 AD. Fertility is more likely to decline in India and Srilanka. Decline from 4.5 in 1985 to 3.0 in 2000 for India and from 3.2 to 2.3 in Srilanka for the same period is inclined in the favour of the commitments of both

Table 4.4

SOUTH ASIA : Fertility and Related Indicators.

Countries	Crude Birth Rate		% change in CBR	Total fertility Rate		% of child bearing women using contra- ceptives	
	1965	1985		1985	2000	1970	1984
Bangladesh	47	40	-14.6	5.7	3.7	-	25
Bhutan	43	43	-0.7	6.2	5.3	-	-
India	45	33	-27.2	4.5	3.0	12	35
Maldives	-	45*	-	-	-	-	-
Nepal	46	43	-5.5	6.3	5.4	-	7
Pakistan	48	44	-12.5	6.1	4.6	6	8
Srilanka	33	25	-21.7	3.2	2.3	6	57

Sources :

World Development report, 1987, p. 256, Table-28

1986, World Population Data sheet of the population reference Bureau given in Asia Year Book 1987.

countries to check population growth by controlling fertility. Bhutan advocating attitude towards population increase has resulted very low decline in crude birth rate but it is likely to concentrate on its plans, as assessed from the estimates (Table 4.4). Bangladesh, Pakistan and Nepal too will have contrate to bring fertility at their estimated levels.

There is a very high negative correlation between the percentage of women of child bearing age using contraceptives and fertility. High percentage of women in this category in India, Srilanka and Bangladesh (35, 57 and 25%) tends to lower down the fertility rate where as acceptance of contraceptives in Nepal and Pakistan is still at lower level, may be because of social biase of not acceptance". Data for Bhutan (Seems to be zero) and Maldives is not available.

[b] AN OVERVIEW OF THE MORTALITY AND RELATED INDICATORS

Mortality is one of the important components of population change influencing the qulity of life of any area thus reflecting a true picture of Human resources Major Industrial revolution in Europe in 17th century was a typical example of wealthy human resources due to a decline in Mortality.

Thus, mortality is a critical and useful component for analysing current demographic conditions as well as the prospects of potential changes in the process of human resource development.

Table 4.5 highlights the trends of mortality in the leading countries of South Asia and its related indicators. Due to the tremendous awareness of the problem and efforts to reduce the level of the ever increasing fear in the post has contributed to a considerable decline in the crude death rate/1,000 in South Asian countries of the region have experienced a negative change (decline) in crude death rate i.e. above 25% for the period of last 20 years (1965-85).

From the point of view of human resource development the number of infants (below 4 years) is more important as it inhabits the potential of Human Resource. Infant mortality in general has gone down in all countries of the region. India experienced a decline infant mortality during last 20 years since 1965. Small states like Nepal and Bhutan too experienced a decline by 51 for the same period (1965-85). Bangladesh with 123 and Pakistan with 115 as infant Mortality rate also declined by 30 and 34 per 1,000 of live births. Srilanks and Maldive on other

Table 4.5

South Asia - Mortality and Other Related Indicators

Countries	Erude Death Rate CDR		% age change in CDR	Intant Mortality rate/1000 (Age 4 Yrs)		Child Death rate (1-4)		Life expectancy			
	1965	1985		1965-85	1965	1985	1965	1985	Male	Female	1965
Bangladesh	21	15	-29.0	153	123	24	18	45	50	44	51
Bhutan	31	21	-34.7	184	133	30	20	30	44	32	43
India	20	12	-41.0	151	39	23	11	46	57	44	56
Maldives	-	14*	-	-	81*	-	-	-----52-----			
Nepal	24	18	-25.3	184	133	30	20	41	47	40	46
Pakistan	21	15	-30.1	149	115	23	16	46	52	44	50
Srilanka	8	6	-26.8	63	36	6	12	63	68	64	72

Sources

World Development report, 1987, pp. 256-258, Table-28 & 29.

* 1986, World Population Data Sheet of the Population given in reference Bureau. Adopted in Asia Year Book, 1986.

hand show relatively a low infant Mortality than other countries of the region (Table 4.5).

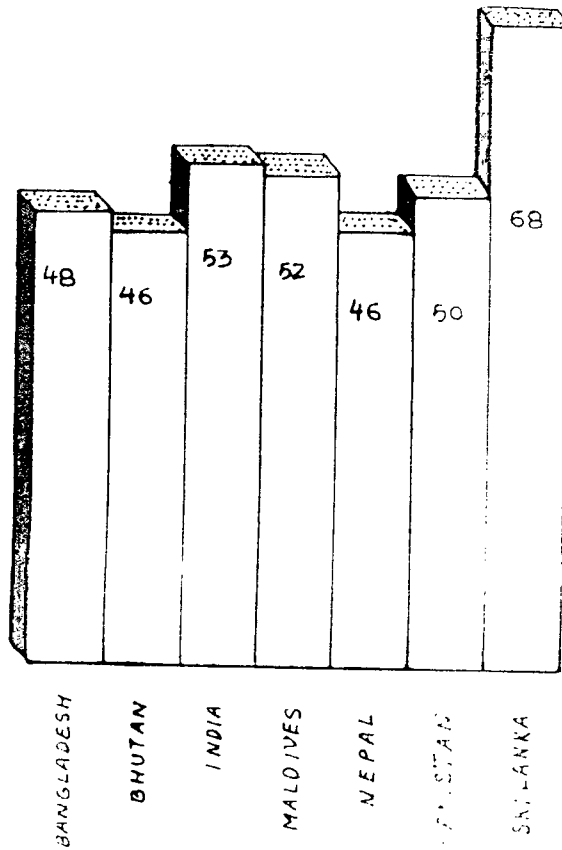
Child death rate too has declined since 1965. India recorded 23 deaths/1000 in 1965 went down by 12 in 1985. Other countries of the region experienced a significant decline in child deaths.

Life expectancy is closely related with the mortality of any region. There is a negative coorelation between mortality and life expectancy. Table 4.5 characterizes the comparision to find out this very relationship. Since 1965 with decreasing death rates (and of course in Birth rates) the expectancy of life at birth have increased considerably.

Srilanka dominates in the list of life expectancy with 68 years, followed by India (53), Maldives (52), Pakistan (50), Bangladesh (48), Bhutan and Nepal (46) (Fig. 4.4).

Male female life expectancy has almost shown a similar increase in all the countries. Bangladesh and Bhutan had maximum life expactancy for female than those of male, while in other countries of the region.

Fig. 4.4



SOUTH ASIA

LIFE EXPECTANCY AT BIRTH
(IN YEARS)
1985

Source - World Bank, WORLD DEVELOPMENT REPORT, 1987, TAB. 1 p 202

Life expectancy for male is more in comparison to female life expectancy.

Other characteristic feature is that Bhutan and India experienced comparatively a more increase in male life expectancy, both experienced 14 and 11 years increase from 1965-85 (Table 4.4 and 4.5) on the other hand the Srilanka and India had a maximum increase in Life expectancy (12 years) for women. All other countries experienced increase in Life expectancy for both sexes not below 5 years and not above 9 years for the same period.

Thus, one can conclude that developing countries life South Asia will certainly have a positive influence on the Human Resources. It is not only fertility and mortality which go to determine the quality of human resources, but there are many more factors which intend to influence the very structure of human directly or indirectly.

[c] OTHER INDICATORS OF THE QUALITY OF LIFE

The general proposition that fertility and mortality are not only two indicators which go to influence the quality of life of any region. Some of those important indicators which go to determine the

Table 4.6

South Asia : Age Structure of Population at Medium variant (1985-2025 years)

Country	1985			2025		
	0 - 14	15 - 65	65 +	0 - 14	15 - 65	65 +
Bangladesh	45.0	52.4	2.6	27.0	68.4	4.6
Bhutan	41.5	55.4	3.1	30.7	64.6	4.7
India	45.1	52.0	3.0	27.1	67.5	5.4
Maldives	-	-	-	-	-	-
Nepal	42.2	54.8	3.1	28.9	66.5	4.7
Pakistan	40.0	53.2	2.8	26.3	68.2	5.4
Srilanka	34.0	61.7	4.3	22.3	67.7	10.0

Sources

U.N. Demographic Indicators of Countries Estimates (Projections as assessed in 1980), Department of International Economics and Social Affairs of U.N., New York, 1982.

structure of a population are as Age-Sex composition, Literacy rate; Gross Domestic product; access to education, food, health and shelter etc.

(i) Age and Sex Composition

Most particularly, age structure of any country depends on past rate of fertility and mortality. From the point of view of age structure and considering the economic values the populations of any country can be grouped into three main categories as

- population below 15 years of age,
- population between 15 and 64 years of age, and
- population above 65 years of age.

From the point of view of human resource development first and second groups are moral important as the former involves the future potential while later indicate present structure of human resources.

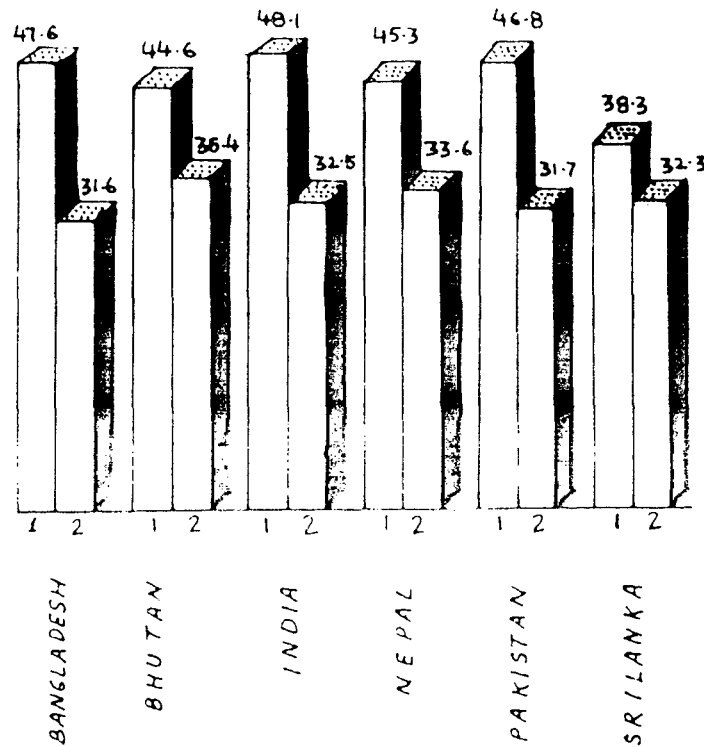
SAARC region with almost 50-50% male female proportion exhibits a very contrast picture its age structure. According to estimates (at medium variant)*

* By and large medium variant represent future demographic trends that seem more likely to occur considering observed past demographic trends expected economic and social progress, on going Governmental policies and prevailing public attitudes toward population issues.

Fig. 4.5

SOUTH ASIA

PERCENTAGE OF DEPENDENTS
TO THE TOTAL POPULATION
(AGE GROUP BELOW 15 YRS.
AND ABOVE 65 YRS.).
1985 AND 2025



- 1. 1985
- 2. 2025

Source: Demographic Indicators Of Industries, Estimates And
projections as Assessed in 1980, U.N. pp. 299-311.

by Department of International Economics and social Affairs - UN in 1980 for a period of almost 75 years (1950-2025), almost all countries of the region represents more than 40% of their population below 15 years of age with exceptions in Srilanka where the share of population below 15 years is 34%. It is further expected that this % share will come down to below 30% by the end of the 1st quarter of the next century (Table 4.6).

Figure-4.5 shows an estimated decline in the dependency ratio by the year 2025 from more than 38% in 1985 to less than 35% in 2025 AD. This very characteristics of the declining dependency can be correlated with the decline in birth rates by that period.

(ii) Rural Urban Composition

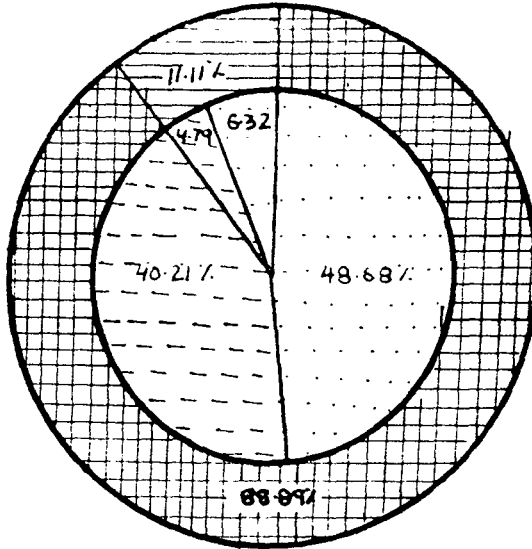
Fig 4.6 attempts to highlight the rural urban proportion in the countries of South Asia except Bhutan. There has not been a much variation in Rural - Urban male female proportions or in Rural and urban areas the share of male and female to total population has almost remained less varied. Although the region continues to remain predominantly rural, considerable movement of population has taken place, and the charter

SOUTH ASIA

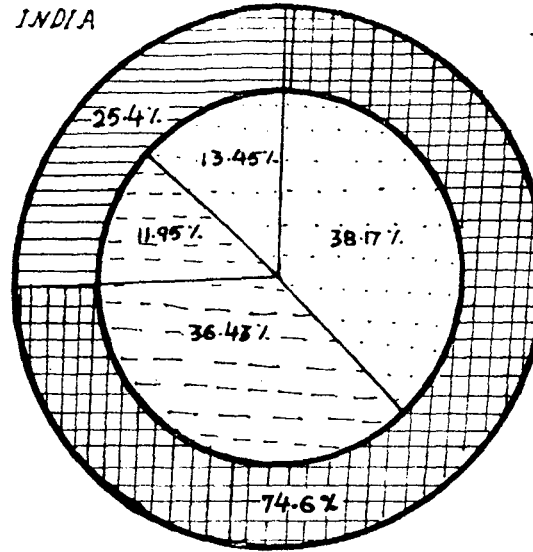
Fig.4.6

PROPORTION OF RURAL-URBAN MALE
AND FEMALE
TO TOTAL POPULATION
(BY LATEST AVAILABLE INFORMATION)

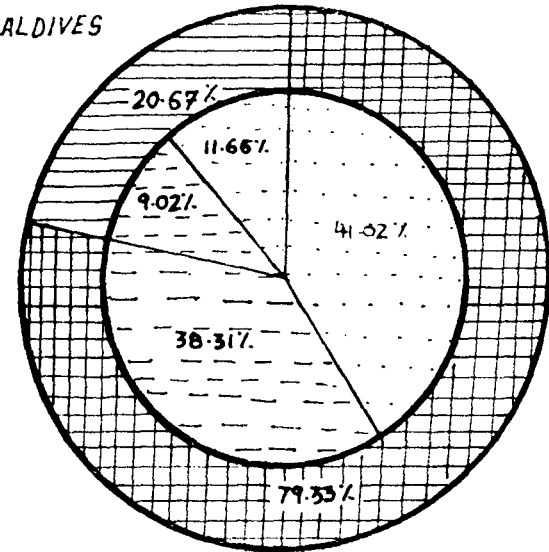
BANGLADESH



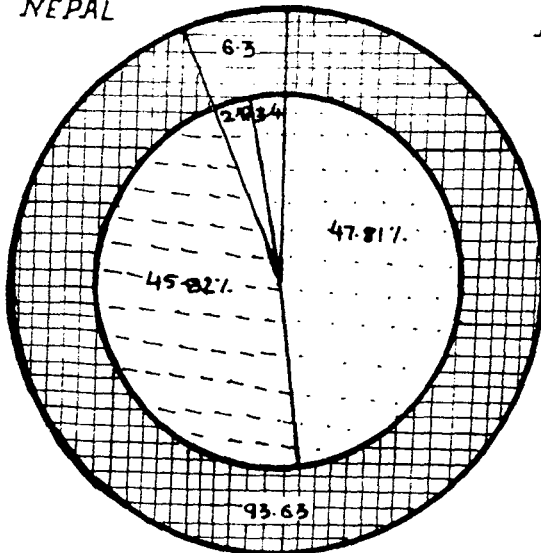
INDIA



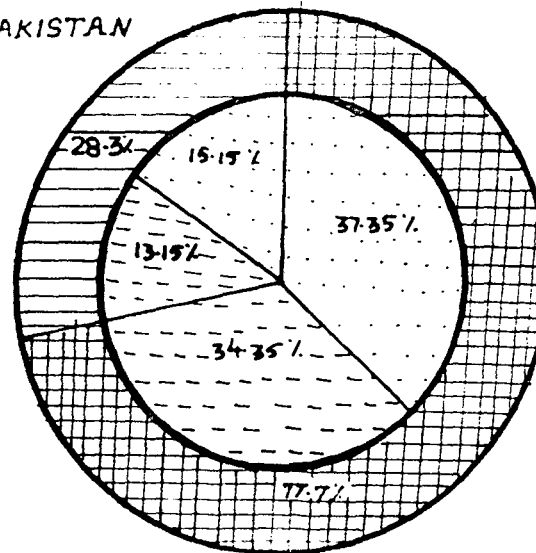
MALDIVES



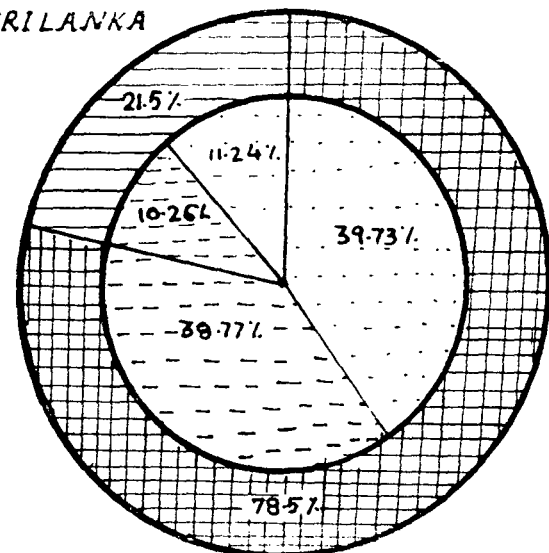
NEPAL



PAKISTAN



SRI LANKA



RURAL



URBAN



MALE



FEMALE

of such movements appears to be changing while the dominant flow of internal migration has been from one rural area to another covering short distances, there were also large drifts from rural areas to big cities and towns. Since 1950 it is estimated that urban population in the region is growing much faster owing to a natural growth and migration from rural areas.

Beside Pakistan, India and Srilanka (29%, 25% and 21% urban) in Bangladesh, Nepal and Bhutan the proportion of urban population is comparatively low as 18%, 7% and 4% (Table 4.7). Maldives had 22% urban population in 1986. All the countries have experienced almost above 3% of average annual growth rate for 1980 - 85 period. In general table 4.7 shows that there is an acceleration in the urbanization process in the South Asia region and side by side the relationship of the urbanization to the larger process of development appears to be changing.

In the South Asian region internal migration is more likely than external migration because South Asian finds little prospects of settling abroad. International migration from the region is not going to ease the population pressure contrary to it

Table 4.7

South Asia : Education Facilities Number Enrolled in School as % age of age groups

Countries	Primary				Secondary				Higher Educat Total					
	Total		Male		Female		Total		Male		Female		1965	1984
	1965	1984	1965	1984	1965	1984	1965	1984	1965	1984	1965	1984		
Bangladesh	49	62	67	67	31	55	13	19	23	26	3	11	1	5
Bhutan	7	25	13	32	1	17	(.)	4	1	6	(.)	1	(.)	(.)
India	74	90	89	105	57	73	37	34	41	44	13	23	5	9
Maldives	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nepal	20	77	36	104	4	47	5	23	9	35	2	11	1	5
Pakistan	40	42	59	54	22	29	12	15	18	-	5	-	2	2
Srilanka	93	103	98	105	46	101	35	61	34	58	35	64	2	4

Sources

World Development Report - 1987, Table 3, p. 265.

decentralization of economic activities is the panacea to the ever increasing population pressure.

(iii) Education

Education is one of the most important parameter which determines the moral development of population one of the first and most obvious effect of rapid population growth is that it places a tremendous strain on a country's educational resources. It reflects the human's willful functioning ability. Raising aspirations for higher education (formal and informal) in each sector of society tends to inflame a hope for betterment in all sections.

The adult literacy rate among males in Srilanka was as high as 91% in 1985, where as it was only 36% in Pakistan, 40% in Bangladesh and 47% in India. Importance of education have been considered a most important in determining the quality of human resources. General trend in the region is that there has been an increase in the percentage of enrolment by age groups from primary to higher education (Table 4.8). Data shows a more increase in the percentage of female enrolment than that of male enrolment in all the countries.

Table 4.8

SOUTH ASIA : Urbanization

Countries	Urban Population as %age to Total Population		Average Annual Growth Rate (Percentage)		Percentage of Urban Population				No. of cities of over 500,000 persons	
	1965	1985	1965-80	1980-85	In large cities		In cities over 5,00,000 persons		1960	1980
					1960	1980	1960	1980		
Bangladesh	6	18	8	7.9	20	30	20	51	1	3
Bhutan	3	4	3.7	5.2	-	-	-	-	-	-
India	19	25	3.6	3.9	7	6	26	39	11	36
Maldives	-	22*	-	-	-	-	-	-	-	-
Nepal	5	7	5.1	5.6	41	27	-	-	-	-
Pakistan	24	29	4.3	4.8	20	21	33	51	2	7
Srilanka	20	21	2.3	8.4	28	16	-	16	-	1

Sources

World Development Report, 1987, p. 266, Table 32.

* 1986, World Population Data Sheet of the population reference Bureau given in. Asia Year Book 1987 (Data for 1986)

(d) HEALTH INDICATORS

Health related indicators like number of beds in hospitals, physician and nursing persons per population section are another important measures of the quality of life. South Asia provides a very contrasting picture where except Srilanka number of population per bed in hospital is above 1,000. Beside Nepal and Bangladesh (4545 and 3571 persons per bed) Pakistan, Maldives, Bhutan and India too had high population being represented by single bed e.i. 1725, 1667, 1492 and 1250 (Table 4.9).

Number of persons per physician and nursing person is quite astonishing. And this number has increased in almost all the countries except India and Nepal, since 1965.

If persistent hunger is assumed to occur below the 2500 calorie per day level, then it is widespread in almost all the South Asian countries except Bhutan where it crosses the persistent level. Table 4.10 highlights that except Bangladesh other countries of the region have experienced an increase in the daily caloric supply for the period beginning in 1969/70 and ending in 1985. Few changes are also well observed in most of the countries of the region. It indicates

Table 4.9

South Asia : Health Related Indicators

Countries	Population Per Physical		Population per nursing person		Population on per Bed. in spital
	1985	1985	1965	1981	
Bangladesh	8400	9700	-	19400	3571
Bhutan	-	18200	-	7960	1492
India	4880	3700	6500	4670	1250
Maldives	-	7692*	-	-	1667
Nepal	46200	28770	-	33430	4545
Pakistan	-	2910	9910	5870	1725
Srilanka	5800	7460	3210	1200	345

Sources

World Development Report 1986, p.260, Table 30.

*1986, World Population Data Sheet of the population reference Bureau given in Asia year Book - 1987, (Calculated from Doctors and Beds per 1000 of population).

that the supply of caloric in the food had not remained stable or it had a fluctuating tendency between 1684 caloric per day/caouta ub 1969/70 and 2571 for Bhutan in 1985.

[e] LABOUR FORCE

Man with its overall capacity interacts with nature to perform an action. He tills the land, he produces things required for his basic needs and then he serve it among its dependents to perform more work with more dexterity. Man is a vital resource and labour force of any country indicate the strength of that country's labour potential and socio-economic development.

Countries of South Asia in true sense have more than 50% of the population nof the working age group (i.e. 15-64 years) engagd in any economic activity. These is a regular but more or less stable average annual growth rate of labour force in the region.

Among the three sectors of econmy agriculture shares nearly 93% of labour force in Nepal, 92% in Bhutan, 75% in India, 55% in Pakistan and 53% in Srilanka. Share of labour force in services is followed by agriculture while industrial sector had its

Table 4.10

Dietary Energy Supply in South Asian Countries 1969-1985

Country	Daily caloric supply per capita					
	1969-70	1970-76	1977-79	1980-82	1983-84	1985
Bangladesh	2013	1861	1845	1879	1859	1899
Bhutan	1964**	-	-	-	-	2571
India	2031	1986	2117	2075	2161	2189
Maldives	1684	1979	1852	1994	1992	-
Nepal	1996	1925	1951	2009	2048	2034
Pakistan	2027	2112	2164	2240	2186	2159
Srilanka	2260	2145	2329	2185	2410	2385

Sources

The state of food & Agriculture, World a Regional Review
Financing Agriculture Development FAO-UN, 1986, Table 16, p. 186.

*World Development report, 1987, p. 26, Table 30.

**Ibid (Data pertains for 1965 Source).

share of labour force below 16% in all countries (Table 4.11).

Important characteristic of the over-all available data is that since 1965 the percentage share in agriculture in all the countries have shown a decreasing trend while services and industrial sectors are experiencing an increase in their share of labour force owing mainly to the rural urban migration (Table 4.11).

A first hand comparison of table 4.11 and 4.12 highlights few characteristics features:-

- Agriculture's share in gross domestic product and labour force has fallen concomitantly.
- Agriculture's share of labour force is comparatively higher than the share of gross domestic product.
- Manufacturing and service sector's share in gross domestic product is much more higher than that of labour force share, although there is an increasing trend towards both gross domestic and labour force share in both the sector.

It can be concluded that there is a low level of average income per worker in agriculture sector than other sectors of the economy. All this is born out by the fact that during 1965-85, the service and industrial sectors expanded rapidly in all the economies of the region.

Table 4.11

South Asia - Labour Force Sector WISE

Countries	Percentage of Population of Working Age (15-64)		Average Annual growth rate of Labour force(%age)			% og Labour force in					
						Agriculture		Industry		Services	
	1965	1985	1965-80	1980-85	1985-2000	1965	1980	1965	1980	1965	1980
Bangladesh	51	53	1.9	2.8	3.0	84	75	5	6	11	19
Bhutan	55	55	1.8	1.9	1.9	95	92	2	3	4	5
India	54	56	1.7	2.0	1.8	73	70	12	13	15	17
Maldives	-	-	-	-	-	-	-	-	-	-	-
Nepal	56	54	1.6	2.3	2.3	94	93	2	1	4	7
Pakistan	50	53	2.6	3.2	2.8	60	55	18	16	22	30
Srilanka	54	62	2.2	1.6	1.6	56	53	14	14	30	33

Sources

World Development Report 1987, p-264, Table 32.

From the point of view of per capita income Maldives is the leading country (531 dollar per capita), whereas Pakistan and Sri Lanka had 380 dollar per capita income, India 270, Nepal 160, Bangladesh 150 and Bhutan had 140 dollar per capita (1983) income. It is expected that it will take nearly 29 years to achieve per capita income of dollar 1,000 at 1985 prices (and present rate of economic development) for India and Sri Lanka. Pakistan is expected to achieve the target by 2031 A.D., whereas Bangladesh and Nepal will have per capita income as dollar 1,000 by the beginning of the second half of the next century (Table 4.12).

4.4 APPROACH TO THE GENERAL PROBLEMS

Recognizing that there are a multiplicity of determinants of the quality of human resources, virtually all governments in the region have begun to adopt a comprehensive approach to the process of human resource development under different five year plans.

Ever prevailed evidence that the rapid population growth hamper economic advance of any country can be very well applied to the South Asian countries. Fertility decline would have a positive influence on per capita income, reduction in the dependency ratio and levels of living as well as productivity of labour

Table 4.12

Distribution of Gross Domestic Product by Sectors and Per Capita Income

Countries	Percentage Share of Gross Domestic Product								Per Capita income 1985 (\$)	Yrs.required to achieve per cap.Income of \$1,000 at 1985 prices
	Agriculture		Industry		Manufacturing		Services			
	1965	1985	1965	1985	1965	1985	1965	1985		
Bangladesh	53	50	11	14	5	8	36	36	150*	71
Bhutan	-	50	-	18	-	4	-	38	140	-
India	47	31	22	27	15	17	31	41	270**	29
Maldives	-	-	-	-	-	-	-	-	531	-
Nepal	65	62	11	12	3	5	23	26	160	81
Pakistan	40	25	20	28	14	20	40	47	380	43
Srilanka	28	27	21	26	17	15	41	46	380	29

Sources

World Development Report 1987, World Bank, New York, Oxford University Press, 1989.
 Adopted by Bhatia, V.G. "Asian and Pacific developing economies". Performance and Issues "Asian Development Review" Studies Asian & Pacific Economic Issues. 1988, vol.6, p.12 & 17.

*Data pertains to 1983.

**1986, World Population Datasheet of the Population reference Bureau, Adopted in Asia year Book 1987.

but its achievements could not become a simple task, owing to the conservative traditionalism of the population and their "survival mentality" ² have acted as obstacles to population policies till the first half of this century.

Post independence national level planning processes could help in changing the attitude of the people for their well being and now they have come up with new regional idea to tackle the common problems under common circumstances and consideration for the socio-economic well being of the region as a whole.

Socio-economic diversity in the region as a whole have naturally, a marked relevance for human resource development process, with an increasing tendency of declining fertility and mortality the pressure on food, health education and other basic services are relieved at very large scale which have given us the idea that the socio-economy of the region is progressing towards betterment.

India was the first country in the region to launch family planning services as part of its development policies during its first five year plan (1951-61). Pakistan on other hand introduced family

planning programmes in a small way in its 2nd five year plan (1961-65) mainly through personal mativation. Family planning programmes and other developmental programmes were introduced with educating all the sections of the society, providing good health facilities at each level and people acknowledged the existing importance of all these vital plans and policies in a very modest way.

Slowly and slowly all the countries of the region realized the immediate importance of such plans and policies for the betterment of the economy as well as the human resources. Necessary measures were taken to check the growing rate of population. Today each sector of the economy having its direct and indirect linkages with the very process of Human Resource Development has been given its due importance.

Financing all the plans and policies is the matter of great concern which necessarily go to determine the future prospects of Human Resources in the region. Table 4.13 gives an idea about central government. expenditure as percentage to total expenditure occurred in different segments of development processes. Maximum expenditure beside economic services is increased in other sectors, which does not include

Table 4.13

Suth Asia : Central Government Expenditure (as % to total expenditure) Occured in Different Sectors.

Countries	Defence		Education		Health		Housing, Acti- vities Social Security Welfare		Economic Services		Other		Total Expend- iture % of GNP	
	1972	1985	1972	1985	1972	1985	1972	1985	1972	1985	1972	1985	1972	1985
Bangladesh	5.1	-	14.8	-	5.0	-	9.8	-	39.3	-	25.9	-	9.4	-
Bhutan	-	-	0.45*	-	-	-	-	-	-	-	-	-	-	-
India	-	18.8	-	1.9	-	2.4	-	4.4	-	27.0	-	45.5	-	16.1
Maldives	-	9*	-	11.2*	-	-	-	-	-	-	-	-	-	-
Nepal	7.2	6.2	7.2	12.1	4.1	5.0	.7	6.8	57.2	48.5	23.0	21.5	8.5	19.7
Pakistan	39.9	32.3	1.2	2.9	1.1	1.1	3.2	10.2	21.4	27.8	23.2	25.7	16.5	9.0
Srilanka	3.1	2.6	13.0	6.4	6.4	3.6	19.5	11.1	20.2	10.2	37.7	66.2	25.4	32.5

Sources :

* 1986, World Population Data Sheet of the Population Reference Bureau Given in Asia Year Book 1986.
 ** World Development Report - 1987 World Bank, p. 246, Table - 23.

defence; education health; housing, amenities, Social security and welfare and economic services. Expenditure on defence by two giants of the region, India and Pakistan is comparatively high (18.8% and 32.3%).

Maximum expenditure in economic activities suggest a tendency of countries to have a more developed and strong economic base. Education, Health and housing, amenities, Social Security and welfare have been initiated more or less with comparatively low percentage of the total expenditure.

How ever, the expenditure on family planning is usually very small which accounts 3.1% in Bangladesh, 0.6% in India. In other countries per capita expenditure on population programmes is comparatively low population control programmes of the Bangladesh involve eight ministries while in India population programmes embracing all aspects of family welfare, maternal and child health care, nutrition, female education and women rights have been stressed.

Bhutan on other side provide family planning services in order to promote maternal of child health other countries of the region too have been tending

towards the improvement of the condition in the light of past experiences.

Women participation in the developmental processes have gone up in almost all major sectors. This increasing tendency in long run planning tend to have its positive impact on the socio - economy of the region.

With the number of fewer children, owing to the decline in birth rates the pressure on food, health education and other services is relieved. Therefore, more care can be given to the accessibility of all the vital services for the advancement of man's dexterity.

Extermination of seldom persisting diseases with the help of advancement in medical sciences has also contributed to the better prospects in the future population.

Beside different poverty alleviation programmes (rural development), at national level by all countries, SAARC in its infancy have committed for a general approach of cooperation. In the charter of cooperation among the SAARC nation nearly all the possible sectors of the economy have been included under the immediate action and long term action

programmes. Cooperation in Agriculture, Rural Development, Telecommunications, Meteorology, Health and population activities, Transport, Postal Services, Scientific and technological cooperation etc. are the major identified areas which are directly and indirectly related to the skill of man.

Hence, it could be concluded that, present trends in the wake of realization of the importance of human resources and their development as fruitful to the whole socio economic arena in the region, and preceding trends suggests that more importance must be given to the vital factors considered to be crucial for human well being.

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CHAPTER V

ISSUES AND STRATEGIES OF HUMAN RESOURCE DEVELOPMENT SAARC

- ECONOMIC AND SOCIAL ISSUES
- POLITICAL ISSUES
- REFERENCES

"The world which is raising into existence is still half encumbered by the remains of the world which is waning into decay; and amidst the vast perplexity of human affairs none can say how much of ancient institutions and former manner will remain, or how much will completely disappear".

- ALEXIS DE TOEQUIVILLE

5.1 There are many elements in the concept of development (as noted in the second chapter) that do not lend themselves to quantitative measurements and hence tend to be understressed compared to those that do; yet these are an integral parts of the value system inspiring the goals of development and therefore need to be brought within the ambit of development planning. For example, freedom, equality human dignity and social justice raise important issues regarding the quality of life is dependent on economic growth. Throughout the history the quest for a 'good life' has inspired new thought and action, and the changing concepts of good life, though not reduced to plan blue-prints have profoundly influenced today's social institutions and value systems.

The issues underlying in the themes of human resource development may be explored under the following heads; (broad headings) :-

5.2 ECONOMIC AND SOCIAL ISSUES

5.3 POLITICAL ISSUES

Economic and Social development is a very complex process. In addition to it, the theme of human resource development with its underlying intricacies are yet to be fully understood. The growing awareness about human resource development problems need to be diagnosed and treated not seperately but as interrelated elements of a complex problematique a problematique that must be viewed in its entirity to yield meaningful and practical policy conclusions for any of its components.¹

The issues or policies related to human resource development have been given stress in the recent world conferences but not all of its underlying intricacies are fully understood as yet. The approach to development problems as it has evolved from the deliberations of such gatherings is increasingly cognizant of the interrelations between human environment, population, food, industrialization, human settlements etc. Population Scientists and Demographers have been pleading for a long time for a shift from **population** to **people**; a shift from the number game of targets and achievements to a more realistic and humane

approach in implementing the programmes. Before taking up issues and strategies of human resource development, it is to be noted that **People** are not numbers. Demography, no doubt, is concerned with a quantitative study of population. But if demographers become prisoners of decimal points and family planning administrators try to doctor our family planning performance statistics, we will miss the heart beat of the people and alienate ourselves from reality.²

The issues arising from the inter-relations of the various components of human resource development are of concern not only for the developing world but to the whole world. The degree of concern on specific issues may however, vary among countries. While talking about issues concerning human resource development in South Asian countries special attention is to be given to the following aspects : -

5.4 HUMAN RESOURCES, SKILL DEVELOPMENT AND EMPLOYMENT

Human resource development is a term of wide connotation covering several technical areas. The third meeting the group of planners have identified some technical areas for cooperation among SAARC countries including schemes with development angle for promotion of people-to-people contact. The member

governments are also committed to integrated policies relating to child survival and development in terms of the goals.

Cooperation for planning in this area will be facilitated by and in fact, be conditioned by precise identification of the dimensions of human resource development and their recognition as approved areas of cooperation. The group of planners thus identified as minimum components of such development viz. education, health, nutrition, child and women development, welfare of vulnerable sections. Sports and youth activities, art and culture and components not so far recognized for cooperation may be urgently recognized. This applies particularly to education which is the major dimension of human resource development³. Other issues though not major but can not be neglected too. These are :

- Elevation of poverty,
- Infrastructural facility and communication, mass-media orientation,
- Voluntary agencies and organization in human resource development,
- Planning urban population for human resource development,
- New education policy in human resource development, and

- Restructuring the social ethos.

In essence, however, these issues call for a global view, not only because all development problems are interrelated, but also because all countries are increasingly turning to collective action for shaping a better future.

Given the current misgivings about the appropriateness of existing top-down strategies of development planning, this chapter deals in a very direct way the issues involved in people-oriented development planning with focus on people's participation and local level planning.

[a] The most important class conflict in South-Asian countries today is between labour and capital, not is it between foreign and national interests. It is between rural poverty stricken masses of the low cost resources of potential advance and urban articulateness, organization and power. Combining the two aspects of production and resources utilization, poverty is a kind of organization of production where the mass of the people, constituting the main productive resource of the economy are prevented from participating in the production of goods and services they need,

because the non-human resources required to activate them are owned by a few who use it for the production of goods and services they require.⁴ The alleviation of the poverty is now widely accepted at both national and international level as a task of first priority. It is necessary to evaluate the effectiveness of our actions in alleviating the object poverty suffered by millions of the poor and the unprivileged who live below subsistence level and are without the means to meet even their basic minimum needs. While considerable efforts have been made and are increasingly being made in rural development (rural area being the refuge of many million masses) at both national and international levels, there is a need to re-examine the concepts. Strategies and programmes with reference to the objectives sought, namely, self sustained growth with equity, greater employment and improvement in quality of life of the poor with their full participation as equal partners in development. Therefore, recognized as the main issues for, the human potential resource lies there which are to be recognized as the main preoccupation by the institutions like UNAPDI and ESCAP which are

associated with work programme "eradication of poverty, unemployment and social inequality".

- [b] While stressing on infrastructural facilities and other amenities as an issue, Lipton's argument on 'urban bias' provides the main thrust and explanation 'why poor people stay poor'. This fact should always be borne in mind, for there are various forms of exploitation. We must not forget that people living in towns can possibly become exploiters of rural masses. All our big hospitals, supply facilities, infrastructure base are located in towns. Those who constitute the major section of the people of South Asia are hardly benefited from them, yet if we have built those roads and hospitals with loans, it is again the farmers and peasants who produce the goods which will pay for them. What is more, the foreign exchange to buy the car, electric lights, water pipes, hotels and other have been built with loans which come from the sale of farmer's produce but they do not benefit the farmer directly. These factors have led to the division of masses in terms of urban elite and rural poor bringing in vast gap between people to people contact and

hence, hampering the development in terms of social inequality, economic backwardness and disparity and in turn persistently unequal nature of recent development.

[c] Thus, communication and broadcasting programmes covering both radio and television for expansion of ideas for illiterates who have ability to listen and see, is one of the most important issues arising out of human resource development planning strategies. Similarly the voluntary agencies and organizations such as commercial banks (PLDB), Large-sized Multipurpose Societies (LAMPS), farmers service societies, the corporate sector have interested themselves in the task of human resource development by attacking rural development and mobilization of resources. Other agencies include - ADB, CCI, NDDDB, NABARD, IFAD etc.

[d] Scholars and governments alike have shown rapidly growing concern with issues of population distribution. Part of the concern with population distribution reflects a belief that current redistributinal patterns, particularly net migration from rural to urabn areas, are a product

of unjustifiable regional and sectoral distortions in pattern of development. Rural-urban migration works as an indicators of these distortions. In view of the importance being attached to distributional issues, particularly to urban growth, attention has to be drawn to the phenomenon of demographic giantism in recent patterns of city growth. Primate cities in South-Asian countries are drawing a disproportionate influx of population from other areas. This rapid growth is alleged to the result from in patterns of government expenditure and investment and employment, in part resulting from the undue political influence on these agglomerations in turn hampering the growth and development of other side of the coin, i.e. rural site. The rate at which the large cities are growing, makes it necessary to distinguish an 'early modern' from a 'recent modern' period of urbanization which shows that the world of humans has under-gone great changes in the pattern of organization of settlements and that it brought with it the seeds of **explosive population** growth thus changing simultaneously the quantitative and qualitative aspects of population of less developed regions

will grow by a factor of 7.7% that is 7.2% in East Asia and 7.5% in South Asia.

In content to human resource development, how far the 'urbanism' (the urban phenomenon with its social qualities have been subsumed under the term urbanism - population size, population density and social heterogeneity of population) and urbanization have been responsible for the down grading status of the rural millions and thus raising an issue in urban planning is our concern here. As we know that in many periods of history, cities of considerable size have been heavy exploiters of their rural surroundings, of necessity, urban population could be carefully organized because their sustenance had to be secured through imports from agriculture. Through the use of laws, traditions, conditions of land tenures and military force, the cities sought to, justify and effectively exercise that "social power" for which agricultural produced would be faced and appropriated, if not sometimes exported or even requested. Historical exclusiveness of urban privileges not shared with the villages entailed a downgrading of social status of the rural masses atleast from the standpoint of more literate and articulate urban societies. Historically, cities have earned the fame which they are now on the

basis of the highly polished skills in arts and crafts which bore testimony to the wealth upon which luxury and display could thrive. But, because of the negligence to the historical magic which rural sites have provided the cities no longer possess that degree of self conscious uniqueness one of their features. Therefore, urbanization - a multifaceted phenomenon hampering the growth and development of the rural masses - the heartbeat of any economy in reality, needs proper emphasis in blue - prints of planning and government decisions.

[e] EDUCATION AND DEVELOPMENT

Education contributes to economic and social progress in many ways - a principal means of acquiring literacy, an essential requirement for participating in and benefiting from economic and social advancement. Education is a tool in exploring the terrain hitherto uncharted. Depending on policies for financing and providing educational resources, it is one of the mechanisms for providing social mobility. Education may receive high priority in decisions pertaining to human resource development, but there is much uncertainty regarding the allocation of the

resources. This uncertainty and lack of firm conclusions have led to a plathora of empirical analysis of contribution of education to development. The main function of education apart from adding to cognitive skills and performing a socialization process, different stages in education function as a filter to seperate the more able from others⁵. The countries that have specifically cited education and information as components of population policy include - India, Maldives, Nepal and Srilanka among South Asian countries.

The New Education Policy⁶ (NEP) which is on the anvil needs emphasis when we are talking about link between Human Resource Development and Education. New Education Policy as an issue calls for fundamental changes, "to build character, foster values, strengthen nationalism and to prepare the country for the fast changes taking places in the outside world" for tomorrow must have four basic contents - ethical, social, academic and vocational. At the ethical level, a student must develop a passionate commitment to truth beauty, and goodness (Satyam, Shivam, Sundaram). At the social level to achieve national integration, he must learn to rise above the prejudices of caste,

creed, community, wealth and priveleges. At the academic level, instead of acquiring knowledge by memorising, he should develop a life long thirst for knowledge, to learn, to think, to analyse and to conclude. Vocationally he must learn to earn by acquiring a trade for which he has a natural aptitude. It is not mere money but better management and execution of educational policy that can give true content and meaning to education therefore, the issue of new educational policy must be evolved in conformity with available financial resources. Discussions around the following major themes : -

- Universalization of primary education,
- Women and education,
- Literacy, post-literacy and continuing education,
- Advancement of science education,
- Vocational and technical education,
- Higher education, and
- Educational research and training are a top priority for the SAARC countries.

[f] RESTRUCTURING SOCIAL ETHOS

Social structure, values and attitudes, appear to be receiving increasing attention from planners and government, in South Asia as motives for productive efforts but not to the extent,

warranted by their crucial role in development although increasing education and communication systems have doubtlessly broken down the social barriers, the social, cultural, psycholocial and administrative structure in the region still continue to impede the mobility of labour force. The allocation of human resource to the various sectors of public service is heavily biased in favour of certain, traditionally prestigious classes. The situation is still aggravated by the rigid hierarchical stratification of this elite class, a lack of mobility from one occupation to another, and vast differences in the pay structures. There are wide differences between the craftsmen, technicians technologists and engineers, in terms of pay structures. For example, in Bangladesh, until reorganization of the structure of public services and pay scales into ten grades, there were as many as 2,200 pay scales in the public sector⁷. In Pakistan, the salary of a central government employee and a qualified primary school teacher in 1970 showed a gap of over 33 times and over 118 times the country's gross demestic product. It will thus appear that the goal of distributive justice with

growth cannot be realised by fiscal measures and economic contracts above to eliminate poverty and inequality on one side, luxury and affluence on the other. The strategy will have to include effective measures for changing social structure and values, including the structure of income, wages and incentives.

The upper social strata which not only value but publicly live an austere life certainly does not solve the problem of poverty though it perhaps make poverty more tolerable by making austerity a value worthy of emulation.

Having discussed extensively the issues of human resource development in terms of poverty, health, nutrition, education, income inequality and social structure in the region, it is now needed to look into the strategies hitherto to be evolved.

Any strategy of development being, country and location specific, an alternative strategy of strategies has to be dealt with as new approaches in terms of major objectives, these being relieving object poverty by providing employment to urban and rural poor, provision to meet socially acceptable basic minimum

needs of all, higher productivity greater equity between geographical areas and among classes of people, decentralization and peoples involvement in decision making, emphasis on collective and national self-reliance, an environmental balance and enrichment.

The field of education being one of the principal areas which requires urgent attention in the region and decision to include education among the agreed areas of cooperation with "SAARC 2000 a basic needs perspective" calls for a regional plan strategy with specific targets in areas of co-interests, exclusively education among others. Apart from establishing new schools and generally making attempts to improve the physical infrasture, attention is to be paid to increasing the internal efficiency by reducing wastage (in the form of dropping out of school prematurely or repetition of courses) which would give more output to the rate of investment in this area. To retain the rural children a more flexible school calender to permit them to participate in agricultural production seasonally, is an important strategy for the organisation of formal education. An important strategy in the intervention measures might be to make provision for incentive programmes. As poverty features prominently as one of the most important causes of absenteecism, drop-out and

repetition, the provision of free text-books, mid-day meals, health services will also help to retain these children in the education system Innovative attempts with suitable modifications. The member countries which now serve mostly the formal system, may need to evolve flexible approaches to ensure that all children are reached.

"Promotion of education among women who comprise almost half the population of the SAARC countries, has a very critical role to play. Women's effective participation in the development process is a *sin-qua-non* for the balanced socio-economic growth of the countries. No nation can hope to attain the desired level of economic growth without using the full potential of half its population although mass poverty and poor living conditions affect both men and women, generally it is the women who suffer more in all spheres of life. It has been noted in the earlier chapter, that in the majority of SAARC countries, the literacy and enrolment rates for females are lower than those for the males. It is only through education that women would be able to assert their rights in the family and the society and have a say in the decisions which affect their lives. Some of the areas which call

for the improvement of women's education are, making every effort to increase the enrolment of girls at the primary in particular and generally at all levels, increasing the number of female teachers in the primary schools, improving the educational facilities for girls, making special efforts to improve female literacy and promoting an awareness against prejudices regarding the role and status of women in our society. To pursue this strategy with full force the year 1990 has been declared as the "SAARC year of the girl child" and that member states are requested to organise specific programmes and activities to increase public awareness of the problems of the girl-child. These matters need to be elaborated and hence a special conference among SAARC countries be held to discuss the challenges, the opportunities and the difficulties involved in women's education as well as ways and means on how education may be moulded to give equality to women.

Some of the areas which call for urgent co-operation within the framework of SAARC are as follows:-

- Analytical studies of literacy strategies including the issue of students involvement, mass campaign versus selective approach, intensive area programmes etc.

- Co-operation in the spheres of technical resource support including methods of literacy learning at a fast pace development of techniques of training and preperation of training material, learner evaluation, summative evaluation and research and networking of institutions engaged in technical resource support.
- Post-literacy and continuing education including, institutional arrangements, public library system, one of mass/electronic media and production of books suited for neo-literates"⁸.

Promotion of science education including mathematics, is an important agenda in all over education systems. This issue has been deliberated at various forums and levels and therefore there is a dearth of public attention to it. Every one has been made aware of the fact that to take advantage of the technological advances made by other countries, one needs skilled man-power which cannot be developed until and unless there is a good science background. The facts stand true now even for traditional sectors like agriculture and animal husbandry. There fore, we have to look for a strategy which is not lack of awareness or lack of pledges but of incorporating within the education system an effective science education programme and establishing higher centres of learning in science education. This science education does not merely refer to facts and laws but in culcating in the children a "way of looking at and doing things" by

using simple locally available materials (without using sophisticated or expensive equipments).

In order to look into various aspects of this sector of education in detail and suggest measures for its improvements it is necessary to stress the role of education for human resource development and planning as a part of broader concept of development needs an independent emphasis as the major challenges in the field of education as well as the social and economic factors to which they are related in a web of inter dependent and interlocking action. Chapter VI would examine the role of education in development, as a part of human resource development and quality of life.

To design strategy for restructuring the social ethos in the region of South Asia, is a real tough task. The development and utilization of vast Human Resource potentials from different racial cultural origin (religion) creates an atmosphere to nurture these millions with an integrated neo-alternative strategy. By widening the innovative use of labour intensive techniques, larger investment in agriculture and agro-industries, population control, reforms of the system of wages and incentives, adoption of a life style accompanied by the ethic of shared austerity and similar

changes in social structures and values which would make them more conducive to productivity and thus would mean participatory development as 'touch stone of unified' or 'integrated' approach to development⁹.

The task of clarification of concepts and delineation of common elements and issues involved in human resource development strategies for the predominantly rural economies of the South Asian region has to be undertaken on the basis of an examination of innovative measures and an evaluation of new approaches to development in various countries of the region, for achieving the commonly accepted major development objectives broadly stated in Chapter One. The task of formulating indogenous development strategies is an urgent need in SAARC region for, more than 33% of world Human Resources potential have taken refuge in this fertile terrain. The assignment through very stupendous and uneasy before planners and administrators, are still the basic goal of human development.

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CHAPTER VI

PROBLEMS AND PROSPECTS OF SAARC IN
HUMAN RESOURCE DEVELOPMENT

- HUMAN RESOURCE DEVELOPMENT PROPER
- HUMAN RESOURCE DEVELOPMENT DRIVED DEMAND
- LONG-TERM PERSPECTIVE
- BASIC NEEDS PROGRAMMES
- REFERENCES

6.1 The notion of Human Resource Development is a complex one involving a multiplicity of meanings. The different sectors of development such as economic political, technological and social, are important because they all converge in to a single factor of production-the Human. To a considerable extent a country's economic performance, social and political too, depend on the mix, size and geographical distribution of it is Human Resource potential.

The emerging syndrome of post-industrial societies in western world has brought a new concern with future which has also diffused in the over-whelming masses in South Asia. The growing disenchantment with the prevalent development procedure among the masses of South Asia, convinces all of us to go for a radical departure from traditional mode of development policies and planning.

By all external indication, SAARC is moving forward, "step by small-step",¹ In this process, of course, it is encountering and has encountered quite a few problems which has been successfully weathered what looked like a gathering storm on the eve of different meetings and discussions with the member states since its birth dated 25th Nov., 1980. There is however, no

dinying the fact that the threat posed to the future of the nine year old SAARC brings to focus some important and interrelated realities.

- Bilateral issues which impinge on regional relations;
- Co-operation in economic and cultural fields which cannot be completely isolated from political co-operation;
- The crisis generating factors-ethnic, religious, linguistic and ideological frictions;
- Pressures stemming from the state of under-development, social, economic and political and conflicting claims of growth and justice and
- Destabilizing centrifugal forces.

In the objective conditions of South Asian region, it was considered necessary and wise to opt for a modest beginning in regional cooperation in selected areas of economic and cultural activities and possible areas of cooperation were identified. The integrated programme of action for SAARC included agriculture, rural development telecommunications, scientific and technical cooperation, health and population activities, transport, postal services, sports, art and cultural. At the most fundamental level, the regional goals need emphasis on the following:-

- Problem of poverty, hunger, unemployment disease, illiteracy which are shared by all the member countries of SAARC, hampering human resource development process.

- Acceleration of social and economic development with a view to improving quality of life of the peoples in the region.
- Achievement of collective self-reliance with due regard to national aspiration of the member countries.
- Enhancement of the region's role in the global context, and
- Building regional structures to serve as a basis for reducing conflict, controlling tensions and promoting amity and understanding.

Though the goals of regional cooperation adopted by SAARC embraces specially selected areas of economic and cultural activities, there is a clear awareness of the mutually supporting roles of such co-operation mainly in the political field. The question of the viability of SAARC has a special significance in the political scenario of South Asian region. But apart from cooperation in the political field, how far the viability and validity of SAARC stand in the social and economic scenario of the region?

The present analysis is in consonance with the expression of concern with Human Resource Development by SAARC countries. In this study focus is on population, health and nutrition, food, education and poverty, those aspects of policies which are related to the efficiency in use of resources, the allocation and mobilisation for financing these

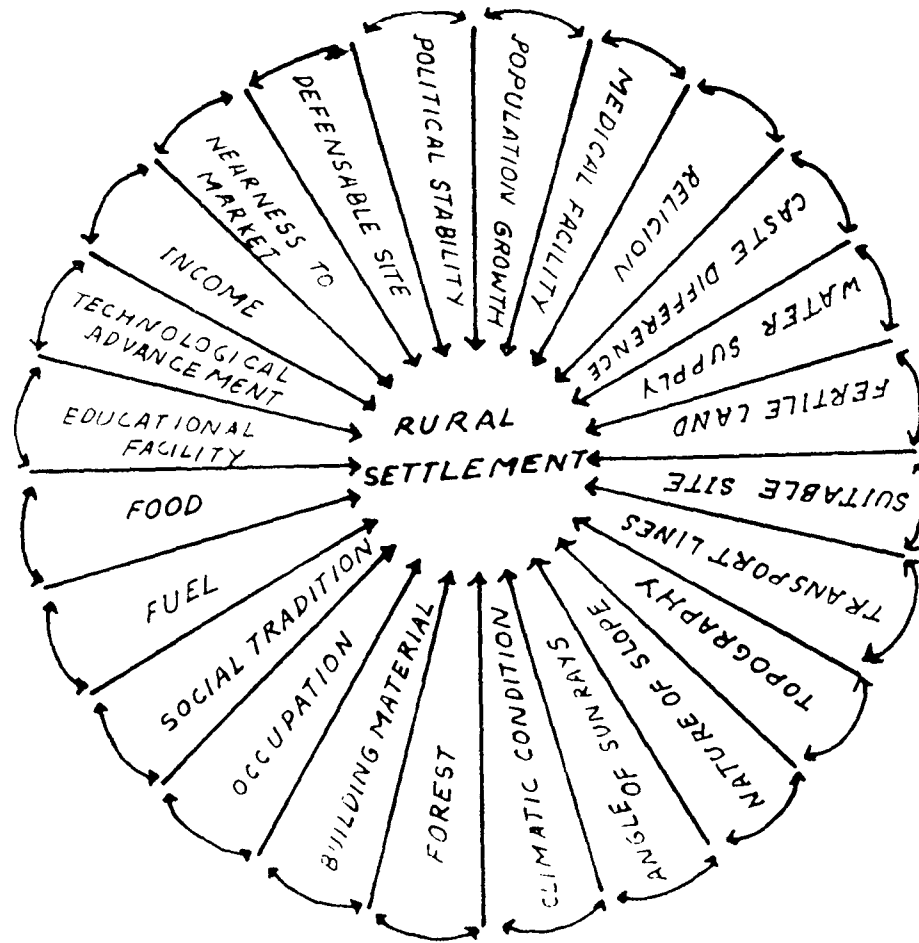
activities and distributional questions arising from these decisions need prominence special note has to be taken of the problems of resource allocation for human resource development activities by government, and the concomitant questions of the extent of contribution and the manner of participation by the private sectors in these activities. With the limits of expanding the physical frontiers of production, the concern for human resource development and the intuitive perception of the crucial role that such development is bound to play in economic development and in the socio-political arena has found expressions in many forms in this region. The complexities of the components of human resource development show an intrinsic relationship in the form of a vicious cycle(Fig.6.1).

The problems of human resource development in SAARC mainly include high fertility rate which changes the age structure of a population so as to increase the dependency ratio which would lead to increase in consumption, a reduction in savings, a lowering of investment and a decline in the rate of growth of output.² Moreover, an increase in dependency ratio reduce expenditure per child on nutrition, health and education with direct consequence on human development

Fig. 6.1

ECOLOGICAL BALANCE OF RURAL SETTLEMENTS

ASSOCIATION OF VARIABLES AS AN IMPORTANT DETERMINANT FOR HUMAN WELFARE

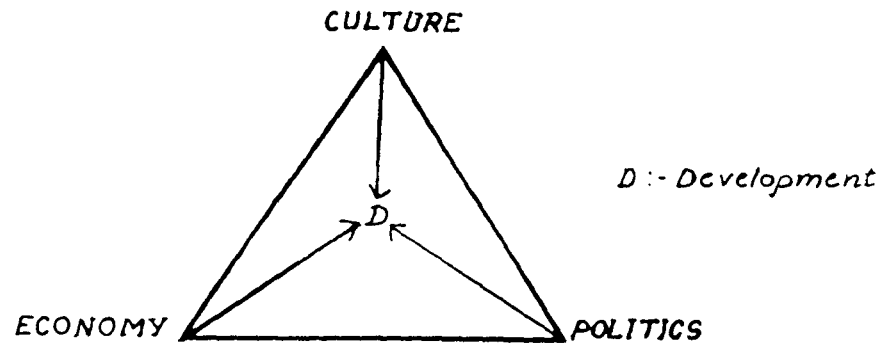


SOURCE :- VASANT DESAI, RURAL DEVELOPMENT, VOL-I (ISSUES AND PROBLEMS), 1988, P-II.

processes. A decreased mortality accompanied by lower morbidity and improved health contribute to high labour productivity. In addition to size, the growth-rate and age-structure of a population, its geographical distribution also has implications for the pace and character of development. A large scale migration to urban areas leading to degradation to environment and a demand for social economic infrastructure brings about an aggravation to the general problems of governance. Malnutrition, disease resulting in unhealthy conditions restrain human efficiency in the areas of fertile land and other natural resources.

The wider recognition to international problems of poverty do not merely involve smoothly operating mechanisms but depend on people. The current financial recessions in these countries in deepening the problems of the poor. In the long term an investment in human capital is being foregone as a result of present policies. The realistic approach to the elimination of poverty should include unification of the three sectors viz culture, economy and politics, unification of any two sectors would eventually/follow integration of the third(Fig.6.2). The concept of "dual society as represented by the urban-rural division, or by division between a formal and informal sectors of modern or

FIG. 6.2 Interaction Of Culture, Economy and Politics Leading To Development.



traditional sectors using different technologies showing a parallel situation for the political roots and mechanisms to operate, enhances the gap between the three sectors stated above. Hence understanding the forces making for increasing regional inequalities and in developing policies to counter-act them, is the major crisis of South Asian development problem. Therefore, to identify the areas of economic cultural and political cooperation not only between the countries of south Asian region, but also between other developing nations should be the main concern to tackle the development problematique. Though the birth of SAARC and its viability in its initial stages is mainly based on political motives of the decision-makers of the region but better prospects are grounded in endeavouring cooperation in any two sectors stated earlier.

Much of the development crisis of this region lies in the fact that the vast masses as a potential resource are underutilized in many spheres. The basic objectives of development ultimately converging on the human factor in the production cycle framework accentuates the need for planning human resource policies for both the "upside" and the "Downside" of

technological change. As this change disrupts past employment patterns and creates as technologies develop. Education and training programmes can facilitate structural change by adopting to employer's diverse and evolving skill needs.

SAARC meeting from 29th - 31st December 1988 considered education as one of the principal areas require urgent attention. Wasting education is a critical area which needs priority attention including access to primary education along with women in education have acquired unprecedented significance due to the resolve expressed by all the member countries to make it a part of the basic minimum needs of the masses. This resolve has acquired a great urgency also as a result of decision of the UN which declared 1990 as 'International Literacy Year' and the call given by the world Bank UNESCO, UNDP, and UNICEF to create a world- wide mobilization of education to all by the year 2,000.

With the exception of Srilanka and Maldives the literacy scene in the SAARC region is characterized by an overwhlming majority of the people being illiterate - worse situation amongst females though there have been reiterating determination to erradicate

illiteracy, the problem are seldom matched by necessary provision of funds and the needed support for this important and complex venture.

Much remains to be done in the spheres of technical resource support production of industrial instructional materials, training, evaluation etc. There are still no major or adequate instruments to measure systematically the levels of literacy attained by the learners. Literacy statistics which are primary for this analysis need to be improved, Arrangement for post-literacy and continuing education are still not sufficient. Therefore, some areas which call for urgent cooperation within the framework of SAARC have already been discussed though where it comes to policy formulation, the situation is no better. In many of the countries policy formulation is rarely based on educate information regarding the issues and problems and problems and possible solutions. Hence, a collective effort can make significant inroads into alleviating these deficiencies.

The problem of science education, is not lack of awareness or lack of pledges, but of incorporating within the education system an effective science education programme for which a main constraint is

this scarcity of resources with human and material. The relevance of the science curriculum for the development of the countries is another major area of concern. There is much to learn from the experiences of each other in these fields while focusing on science education.

The theme of vocational and technical education as it developed in the region needs extensive discussions in its history and content of development according to the needs felt by various countries of the region. (India, Pakistan, Bangladesh, Srilanka). They have made a significant headway in the development of technical and vocational education required for rapid development of their countries, other are in the process of developing the required facilities. However, observation shows that there were and still are several difficulties and weaknesses of the system faced by different countries in their own way. These include under-utilization of facility, non relevance of curricula, mis-match between supply and demand in the labour market, limited mobility for those possessing vocational and technical qualifications, poor linkages of the institutions with the industry, lack of appropriately qualified teachers, their training and clear identification of jobs for qualified persons in technical fields in the technical

sectors (economic sector). One of the major difficulties, lies in the supply and maintenance of the equipments for these institutions. Hence, a careful planning effort keeping in view their supply and demand for the people qualified form vocational and technical institutions is must. Problems related to the field of higher education in the SAARC countries are mostly due to western model pattern. These institutions have failed to respond adequately to the development needs of society. Large dropouts, high rate of failures, long time taken to finish a given course of study and growing unemployment among the university graduates, post-graduates are some of the common problems.

The medium of instruction and the place of English in the universities, the role of private universities, the introduction of sandwich degrees at higher levels calls for the need to restructure the hiher education system. Among possible areas of cooperation in this context, expeditious implementation of scheme for SAARC chairs fellowships and scholarships, exchanging research findings and if possible, undertaking selected studies, examination reforms at higher levels, identification of centres of excellence in physical and biological sciences, humanities and social sciences for

development exchange and networking with other countries in the same field, are some of the specific aspects.

As much of our attention with development revolves around the critical factor i.e. human, as subject and agent and with human societies, their aims and obviously evolving objectives, cooperation for planning in any areas will be facilitated by, and in fact, precise identification of dimensions of Human Resource Development and then recognition as approved areas of co-operation. Planning for human resource development goes beyond the technical activities some of which needs logical consideration for the concern to planners under two distinct heads viz., human resource development proper (where human resource development to be treated as end in itself, as desirable public good and a priority area if investment) and human resource development as a means in its 'derived demand' aspect where manpower planning consideration dominate. This area could be termed; skilled development, manpower planning and employment.

6.2 HUMAN RESOURCE DEVELOPMENT PROPER

In the field of Human Resource Development, promotion of cooperation, the recommendation for

activities should start with a very sound and good data base for the process. Evolution of planning methodologies for regulated development of inputs (doctors and teachers), facilities and amenities and institutions, their effectiveness as tools of planning and their wider adoption to optimise outcomes of human development schemes, be adopted or promoted by different member governments to achieve well recognised goals. The member countries should take into account the need for widest popular participation and effective delivery system actuated by sense of compassion.

6.3 HUMAN RESOURCE DEVELOPMENT AS 'DERIVED DEMAND'

Manpower planning techniques are common in the SAARC countries which involve projection interms of quantities of broad professional categories. The group of planners (in the third meeting of planners Nov. 1-2, 1988) have noted that inspite of manpower planning, skill-gaps emerge and persist and this trend may be accentuated by repeated scientific and technological change having an impact on demand for workers possessing new skills. Therefore, the noted inherent difficulties in this area which could be manage may be made by beginning in the following activities : -

- Exchange of information relating to techniques of manpower planning including methods for determining optimal requirement of various skills;
- Preparation of a inventory of technical and vocational training facilities in the region geared to skill formation and
- Sharing an exchange of technology, research and experiences in adopting labour intensive technologies to optimise labour use specifically in rural areas.

The plan target thus set up in terms of Human Resource Development and effective employment lead to physical targets for production and consumption and that targets and policies for production, distribution, technological progress may be made the instruments to achieve these objectives.

- Steps for concretising cooperation in specific areas of technological and policy developments for efficient production and delivery systems for meeting basic needs;
- Production cooperation, international trade and joint ventures emerging from such concerns.

To the development and conservation of natural resources (land, water, forestry and ecology) the protection and preservation of the environment has been initiated by comprehensive study on the causes and consequences of natural disasters which seem to be hampering the development processes in the region. Basic objectives of the study lies to draw up policy

conclusions and recommendations and to identify areas which would provide basis for all countries of the region (it is done by keeping in view the potential and possibility of evolving a regional plan of action for strengthening their disaster management capabilities and for preservation for the environment).

6.4 LONG - TERM PERSPECTIVE

Final thought is given that beside formulation and implementation of more concrete and action oriented programmes, the regions long-term perspective should focus on measure to expand and strength on areas of regional complementarities and interdependence should also take place through coordination of national policies and approaches for finding common solutions to the arising problems.

In regard to long-term perspectives it was realised that well identified target oriented and time bound sectoral programmes should be preferred by technical committees with an annual coordination for those programmes.

Formulation of broad framework at country level for a long term perspective of regional cooperation on the following basis:-

- The long-term perspective of regional cooperation should be considered with a clear vision of a long-term growth strategy of the region as a whole on the basis of growing regional complementarities, interdependence and collective self reliance.
- Such regional growth strategy needs expansion of regional cooperation in core economic areas of trade, industry, finance and joint ventures, and
- In view of the regional economy having extensive linkages with the outside world, it is also necessary to identify long term measures for minimizing the adverse effects of changes in the international economic environment.

These would remain main points for consideration of the next meeting of planners for a strict regional cooperation.

For the purpose of consolidating sectoral studies organised under aegis of SAARC, for bringing them under long - term perspective a need aspired to establish a focal point in all countries planning commission or relevant ministries.

6.5 BASIC NEEDS PROGRAMMES

- [a] Regarding coordination of national policies and approaches it was recognised that a focus of regional cooperation for next 22 years should be measured which would help in achieving one of the major objectives i.e the fulfillment of all

basic needs such as food, clothing, shelter, education, and health etc.

[b] Although the fulfilment of all basic needs is the responsibility of individual country, the regional cooperation can help in complementing national efforts in many ways.

[c] Regional cooperation in economic areas (industrial cooperation, joint ventures, and trade on the basis of mutual benefits) with their great potential would contribute to the generation of employment and income in the countries and the increase in purchasing power would help to the fulfillment of the basic needs.

[d] It was recommended that:

- the planning agencies should identify the areas of regional cooperation for fulfilling basic needs including the question of sharing of mutual experiences in this regard, and
- identification of the areas of cooperation where national policies could be harmonized to further SAARC objective.

Within the framework of long and medium term plans countries of south Asia are pursuing policies of planned socio-economic development . Each country must develop its own long term national development plans

with well defined vision, strategy , and targets in the region by the end this century to formulate effective policies programmes and strategies relative to human dimention in development planning . These plans could contain , inter alia, the proceeding element :-

- Plan targets may be first set in terms of Basic Human Needs and subsequently translated into physical targets for production and consumption.
- The production and distribution objectives of the plans could be integrated and given equal emphasis.
- Development could be based on decentralization in planning and implementation and involve community participation and self reliance.
- A comprehensive set of social and human indicators could be developed to monitor the plans performance.

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CHAPTER VII

CONCLUSION AND RECOMMENDATIONS

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"So act as to treat humanity, whether in time person or in that of any other, in every case as an end withal, never as means only".

(Kant)

7.1 Human beings are agents, beneficiaries, and adjudicators of progress, they also happen to be directly or indirectly the primary means of all production. This dual role of human beings provides a rich ground for confusion of ends and means in planning and policy making.

Human resource development as a dynamic process which sought to increase the knowledge, skill, dexterity, good health, social security and capacity of all the people in a society received much more attention only in the very recent past. It was observed that development of any nation, social group or any organisation cannot be initiated if its human resources live in appalling situations. Hence, there is a need to bring the whole segment of population upto an optimum level from where the race to develop an economy starts.

At present human resource development is understood as a precondition for modern economic growth. Only where 'human'(man) is sufficiently literate, educated, healthy, well trained and flexible

to take advantage of new advances in the techniques and have potential to develop more in the near or distant future becomes more feasible to the growth of an economy.

In the very first chapter it is highlighted that with the changing conception of human as a psychologically complex organism, his dexterity is the fact of opportunities available to him in his infancy, childhood, adolescence, and young adulthood. The idea of regional cooperation as well as the awareness of the fact that man is a resource and it should be developed to preserve the economic growth are more or less of the same period when they received more attention.

The idea of regional cooperation in South Asia too fastened on the groundings of socio-economic and historical similarities as well as mutual objectives of the future in order to achieve collective self reliance. It is again found that the question of human resource development does not remain scanty but it could be extended in many ways as its scopes remains utmost, provided that there is no such dearth of material and reliable data.

Chapter second observes that beside many conceptual complexities in the world of rich and poor the idea of human resource development as an economic concept is the determinant of the prosperity of any nation, has not received full attention, in most of the developing countries. Human resource is important representative of the socio-economic development of any country. United Kingdom and Japan are the well notified example which got developed only due to their rich human resource wealth rather than a vast natural resource potential.

The group of three words 'human', 'resource', 'development' has gained increasing attention of human resource specialists, econmists, anthropologists, geographers, training and professional planners etc. The concept of human resource development holds the meaning as a process of increasing knowledge, skill and capabilities of all people in a given society, accumulation of "human capital" and its effective utilization for development (economic idea), it prepares people for active political participation (political idea), enriches life (socio-cultural idea) and finally make people mentally ready to adapt themselves to the emerging scenario of socio-economic growth and development (psychological idea). Hence two

terms 'human resource' and 'human capital' cannot be used interchangeably. Human capital has been used alternatively as the term "high level manpower".¹

Chapter III tries to highlight the role of man environment relationship as well as the historical perspective in determining the process of human resource development. Besides geographical entity of the region and common environmental set-up, the process of human resource development in the near and distant past has been affected by the great cycles of civilizations pre-colonial dynastic rules, colonial period of great changes by the forces of modernization.

Chapter four stresses the importance of socio-economic structure of the region to the process of human resource development. Components like high density, comparatively moderate population growth, more dependency ratio, uneven spatial distribution, the rate of urbanization, the low average nutrition and health conditions and services, low per capita income, high proportion of population engaged in agricultural sector (with comparatively low share in the Gross Domestic Product), more than one fourth expenditure in economic and other services etc. go to influence plans and

policies committed to the well being of human population.

Chapter five deals with the process of human resource development in relation to even thought issues and strategies within the SAARC. The economic, social, political and other components of human resource development are of important concern by which human skill, dexterity, education, good health and employment etc. can be given proper attention, at all levels. Promotion of education to all sections of society with no caste and creed discrimination with a practical insight would be of deserving nature to the process of human resource development.

Problems and prospects of SAARC are the main concern of chapter six. Socio-economic complexities in the region regulate the idea that human as a resource is difficult to operate for his well being, thus reflecting and imposing a problem to economic development. So far, SAARC nations with their more verbal commitments rather than implementation oriented have come up with many possible expressions (in existing socio-economic arena) to tackle with all these complexities which are thought to be a panacea to the development of the region's human resource wealth with

some specific long term perspectives and basic needs programmes.

Now in concluding the whole process of human resource development in light of socio-economic complexities with reference to historical development and present hopes for future in the region one may find a state where many questions can be put together.

If not the present plans and policies favourable for human development what would be an alternative for it?

As it is understood that human nature is pliable to any change, are there any possibilities to promote efforts in a wholistic approach for the development of economy?

So far SAARC's efforts have been less practical and more at meeting levels, what can be initiated to make it a practical experience for the emerging concern of all developing economies of the region?

Similar to these, more questions can be interwined with the whole set-up of regional inequalities at macro and micro levels which may be interpreted in the form of answers (recemondations).

7.2 As Human Resource Development is an essential base for economic development and an important end in itself, today's policy issues face a government dilemma of having to choose between adjusting to shot-down economic and fiscal constraints and pursuing long term human resource goals, the danger being the former will dominate the later.

Moreover policies aimed at improving the economic and social situation of human resources will not be fully effective unless they are integrated within the comprehensive objectives of each society.

Although, by historical standards, the progress achieved in many South Asian countries over the past few decades is actually more impressive than often realized, but it is not sufficient to the increasing regional inequalities for the desirable prospects for the future. Therefore, it is an attempt to convey few feasible measures (considering the infancy of SAARC to its plans and policies, and in the light of persisting socio-economic structure and the state of different components of human resources as well as inter-regional political understandings) may be effective enough to bring desirable development of human quality and strengthen our efforts in a more practical way.

Economic progress cannot do without a firm social basis, and the concept of human resource development is a link that weaves together at host of socio-economic considerations in the formulation of development strategies at national as well as international level.

In terms of economic crisis and reduced public resources (due to any untoward circumstances) governments policy choice can be as follows:

Reducing inefficiency within the public services e.g. eliminating wasteful use of reesources.

The development of human capabities should not be seen as objective with a definite endpoint but as a process continuing in time without end.

Beside limited physical expansion of arable land the capital accumulation is also unlikely to grow as fast as before in the region, it is urged to look for an alternative for economic development. Considering that human resource development remains solitary which seems to be compensatory to both.

Human resource development and equity must go together so that it would have long term impact in the future. If there is a possibility of any "trickle

down" effect the economic growth to the poor then, this must be observed throughout the whole process.

Under-utilised labour due to structural adjustment and un-utilized labourers can be transformed into investments which can help to sustain economic growth in the long run with labour intensive construction projects.

Relevant role of education in the process of human resource development must be interrelated by formulating and implementing different plans and policies. A programme of school meals improve the nutrition of young people leading to reduced drop-outs from schools and hence to an increase in the quality of education system.

Because of importance of family planning services and in reducing fertility access to such services assumes special relevance in human resource development.

With the high birth rate there will be a pressure on food, health, education and other services while low birth rates will result a decreasing number of children where pressure on different components is more relieved and more care can be given to the accessibility of all these vital services.

Demographic investment at any level will consume resources which might otherwise become available for economic development. But with the economic development in a planned and integrated way the expenditure on demographic parameters (social expenditure) will come down and economic expenditure will start increasing ultimately. In this direction motivation power may play an important role.

Programmes for alleviating poverty, reduction of economic and social inequalities, improving productivity, manpower planning and training, educational services, health facilities and housing for poor etc are viewed as integral parts of human resource development. These may be given proper attention in an integrated manner.

Expenditure on improving human capabilities have the potential to yield a return to society no less than the return from physical capital formation e.g. education, this has to be a part of a package of measures. Rapid expansion of education is also a problem in terms of quality which is unsatisfactory. High competition in the job market and also in order to secure a job by examination has resulted in "degree disease" and "diploma disease" with high amount of

corruption in the procedure and social ethos leading to a "marathon race for civil services" have become quite important issues in quality of education.

Obstacles to human capability expansion- illiteracy, lack of knowledge, lack of confidence, passivity which are barriers to participation of individual and group of society with lack of association and organization due to religion, caste, creed, status, gender discrimination etc. preclude effective participation equally in economic or social by some groups.

Some of the obstacles are more amenable to policy than others. Effective role of government by providing information and an organizational framework, to ensure that the insentives are right and let the people do the rest is to be followed.

Nearly 70% of South Asian human resources inhabits in rural areas where the situation of development is not satisfactory. Therefore, the process of human resource development should begin from intensive rural development programmes as a collective regional approach.

There is a temporal dimension to the alleviation of poverty. Sustained economic growth is crucial to reducing poverty in the large run. The rates at which physical capital and human capital accumulate and technical progress occurs, in relation to the growth of population and labour force are among the decisive factors. Target group approach as well as area/social group specific approach at all level would have more positive result.

Women participation in development processes is very important. Nutrition care of women specially during pregnancy stage, no gender discrimination in education, and job etc. as well as proper women development plans may ease the process of human resource development.

In few areas the process of human development has been hampered by floods, draught, and many untoward incidents etc. A proper forecasting methods would help in combating with such problems for the well being of the denizen of the region.

"Unemployment" is a waste of human resource development, the severity of the phenomenon must be realized without any delay so that number of crimes, and political agitations etc. can be brought about the

minimum level. Unemployment and problems of youth should be given top priority at regional.

Urban-Rural migration should be encouraged by assuring the supply of necessary services to those moving to rural areas.

Decentralization of economic activities and basic amenities may apprehend the deterioration of the urban environment which is thought to be cumbersome to the human development processes.

Traditional agricultural system still tend to absorb more labour force which can be diverted to other sectors of economy. New policies must replace traditional system (more percentage of population in Agriculture with comparatively less share of total gross domestic production). Thus transitional is better than traditional.

Professional and skilled workers migration impose a serious problem to human resource development as longer gestation period is required in replacing them and the process of replacement creates an additional strain on the whole process of human development. Policies must be formulated to provide better prospects

to such emigrants within the patriotic heritage of nations etc..

Population growth is not the sole cause of the difficulties faced in the process of human development and family planning alone is not a sufficient programme for developing economy. Economic development is the function of technical progress, capital accumulation and healthy labour force. These factors as well as other components of development must be given proper attention.

At last but not the least SAARC as a regional group must realize the now is the time to look for a better and healthy future of its parts (all countries of South Asia).

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