

## **Human Resources: Demographic Dividend- Quality and Workforce**

### **1. Introduction**

The present exercise deals extensively on focusing the factors specific to Nagpur district's demographic development having a bearing on quality of human life by identifying their contribution and constraints to human development, focus literacy status and impact of ill health as visible in terms mortality-infant and child. The demographic change witnessed in India is gradually moving from bottom heavy population to an economy to that is middle heavy (GOI 2012). A very high proportion of India's population is still young (with the proportion of children under 18 years of age nearly 40% of the population) and will continue to be so in the near future.

This paper not only serves as a summary of the demographic development scenario in Nagpur district but also seeks explanations as to why the district has fared well in certain areas and lagging behind in some other areas .A synoptic view of District 's demographic development attempts to capture the sub district level/block wise variations in socio economic indicators of development so as to prepare a blueprint of balanced human development strategy ensuring people's participation at the grass root level. This paper makes an analysis of the demographic characteristics of the people of the district encompassing the characteristics like age –sex distribution, literacy, occupational distribution of working population, rural-urban growth etc. having a bearing on the livelihood opportunities, educational achievements, gender disparities etc. The present chapter also attempts to identify certain areas demanding active government intervention and participation of the civil society to ensure that most vulnerable groups benefit from the development process.It attempts to provide a comprehensive picture of demographic development at the sub district level in three modes of presentation: It gives analytical explanations of broad demographic characteristics.

Factors contributing to human development are disaggregated and analysed at Block/Sub district level with a view to understand inter –block/block disparities and probable reasons behind them. The chapter also provides snapshot view of development of the district in terms of socio-economic, demographic attributes.

## **2. Research Methodology**

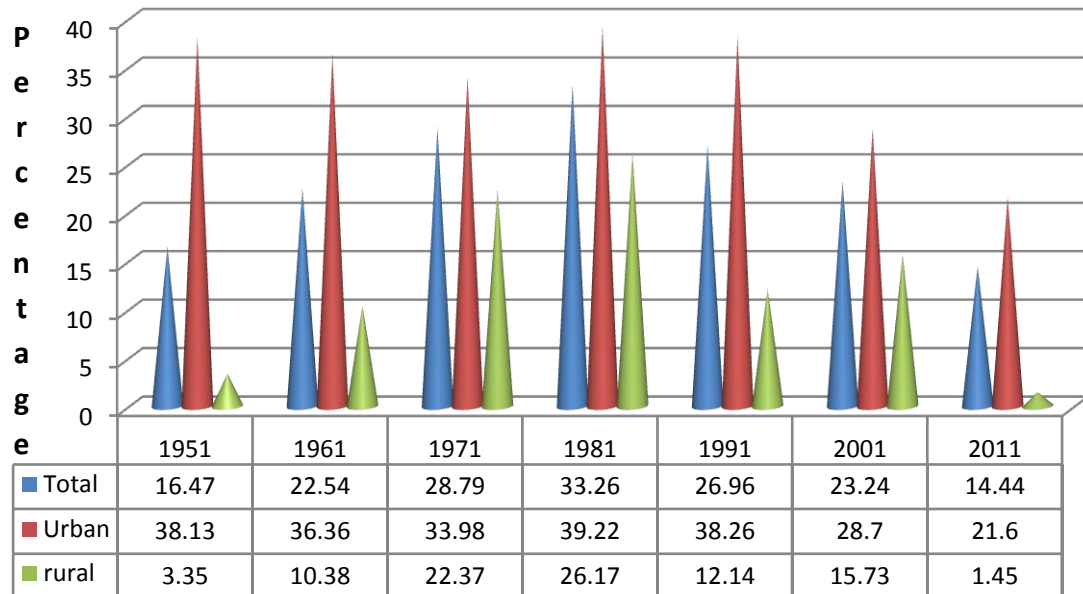
The analysis of the data for the current chapter is mainly based on the secondary source, drawn from various govt and non govt agencies and the reports published by the govt agencies from time to time. Data were collected from Census of India, Director General of Census Operations, Bureau of Economics and Statistics and Socio Economic Review of Nagpur district, Economic Survey of Maharashtra. The District Human Development Report [DHDR] of other states were also referred to draw valuable inputs.

### **3.0 Demographic profile of Nagpur district**

Demographic characteristics play a critical role in determining the quality of life of the population and shaping the overall human development scenario of the region. Periodization of demographic history brings out in nutshell the existence and development of livelihood opportunities.

A comparative picture of the district population with the State will not be out of place. Total population of the state of Maharashtra as per 2011 census, is enumerated as 11,23,72,972 which is 9.29 per cent of All India population. As per 2011 census, the total population enumerated in Nagpur district is 46,53,570 consisting of 23,84,975 [51.25%] males and 22,68,595 [48.74] females. Its share in the state population is estimated at 4.14 per cent in 2011]

## Nagpur District: Decadal Growth Rates of Population



- The decade 1971- 1981 shows alarming growth of total as well as urban and rural population.
- 3.32%- total population growth.
- 3.92% urban population growth.
- 2.62% rural population growth.
- This is stage of population explosion in the demographic history of Nagpur District.

### 4.0 Level of Urbanization and Growth of Rural /Urban Population

Urbanization is considered as one of the important demographic features shaping the quality of life of the population by generating employment and income opportunities through the process of industrialization and other related developments. Externalities generated from urbanisation and the socio economic- cultural implications of rural urban, intra and inter regional migration have significant impact on the entire process of human development.

After independence, India witnessed faster increase in people living in urban areas. State of Maharashtra always recorded higher level of urbanization than India as a whole. However, recently it has lost its top most position. Urban population claimed 45.2 per cent share to the

total population in 2011 in the State. The State of Maharashtra witnessed a consistently rising share of urban population since 1961. From 28.2 percent in 1961 the share of urban population experienced a consistent growth to 45.2 per cent in 2011.

The same pattern is observed in Nagpur district. From 52.1 per cent share of urban population in 1961, it witnessed a growth to 68.3 per cent in 2011. For all the census years under consideration, [1961 to 2011], the share of urban population in the district is higher than the State.

**Table : Urbanization in Nagpur [% share to total population]**

|             |      |      |      |      |      |      |
|-------------|------|------|------|------|------|------|
| Nagpur      | 1961 | 1971 | 1981 | 1991 | 2001 | 2011 |
| District    | 52.1 | 54.3 | 56.8 | 61.8 | 64.3 | 68.3 |
| Maharashtra | 28.2 | 31.2 | 35.0 | 38.7 | 42.4 | 45.2 |
| India       |      |      |      |      |      |      |

*Source: Census of India, different issues.*

The falling tendency of the urban population growth may also indicate slowing pace of development in urban pockets thereby weakening the strength of pull factors like industrialization, growth in quality infrastructure-educational infrastructure, road connectivity, etc leading to rural urban migration. Development Gap originating from the human resource gap has its roots in rural –urban disparities in population growth and its associated deficiencies in quality infrastructure. The issue of rising number of people deserting villages and creating excessive pressure on existing urban amenities need to be addressed through policy intervention.

## **5.0 Urban-Rural distribution of population**

Urbanisation is considered as one of the important demographic features shaping the quality of life of the population by generating employment and income opportunities through the process of industrialisation. Externalities generated from excessive urbanisation and the socio economic- cultural implications of rural urban migration, intra and inter regional migration have significant impact on the entire process of human development. This necessitates a study of population distribution into rural and urban areas of the district. Level of urbanization is defined as per cent of persons living in urban areas. Urban areas are defined as all places with a municipality, municipal corporation cantonment board or notified town area committee etc with minimum population of 5000 but at least 75% of male working

population engaged in non –agricultural activities. It must have population density of 400 per sq km.

With heavy pressure of population in these urban pockets, there may be excessive strain on the existing infrastructure. Any further developments in MIHAN and accelerated growth in IT parks, a blue print of sustainable urban growth and development needs to be prepared. Investment in provision of Water, Sanitation and other educational infrastructural facilities to satisfy the demand of growing urban population needs to be channelized on priority basis.

This is an indicative feature of growing urbanization which has opened up a broader range of livelihood opportunities with a concomitant rise in population density as people are attracted from elsewhere to this district. The slow growth of rural population needs an in-depth probe to investigate the factors behind the rural urban migration and its consequences. This trend needs to be analysed in terms of PUSH AND PULL FACTORS leading to outflow of rural population. Agrarian crisis and its manifestation in terms of farmer suicide can be considered as one of the powerful push factors or may be labeled as poverty induced rural urban migration. It has wide ranging socio- economic and cultural implications changing the entire complexion of the growth process. The pull factors in the spectacular growth of urban population in Nagpur district are suggestive of growing income/ employment opportunities in Nagpur district. The expected developments in MIHAN and other related developmental opportunities originating from the expansion of education, training, skill development and capacity building programmes and huge investment in infrastructure has played a critical role in attracting the population towards urban region of Nagpur district

There is no even/uniform spread of urban population over the urban areas of Nagpur district. The highest concentration of urban population is witnessed in Nagpur urban, Kamptee, Hingna, Nagpur rural, and Saoner. They account for 92% of the urban population of the district. Excessive concentration of population in Nagpur and outskirts of Nagpur may create strains on the existing infrastructure, sanitation, sewage facilities thereby adversely affecting the quality of life of population in the urban areas. The policy interventions to ensure minimum facilities in above dimensions related to human development needs to be spelt out to guarantee the quality of life of the urban population.

## **6.0. Age structure of the Population, Dependency Ratios and Demographic dividend**

Age structure of Nagpur District population reveals an almost similar pattern as witnessed at all India level. India is gradually moving from bottom heavy population to an economy that is middle heavy (GOI2012).

Widening of the scope of population pyramid at middle (15 to 60 years) age group is indicative of rising proportion of working population showing the readiness of this segment to shoulder the responsibility of children and old age population. It is an opportunity to harvest demographic dividend.

In 2011, the population of 12,06,606 is enumerated in the age group 0 to 15 and 30,57,619 are enumerated in the age group 16 to 60 which shows that 65.70 per cent of the total population in Nagpur district belongs to the young /working age group (16 to 60 years according to 2011 census). A corresponding narrowing of the bottom level population (0-6 age group) is witnessed during decade 2001 to 2011 from 12.38% to 10.68% (Census 2001 and 2011). A fall in the child dependency ratio from 52.36 percent to 39.46 per cent is observed during the decade.

Population in the 60+ age group is enumerated as 3,76,883 which gives an estimate of old age dependency ratio as 12.33 per cent. This shows a rise in the old age dependency ratio from 9.96 per cent to 12.33 per cent.

## **07.0 The Rural-Urban Divide**

The rural and urban sectors of an economy are interconnected economically, financially, and socially. Ideally, resources such as capital and labour should move freely between these two sectors.

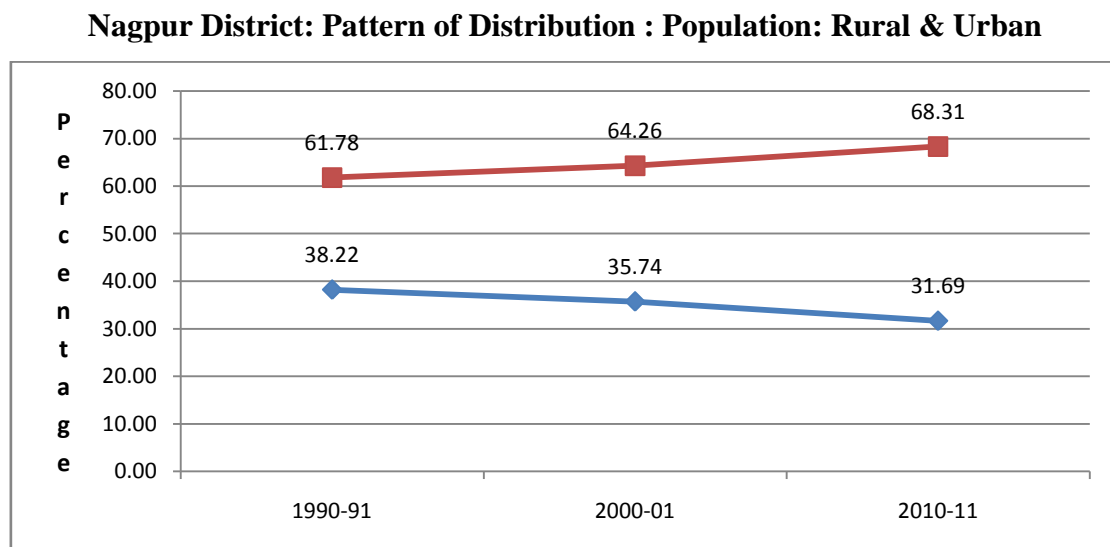
In an undistorted economy, marginal returns to any factor of production, be it rural or urban, should be equal. As a result, labour productivity and consequently per capita income should be the same. However, the relationship between urban and rural sectors in many developing countries is still characterized by an economic dualism, in other words, by the coexistence of a modern urban sector and a traditional rural sector. This duality arose because many developing countries like India pursued a heavy industrialization development strategy based

on the transfer of resources and labour surpluses from the traditional rural sector to the modern urban sector.

Cities take up less than two percent of the Earth's land surface, but are home to almost half of the world's population and utilize seventy-five percent of the Earth's resources. According to the World Bank, urban areas in developing countries account for an estimated 60 - 80 percent of GDP.

Urban populations report higher levels of income mainly drawn from secondary & tertiary sectors; and have better access to employability, health care, education, water, sanitation and other services. In contrast the rural populations rely on primary sector and report low levels of income; and have limited access to employability, health care, education, water, sanitation and other services. The complex rural urban divide has lead to a multiplicity of economic and social problems all over the world.

In relation to Nagpur District, according to the census of 2011, 68.31% of the population resides in urban areas and the balance of 31.69% stick to the rural areas. The Urban & Rural distribution of population of Nagpur District as of 1991, 2001 and 2011 is presented as below:



The striking revelation is that of a sharp decline in the percentage of rural inhabitation. The rural population has slipped down from 38.22% in 1990-91 to 35.74% by 2000-01 and to 31.69% in 2010-11.

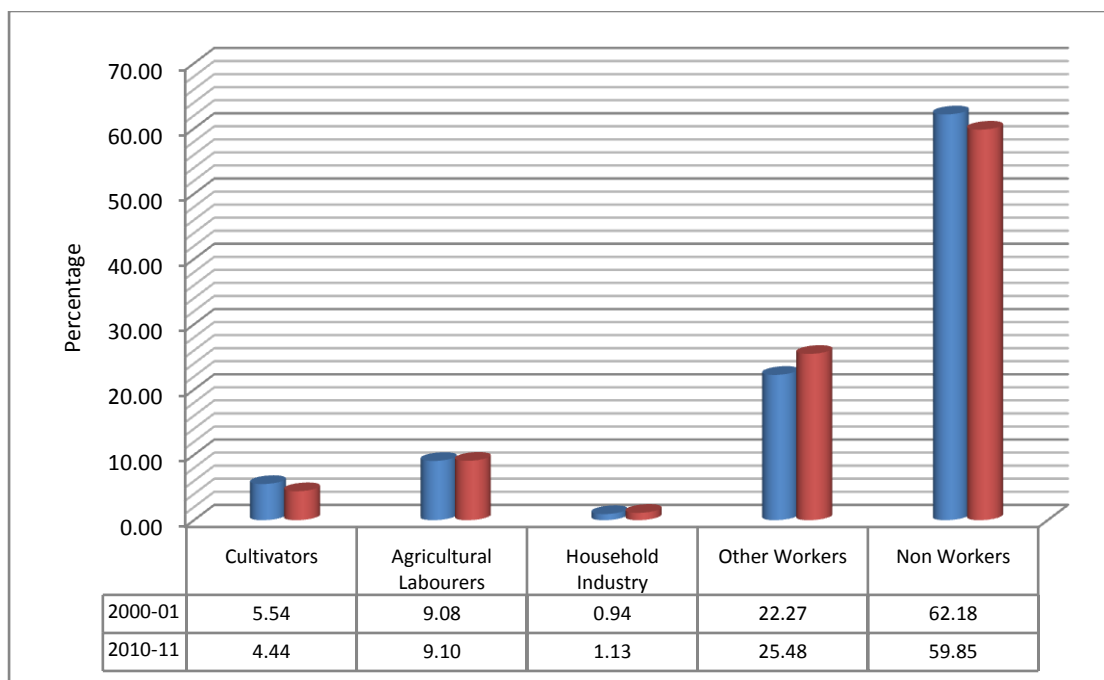
Uncontained migrations from rural areas to urban areas are bound to widen the rural urban divide. The remedial measures that enable better access of the rural population to employability, health care, education, water, sanitation and other services would not only prevent the migrations but also would improve the overall well being of the rural residents.

### 08.0 Income Inequality

Human Development visualizes equality of income. It is reported that In India income inequality continues to grow in terms of low agricultural growth, low quality employment growth, low human development, rural-urban divides, gender and social inequalities, and regional disparities. However, such of these measures are not available either at the state level or at the district level. One means of looking at the inequalities at the lower formations could be on the analogy of occupational distribution of the population.

The graph below compares the occupational distribution of population of Nagpur District between 2000-01 and 2010-11.

**Nagpur District: Comparison of Occupational Distribution**



It may be observed that the proportion of Cultivators has come down from 5.54% in 2000-01 to 4.44% in 2010-11; the proportion of Agriculture Labourers has remained, more or less stagnant, the movement being from 9.08% to 9.10%; Household Industry has increased marginally from 0.94% to 1.13%; Other Workers have increased their share substantially



from 22.27% to 25.48%; and Non Workers' share has declined considerably from 62.18% to 59.18%.

Declining proportion of Non Workers is indicative of increasing levels of employment and consequent declining inequalities; but the worrisome feature is the reduction in the percentage of Cultivators, who are the backbone of the district. A further examination of the figures of the occupational distribution and the computations drawn there from have thrown up that the proportion of cultivators has declined from 14.65% of the total workers in the district in 2001 to 11.06% in 2011. Similarly, the proportion of Agricultural Labourers has also declined from 24.00% of the total workers in 2001 to 22.67% in 2011.

Considerable number of cultivators are lured by the increasing land prices and sell off their cultivable lands to the investing urban rich. The intention of the buyer, generally, is to park surplus funds for long term gains. In the process the cultivator turns landless, and the cultivable land turns unproductive. Here is a Critical Issue that may necessitate detailed investigation and policy intervention. Prevention of decline in the proportion of cultivators and agricultural labourers to that of the total workers is an important concern that needs to be addressed on priority.

#### **9.0 Workers and their distribution into various categories:**

**Labour Force in Nagpur District:** Labour force and its participation in gainful economic activities is a critical as well as strategic variable in the process of development. Investment in labour force facilitates its skill up gradation and thereby its contribution to development. Externalities generated by skilled labour force are beneficial to the society at large. It yields dividend to the society in terms of rising income and quality of life.

A remarkable growth in working population is also noticed [from 9,88,041 to 18,68,560] during the time span of 1981 to 2011. Though a consistently rising trend in the size of the workers is observed during 1981 to 2011, the same consistency is not seen their proportion. It witnessed a fall from 38.17% in 1981 to 37.50% in 1991. A small increment to 37.82% in its proportion was observed in 2001. In 2011, a remarkable growth both in size of the working population and its proportion [40.16%] is noticed which is indicative of its potential contribution.

Status of cultivators as owners of land seems to have been deteriorated into agricultural labourers turning them into agricultural labourers which showed a 40% rise in their number during a period of three decades. This rise for male and female agricultural labourers is 45% and 34.03% respectively.

Workers constitute the main pillar which supports the entire super structure of the economy. The age structure of Indian population shows 'Demographic Dividend' indicating significant proportion of population in the working age group. In case of Nagpur district, the total number of workers is estimated at 18,68,560. The proportion of workers to the total population is estimated at 40.15% as per the 2011 census. Non workers are estimated at 27,85,010. The share of non workers is estimated at 59.84%.

Disaggregation of main workers into various categories shows highest proportion of agricultural laborers [18.10 % the total workers and 20.44% to the main workers] followed by cultivators. Cultivators claim 10.10% to the total workers and 11.41% to the main workers.

Workers in household industries account for 2.33% share to the total workers and 2.63% share to the main workers. The share of other main workers is estimated at 58.01% to the total workers.

High proportion of agricultural laborers to the total workers shows the impact of agrarian crisis which compelled the cultivators to change their status into agri-labourers.

## **10.0 Conclusion**

A lot can be achieved by cementing the Strengths of the District, Overcoming the Weaknesses, Making use of the Opportunities to the Optimum and Preventing the Threats. Perhaps, the time is ripe to revisit the preachings of the Mahatma Gandhi; and to adhere to the fundamentals of Innovation, Simplicity, Self Governance, and Self Sustainability towards an Equitable Economic Well Being where by Human Capabilities of Nagpur District may be structured and brought into effective play for the well being of the society, the region and the nation as a whole. This demographic advantage as reflected in high proportion of working population needs to be translated into returns – economic, social, and political through state intervention by ensuring this segment of the population good quality education, employment

and healthy life. This will facilitate their contribution to the stream of production and development of the region, at the same time ensuring demographic dividend of the society at large. However, building competencies and nurturing capabilities of the young population is a big challenge. There is a lot of scope for the state to have policy intervention to address the basic minimum requirements of the youth, to fully utilize their potential.

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