

WORKFORCE IN GADCHIROLI DISTRICT OF MAHARASHTRA STATE**G. S. Naitam**Arts, Commerce & Science College, Tukum, Chandrapur.
ghanshyam.naitam16@gmail.com**ABSTRACT**

Human resource development index (HDI) is the major indicator of development and it is essential for the planning purpose. Whereas working population is one of the indicators of assessment of HDI. Maharashtra's HDI is 0.58 and rank is 7, whereas Gadchiroli's ranks 35th in Maharashtra state (MHDI Report 2012). Here is an attempt to study the workforce of Gadchiroli district of Maharashtra state. The study is based on secondary data. Population data is collected from Census of India 2001 and 2011. It is tabulated and analyzed. It shows that Gadchiroli district has 74.36 percent literacy rate and there is literacy gap in male and female workforce. Whereas, at present workforce is 54.45 percent. There is 17.5 percent increase in workforce in 2011 compared to 2001 and decrease in dependency ratio. This shows the development in Gadchiroli district. Regional distribution of workforce shows variation of 10 percent and there is gender variation too. Gadchiroli, Armori, Dhanora and Sironchatahsils have high growth rate between 20 to 30, Whereas medium growth rate is observed in Desaignanj, Chamorshi, Bhamragadtahsils, and least growth is seen in Etapallitahsil, which is thick forested, isolated and mountainous region.

Keywords: Workforce, Gadchiroli, HDI, Development.

Introduction

Human resource development index (HDI) is essential for planning purpose as well as it is one of the indicators of development. Whereas working population is one of the indicators of assessment of HDI. Maharashtra states HDI is 0.58 and rate is 4th in India, whereas, Gadchiroli HDI is 0.21 and rank is 35 in Maharashtra state (MS HDI Report 2012).

Change in The Size, composition and distribution of the population are closely associated with the workforce and the other hand Workforce Participation rates vary according to the stages of economics development, across cultures, age groups and sexes. Indian economy has been predominantly Agriculture which contribute about one third to the economy and employs more than half of the workforce. The Agriculture is understandably not able to absorb a significant numbers of additional workers. However with modernization, urbanization and industrial development picking up, there is likely to be a shift in the occupational structure of the Indian Workforce.

Changes in population is the pattern of growth not just growth that is important for human development, it has enable to improvement in production capabilities of the people and their participation in value-added activities thereby increasing their purchasing power (HDI Report 2012).

Here is an attempt to study the Workforce Data derived from Censuses for the period 2001 to 2011. This Study draw the present status of Workforce in Gadchiroli District and it will be useful for future perspective.

What is Workforce

In Indian census, Work is designed as participation in any economical productive activity with as without compensation, Wages or profit. Such participation may be physical or mentally in nature. Work involves not only actual work but also includes effective supervision and direction of work of form, family enterprise or in any other economic activity. All persons engaged in Work in any Time in the last one year were categorized as Worker. Population is classified into Workers and non-Worker categories.

Works

Workers are basically classified into main and marginal categories. Those who have Worked in minimum Six months or more during last year is called marginal Workers. Those, main and marginal Worker classified mainly into four categories i.e. Cultivator, Agriculture Labour, household industrial workers and other Workers. Whereas cultivator and Agriculture labor know as Agriculture Worker and other called non Agriculture Workers

Non Worker

A persons who has not Worked at all in any economically productive activity during last one year is termed as non-Workers whereas logically group of 0-14 and 60 fall into this categories. This population called as unproductive.

Aims and Objective

Major aims of study are that the workforce in Gadchiroli district of Maharashtra state.

1. To study the growth rate of workforce in Gadchiroli district.
2. To study the participation rate of workforce in Gadchiorli district.
3. To study the Dependency ratio in Gadchiroli District

1. Growth rate of workforce:-

$$\text{Growth rate} = \frac{P1-P2}{P2} \times 100$$

P1= Current year population
P2=Last year population

2. Workforce participation rate:-

$$\text{WPR} = \frac{TW}{TP} \times 100$$

TW= Total workers
TP= Total Population

3. Dependency ratio:-

$$\text{DR} = \frac{\text{Number of people (age group 0-14 \& above 60)}}{\text{Number of people (age group 15-59)}} \times 100$$

Here is an attempt to study workforce of Gadchiroli district in terms of given indicators and also a comparisons is made in respect to workforce and economic development. On that basis summarized the finding emerging from the above discussion.

Study Area

Gadchiroli district is located in the very East of Maharashtra and having state border of Chattisgarh and Telangana, both are naxal affected area. Gadchiroli district is dominantly known as one of tribal region and Red corridor use to describe areas in India.

Gadchiroli district has established on 26th August 1982, to separate by Chandrapur district. It is bounded by Bhandara, Gondia and Chandrapur district of Maharashtra. The

Hypothesis

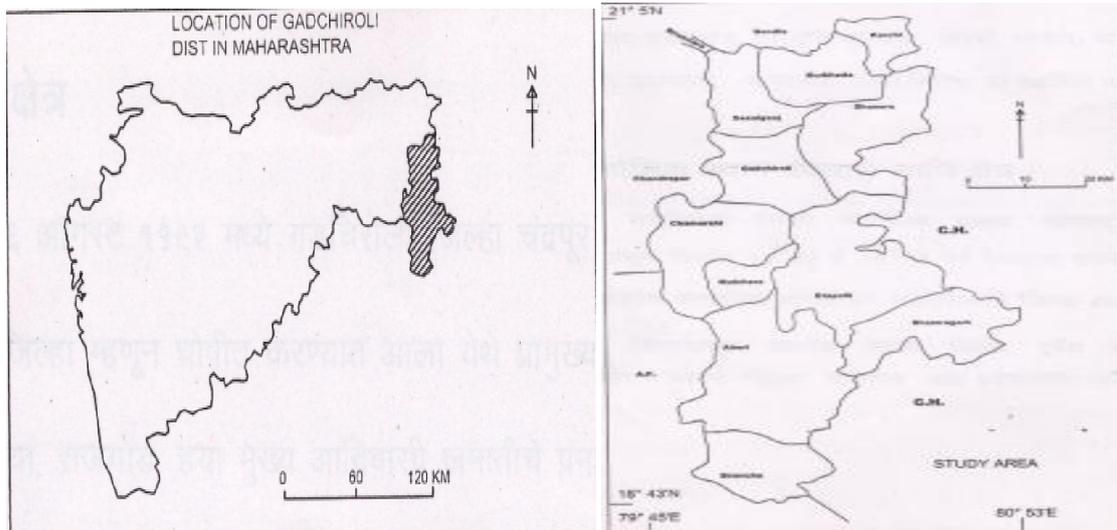
Whereas, the share of workforce increased in the total population then in the dependency ratio has gradually decreased and it's helpful for the development of Gadchiroli District.

Database and Methodology

The study is based on census data for the Gadchiroli district in the year of 2001 – 2011. Secondary databasically, working and non-working population is used. The study is focus on the analysis of workforce data at Tahsil level. The following indicators are used to analyzed

geographical extension is 18°42' N to 21°05' N and 79°45'E to 80°53'E. Total geographical area is 14412 sq.km. and total population is 10,72,942 (Census 2011). It is the fourth largest district in area. The district is divided into 12 Tahsils.

Geographically the surrounding region is basically plain in the western part of region and basically hilly region in eastern part of district. Wainganga, Pranhita and Godavari are main rivers of district and they formed fertile Alluvial Soil, which is mostly under cultivation. This region comes under moist sub humid bio-climatic region IV and agro-climatic zone XI. It is mostly densely forested area and main occupation is Agriculture.



Map location

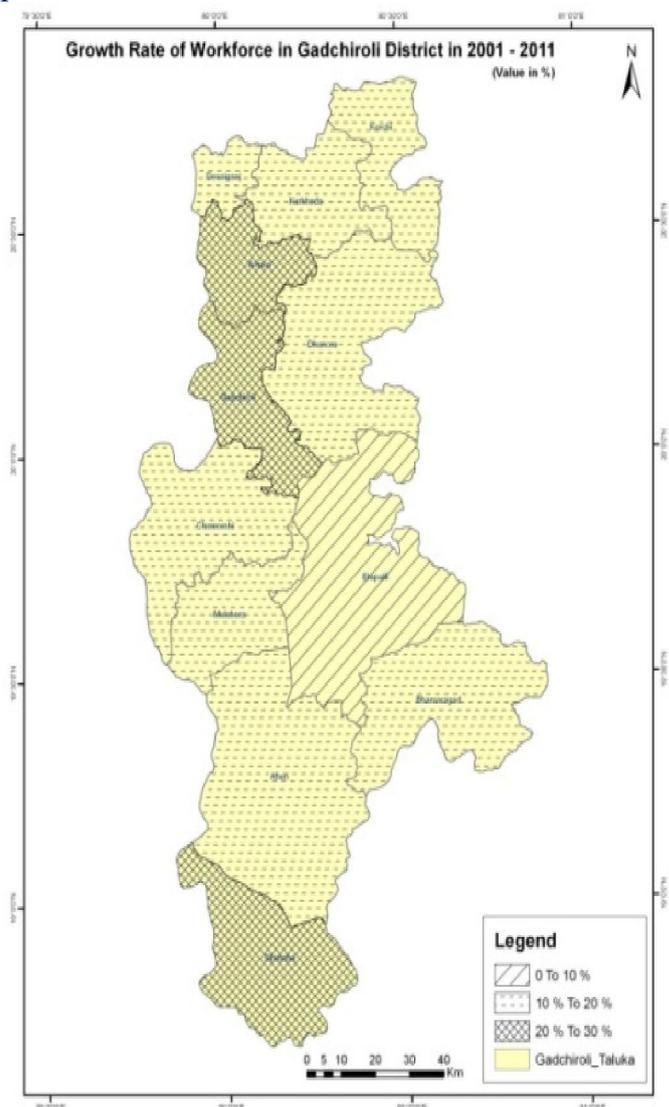
Distribution of Workforce in Gadchiroli District

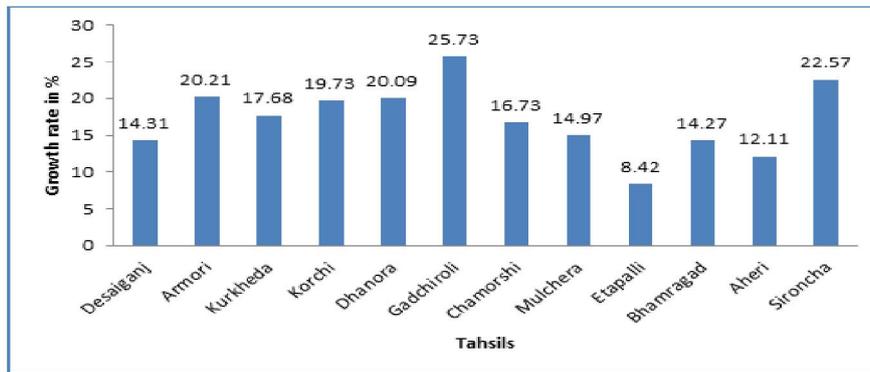
Gadchiroli is one of the agro based economy district as like as India. More than 81 percent people of total working population are engaged in agricultural activities and near about 45 percent people of total working population have employed under this category of economic activity, according to census 2011. In Gadchiroli district, total population was 970294 persons and 1072942 persons in 2001 and 2011 respectively and decadal growth is 10.5 percent. This growth of population till is not converted as a workforce. Whereas, 51.2 percent people in 2001 and 54.5 percent people in 2011 of total population are available to work.

Growth Rate of Workforce in Gadchiroli District 2001-2011

Growth in workforce is directly or indirectly affected to the development of the region. It is helpful us for planning and management of workforce. In Gadchiroli district, the growth rate of total workforce has increased during 2001 to 2011. There is 3.3 percent growth rate found in district level. The number of persons has increased but there is not found any growth in percentage. So we used to data of number of total workers to analysis of growth rate. Growth rate of workforce vary from tahsil to tahsil. The highest growth rate is found in Gadchiroli, Armori, KorchiDhanora and Sironchatahsil. It is near about 20-25 percent and other Chamorshi, Kurkheda, Desaiganj has

found 15 – 20 percent growth rate. In Mulchera, Ettapalli, Bhamragad, Aheri have low growth rate of workforce. It is above 0-15 percent.



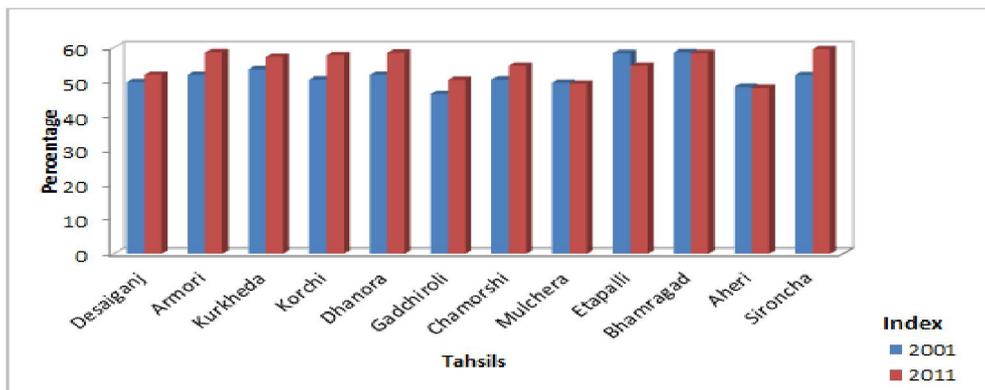


Growth Rate of Workforce in Gadchiroli District 2001-2011

Workforce Participation rate by Sex 2001-2011

Sex is a parameter of description of workforce. It shows the gender variation of workforce and their distribution. In Gadchiroli District whereas 55.5 percent male workers and 46.9 percent female workers in 2001. The gap between the participation of male and female

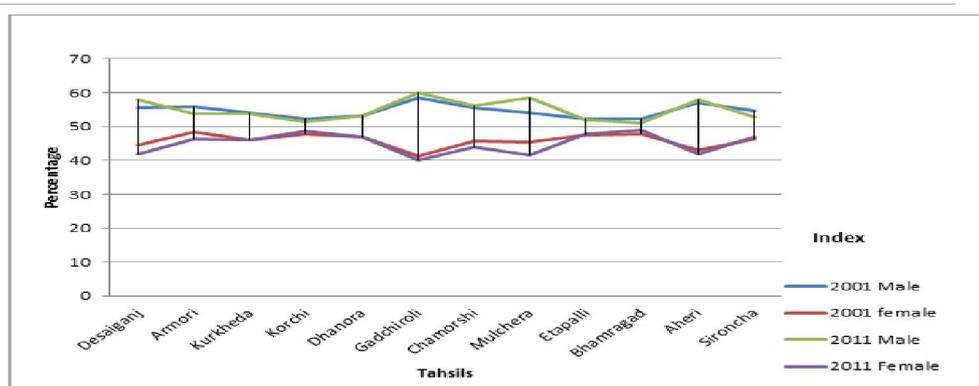
workforce is nearly 8.6 percent. In 2011 workforce participation by male and female are 55.3 percent male workers and 44.7 percent female workers. There is a gap between the participation of male and female in workforce is 10.06 percent. The gap between participation rates has increased by 2 percent in the year 2001-2011.



Workforce Participation rate by Sex 2001-2011

To compare with both years workforce participation of male and female are varied. Female work participation rate has gradually decreased from 2001-2011 but at the same time there is a little decline in the male work

participation rate on the other hand. The average participation of the male worker is 50 percent in 2001 and 55 percent in 2011. It shows the participation of the male workers is increased by 5 percent in this decade.



Workforce Participation rate by Sex 2001-2011

The highest work participation rate of Male is seen in Gadchiroli, Chamorshi, Desaignj, Mulchera and Aheritahsil. Whereas, the percentage of male workers have increased gradually. In Sironcha, Bhamragarh, Korchi, Ettapalli, Kurkheda and Armori Tahsils, there are little decline in the participation of male work force.

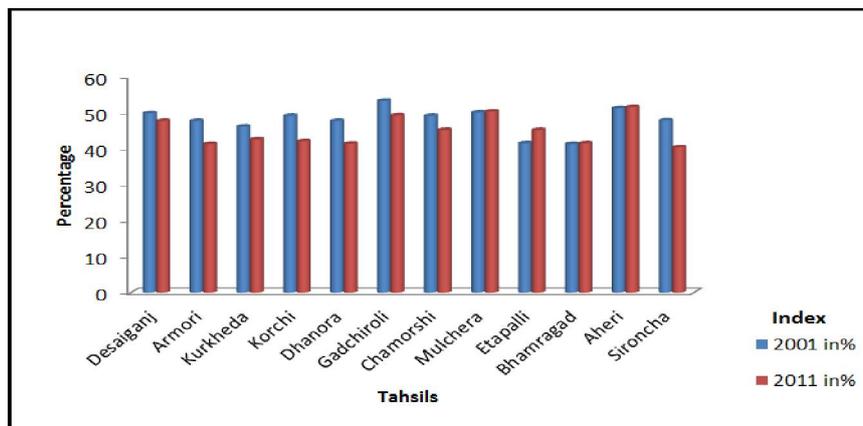
The average workforce participation by female worker is 45 percent in 2001 and 44 percent in 2011. It shows the participation of female workers declined by 1 percent. Mulchera Tahsil found highest declined recorded and Desaganj, Armori, Gadchiroli, Chamorshi tahsils also. Except Kurkheda, Korchi, Mulchera and Ettapalli have found little growth in the female participation.

Dependency Ratio in Gadchiroli District 2001-2011

Depended population is called as also non-working population. It is affected directly and

indirectly to the development of region. When the dependent population is higher than working population it is affected to development. Because dependent population is not participating in economic activity so it's called an unproductive population.

In Gadchiroli district dependency ratio is found nearly half of the total population. In 2001 there are dependency ratio is 48.8percent and in 2011 there is become 45.5 percent of total population. The dependency ratio has decreased by 3.3 percent. The working population increased by 3.3 percent on the other hand dependency ratio also decreased by 3.3 percent gradually. Talukawise dependency ratio is varying by each Taluka from 2001-2011. In Korchi, Dhanora, Armori and Sironcha found highest dependency ration and its follow by Desaganj, Kurkheda, Gadchiroli and Chamorshi.



Dependency ration in Gadchiroli District 2001-2011

Conclusion

Workforce in Gadchiroli district has studied on the parameters of growth rate, participation rate and dependency ratio. Above mention subject analyzed and finally following conclusion has occurred –

- 1) Only 3.3 percent growth rate of workforce is found in Gadchiroli district from the year 2001-2011 rather than the growth rate of total Population is 10.05 percent. The number of person has increased in workforce but there is not found any growth in percent.
- 2) Female work participation rate has gradually decrease from 2001-2011 but at the

same time there is a little decline in male work participation rate in some Tehsil.

- 3) The gap between the participation by male and female are wide range. The highest range found in GadchiroliTahsil and District also.
- 4) In Gadchiroli district male workers have dominant place in the work participation rather than female workers. It shows that the dominant of agriculture activity or primary activities done by people.
- 5) There are big scope for increase of workforce by reduction of dependency ratio

and increase the participation of female workers.

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