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ijirset@gmail.com



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Human Resource Development in Chhattisgarh

Dr. Kaveri Dabhadker

Assistant Professor, Government Bilasa Girls PG College Bilaspur, CG, India

ABSTRACT: Chhattisgarh is one of the youngest members of the Indian Union, born on 1st November 2000. The *raison d'être* of Chhattisgarh was economic and social underdevelopment of this region in undivided Madhya Pradesh. The formation of the new State has thrown both challenges and opportunities for the development of the State. These challenges assume a new dimension in the backdrop of the fact that around 32 percent of the population of Chhattisgarh belongs to Scheduled Tribes and another 12 percent belongs to the Scheduled Castes. Undoubtedly, economic growth without social growth would further accentuate the regional, sectoral and communal disparities. It is in this backdrop that the concept of human development and this Report are of vital importance to the State of Chhattisgarh. The Human Development Report of Chhattisgarh is a unique document in more ways than one. The documentation exercise itself is without any parallel. The sheer number of people who participated in preparation of this Report is mind-boggling. Facts and figures, which have been quoted by various Government agencies, have been commented upon by the people and various claims and counterclaims have also been verified or refuted by the people themselves.

One of the many remarkable features of this Report is that the perceptions of people at the grassroot level and the facts and figures have been presented in original without any cosmetic doctoring, irrespective of their sweetness or bitterness. Apparently, accuracy in reporting was one of the guiding principles of this Report. State have been adequately highlighted in the text of the HDR. The northern, southern and central regions have their own peculiarities and therefore there are no common solutions. The growth and development road map has to be evolved factoring the ground realities. The strategy of growth has to be tailored as per the regional fabric i.e. the Human and Material Resources. We have to be extremely careful as diverse action plans often lead to dilution of goals, frittering away scant resources. While it is true that being a young State, we lack organisational maturity and infrastructure; it is also true that the young possess youthful exuberance, enthusiasm, greater energy and determination. We must exploit our greatest strength – our participative work culture (as demonstrated in the preparation in the Report) to take our people ahead rapidly, along the road leading to an improved quality of life. State has developed Bridge material for tribal children for classes 1-5 in six different tribal languages namely Halbi, Gondi, Shadri, Sargujia, Kadokh. State has rationalised the schools due to which there has been decrease of 2364 schools in the number of schools. Rationalization has shown in the decline in the enrolment of children to the tune of 1.049 lakh children. This has amounted to decrease in funding of Rs. 457.60 lakh in uniform and 168.02 lakh in Textbooks. State has not been able to complete SLAS for 2013-14, 2014-15. It is expected that over the next three years all out-of-school children will be in school. For the year 2016-17, State has identified 36511 Out of School Children (OoSC) and it has committed that at least 1610 children out of these will be enrolled in schools during 2016- 17. State is encouraged to explore funding for activities through convergence from other Ministries like Ministry of Rural Development; Ministry of Drinking Water and Sanitation; Ministry of Health and Family Welfare; Ministry of Tribal Affairs; Ministry of Social Justice and Empowerment; Ministry of Minority Affairs; Ministry of Urban Development; Ministry of Science and Technology; Ministry of Culture and others. State is encouraged to explore funding for activities through convergence from other Ministries like Ministry of Rural Development; Ministry of Drinking Water and Sanitation; Ministry of Health and Family Welfare; Ministry of Tribal Affairs; Ministry of Social Justice and Empowerment; Ministry of Minority Affairs; Ministry of Urban Development; Ministry of Science and Technology; Ministry of Culture and others. PAB advised the State that all children enrolled in different interventions under Special Training should be given a unique id (preferably Aadhar number wherever available). It should be ensured that all children from special training centres are mainstreamed into regular schools and children once mainstreamed are not enrolled in special training centres again.

I. INTRODUCTION

The Chhattisgarh ki Jan Rapat is primarily an effort of the people of Chhattisgarh at the Village, District and State level. The Report is a tribute to the people of Chhattisgarh and is the culmination of the hard work done by the people of 19,000 villages, the sangwaaris (village facilitators) and the village Sahyogi Dals (village level task forces). We are



greatly indebted to the Cabinet sub committee, which was formed under the chairmanship of Shri Amar Agrawal, Minister for Finance, Planning & Statistics, and Commerce & Industries to analyse the Report. The other members of the sub committee were Shri Ajay Chandrakar, Minister for Panchayat & Rural Development, Higher Education, Technical Education & Manpower Planning, Shri Rajesh Munat, Minister of State for Public Works & School Education, Dr. Krishna Murthy Bandhi, Minister of State for Health & Medical Education and Shri A. K. Vijayavargia, Chief Secretary. We are thankful to the Chairman and the members of the committee for providing valuable guidance in finalising this Report. The Report is an outcome of an interactive process that involved academia and academic institutions of Chhattisgarh, civil society organisations, Panchayat representatives, media and government institutions. The process included many workshops in all the regions of the State – workshops with civil society, workshops with media, workshops with sangwaaris and workshops with Panchayat representatives. All these institutions and people deserve special thanks.[1]

The Human Development Report team is grateful to the district level advisory boards, constituted in all the districts to facilitate the process of writing the village Jan Rapats. The Village Reports formed the basis of the district Jan Rapats. The chapters in this Report are primarily based on background papers prepared on the basis of village and district Jan Rapats. Subject experts collated these papers and the final chapters draw on their inputs and contributions. The chapters on Natural Resources, on Education, Knowledge and Information and Income and Livelihoods are largely based on the background papers prepared by Sanket Development Group. The chapter on Health and Well-being was put together by Ms. Rinchin, Mr. Amitabh Singh & Ms. Leena Singh developed the chapter on Society and Institutions and the chapter on Human Development in Chhattisgarh. The perception analysis in all the chapters has been prepared by the Debate team. The 16 district profiles are also based on inputs received from the Sanket Development Group. We are thankful to Ms. Nandini Oberoi, who reworked the chapters, and diligently edited the Report. She has also prepared the executive summary. The Report was prepared with the encouragement and support of the Planning Commission, Government of India. We thank Dr. Rohini Nayyar, Adviser, Rural Development, Planning Commission and Mr. B.N. Nanda, Director, Rural Development, Planning Commission for their support in the preparation of the Chhattisgarh HDR. We thank the Human Development Resource Centre (HDRC), UNDP India Country Office for providing training on estimating district income to the State and district level statistical officers. UNDP was supported by the Centre for Budget and Policy Studies, Bangalore and Spatial Data Pvt. Ltd., Bangalore in this training. The HDRC provided valuable support throughout the preparation of the HDR. We are thankful to Dr. K. Seeta Prabhu and Dr. Suraj Kumar who participated in the workshops and provided substantive guidance. They steered the process of preparation of the HDR, particularly during the finalisation of the Report. We are also thankful to Ms. Ritu Mathur who provided technical inputs throughout the exercise. Chhattisgarh ki Jan Rapat has also benefited from several non-government organisations and institutions in the State who provided valuable comments. The Human Development Report team received the active support of the Directorate of Economics and Statistics and many other Departments especially the Directorate of Health and Family Welfare, Directorate of Education, Office of the Principal Chief Conservator of Forests, Directorate of Industry, Directorate of Panchayat and Social Welfare. In statistical work, Mr. P. K. Bisi, Director, Directorate of Economics and Statistics provided necessary support during the entire process. [2,3]

The team that planned, organised and directed the collation of the Report under the guidance of Shri Sunil Kumar and Shri Vivek Dhand comprised of Dr. Alok Shukla, Shri Amit Agrawal and Shri Amit Kumar from the Government of Chhattisgarh. We are also thankful to Shri C. K. Khetan who provided great support and guidance in designing and printing this Report. We are especially thankful to Shri Amitabh Singh and Ms. Leena Singh from Debate team. This Report is the result of the hard work done by this team. Chhattisgarh infotech and biotech Promotion Society (CHiPS) gave all assistance to the project. Shri R. S. Awasthi, Dr. S. Joseph, Shri N. K. Saki, Shri Hemant Jain, Shri K. Harish Kumar and all the officials team of CHiPS, provided necessary support and coordination during the entire process. It may not be possible to mention the contribution of so many other individual and institutions that played a vital role in the preparation and publication of this Report. We are grateful to all these individuals and institutions.[4]

II. DISCUSSION

The current model of development is not resulting in equitable distribution of resources for everyone. It rewards only a few people. It undermines nature. And it is both unsustainable and risky. As the environment gets more damaged, the contribution of natural resources will decrease, and this will hurt the economy.

Thus, it is absolutely essential to create a new strategy, which focusses on the nation's natural capital. At the centre of this new model must lie people, who are the real owners of this natural capital: the people who live in villages and forests.[5]



Even as there is an economic slowdown nationally, Chhattisgarh's economy is doing well. Its development indicators are sound. The markets in the state are robust. This is due to a set of conscious policies. After the formation of our government a year ago, we decided to adopt Mahatma Gandhi's model of *gram swaraj*. We decided to focus on the importance of human capital in social development, and also emphasise the role of nature and the environment in growth.

For the last 19 years, the major emphasis of development was in urban cities. We shifted the focus to rural areas. We realised that if there is no economic development in villages, there is no possibility of powering the markets. There would be no demand. This then becomes a vicious cycle, affecting both rural and urban areas, suppliers and consumers, farmers and industry.

We focused on both immediate and long-term measures. The immediate measure was to shore up the faltering economy, and the long-term one was ensuring its sustenance. We waived farmers' loans soon after coming to power, and increased the minimum support price for paddy to ~2,500 rupees. We increased the cost of tendu leaves from ~2,500 to ~4,000 per standard bag. This was of tremendous help to remote tribal villages in Bastar in the southern part of the state, and Surguja in north.[6,7]

For the long-term, our focus was on taking steps to make the village completely self-sufficient and self-reliant. Chhattisgarh's village economy is based on rivers, streams, livestock, fertile land and fences. In the Chhattisgarhi dialect, this is referred to as *Narva-Garwa-Ghurva-Bari*.

Under this scheme, we have made arrangements to divert water from rivers and streams to provide irrigation to our fields. All village panchayats in the state are taking necessary steps to save and raise livestock by constructing *gothans*. Organic manure from these *gothans* is used to make the land more fertile. In addition, we are making sure that nutritional plants are used in fencing.

The concept of *Narva-Garwa-Ghurva-Bari* scheme is worth emulating in other parts of the country. The construction of *gothans* is providing large-scale employment opportunities as the management of each unit provides employment to at least 10 young persons.

Women who have formed support groups are manufacturing products using cow dung and packaging organic manure. But, this in itself was not considered enough. We thought that real empowerment will come with these products being marketed with the state's assistance.

Our focus was to create certain opportunities that encourage more production. This is why we changed the state's industrial policy. We felt that the best way forward was to give top priority to agriculture and forest-based industries. It is this holistic approach, with people placed at the centre, that can give India a new development model.[8]

III. RESULTS

In the world there is nothing sacred as jnana, the highest knowledge. There is nothing more precious in the world than true education. Only through education we understand creation and the truth about humanity. The education is not only for earning livelihood but also for awakening the inner self of the man and making him more peaceful and prosperous. Unfortunately, today the field of education has been afflicted by confusion of contradictory ideals. Freedom has led to licentiousness, reverence has receded from all relationships, institutions dedicated to the worship of goddess of learning, have changed into temples for the worship of goddess of wealth. In the present situation, the teacher has the greatest role in moulding the future of the country. Of all professions, his is the noblest, the most difficult and the most important. He should be an example to his pupils. If a teacher has a vice, thousands are polluted. If he is dedicated and pure, thousands of children will be improved and the nation will gain from educated men and women of character. A professional teacher is one who possesses certain constructs, knowledge, skills, understanding, and dispositions which he religiously utilizes in teaching. A teacher should be highly motivated and inspired in order to introduce innovations in teaching. The motivation will stem from basic knowledge of the subject, confidence, moral values, job-dignity and self-knowledge. Whole activity calls for systematic training and development. A multi-dimensional approach of developing competencies is required. The Human Resource Development Centre is a platform for the college and University teachers to refresh and orient them continuously in their related field in the domain of higher education.[9]

UGC-Human Resource Development Centre (HRDC) was renamed from UGC-Academic Staff College in 2015. UGC-Academic Staff College (ASC) was established on the lush green campus of Guru Ghasidas Vishwavidyalaya (A



Central University) on 27th March 2009 to cater to inservice training programmes for the faculty in various disciplines and plays a crucial role in the holistic development of teachers. The training programmes viz., Orientation programme, Refresher courses, Short term courses, Interaction programmes, Workshops, Seminars are regularly organized as per the guidelines of UGC, New Delhi. ASC has excellent Class rooms with Audio-Visual, Internet and Multimedia facilities; create an ambient environment for interactive learning.

State of the art ICT Laboratory with high speed internet and A-view video conference facilities further provide opportunities for participants to learn the soft skills by hands on training from time to time during programmes. HRDC has its own library with a limited number of books and digital resources to meet the needs of resource persons and participants. The Central library of the University also extends facilities of INFLIB NET, Science Direct, e-resources, books and journals to HRDC. Participants are given guest house, medical and transport facilities. Eminent academicians and researchers are invited as resource persons for delivering talks in the training programmes in addition to the senior faculty of the Vishwavidyalaya. The highly motivated faculty, state of the art facilities, excellent logistics and ambience are the strengths of HRDC, and key to the successful organisation of quality programmes. [10,11]

IV. CONCLUSION

This Human Development Report on the State of Chhattisgarh will not only provide an outline for policymaking, but will also stimulate an honest discussion and debate on the model of development of the State in the future. The most important aspect of this Report is the involvement of the common people. This Report is historic and one of its kind, as it incorporates the perception of the common people in its formulation. The Report is an expression of the voice of the people. It is an articulation of their needs and aspirations, disappointments and hopes as well as their expectations and contributions, collated and presented by a team of specialists. The Report derives from the Jan Rapat (People's Report) that was prepared at the village-level by the people themselves, on the basis of an extensive process of discussion, debate and consultation. The process is important because it has been far-reaching in its impact. [12,13]

It has led to an awakening and an unparalleled sense of participation, and has reaffirmed the State's faith in its people. The process of preparation of the State Human Development Report has been a gaon dahar chalav (return to the villages) campaign, the result of a clarion call to go back to the villages. The Jan Rapat was written by the people in each of the 19,128 villages in the State and ratified by the entire village community. As a result, development issues have been viewed through the eyes of the common people possibly for the first time, on this scale in the country. It is a fact that efficient management of Human Resources is as important as recruitment of suitable candidates. To smoothly carry-out all HR Functions, organizations have set up dedicated HR Divisions. We offer to undertake hiring at all levels in the HR Division as per the requirements of the client's company. [14]

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