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A Study on Human Resource Development Differential across the Murshidabad District of West Bengal in India

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Abstract:

Human development, as a concept implies a process of change attributes to human being – both quantitatively and qualitatively. Historically, HRD has referred to developing human resources in order to increase economic productivity and therefore a nation's wealth that is, very closely linked with economic outputs. The concept of human development has long been echoed by sages of ancient India. The sages wished that every human being should be happy, healthy and educated. It is always emphasized as central to the development of society Human Development is not only related to the environmental resources, its utilization through overall economic activities but also to the quality and vision of governance. This paper highlights some characteristics essential for understanding its economic backwardness and also human development, differential across the district as well as different blocks and municipalities also. To do this the data have been collected from District Statistical Handbook 2003, District census report in 2001 and West Bengal Human Development Report 2004 and National Human Development Report 2001.

Keywords: Human-development-index, urbanization, regional disparity, educational attainment, economic diversification

1. Introduction

The HDI was created to emphasize that people and their capabilities should be the ultimate criteria for assessing the development of a country, not economic growth alone. The HDI takes into account not only the average achievements of a country on health, education and income, but also how those achievements are distributed among its population by “discounting” each dimension's average value according to its level of inequality. According to the Report of NHDR (2001) the value of human development index of India is 0.381 and in case of West Bengal it is 0.404. According to WBHDR- 2004, H.D.I of Murshidabad district is 0.46 and ranks 15 among the all districts. This data shows that the value of HDI of Murshidabad is little more than the value of state. But in my study it will be clear that the human development is not equal among all the blocks and also municipalities in this district.

2. Location of the District

The present study is carried on Murshidabad district, West Bengal which is situated eastern river bank of Ganga and extends from 24° 50'20" N to 23° 43'30" N and 88° 46' E to 87° 49'17" E covering an area about 5324 sq. km. (District Census Handbook, 2001). The district has 7 Municipal towns, 11 Non-Municipal towns, and 1 outgrowth. Furthermore, the district is sub-divided into 26 Panchayat Samaties, 254 Gram Panchayats & 2210 Moujas. or administrative purposes, the district is divided into 5 Sub-divisions & 26 development blocks.

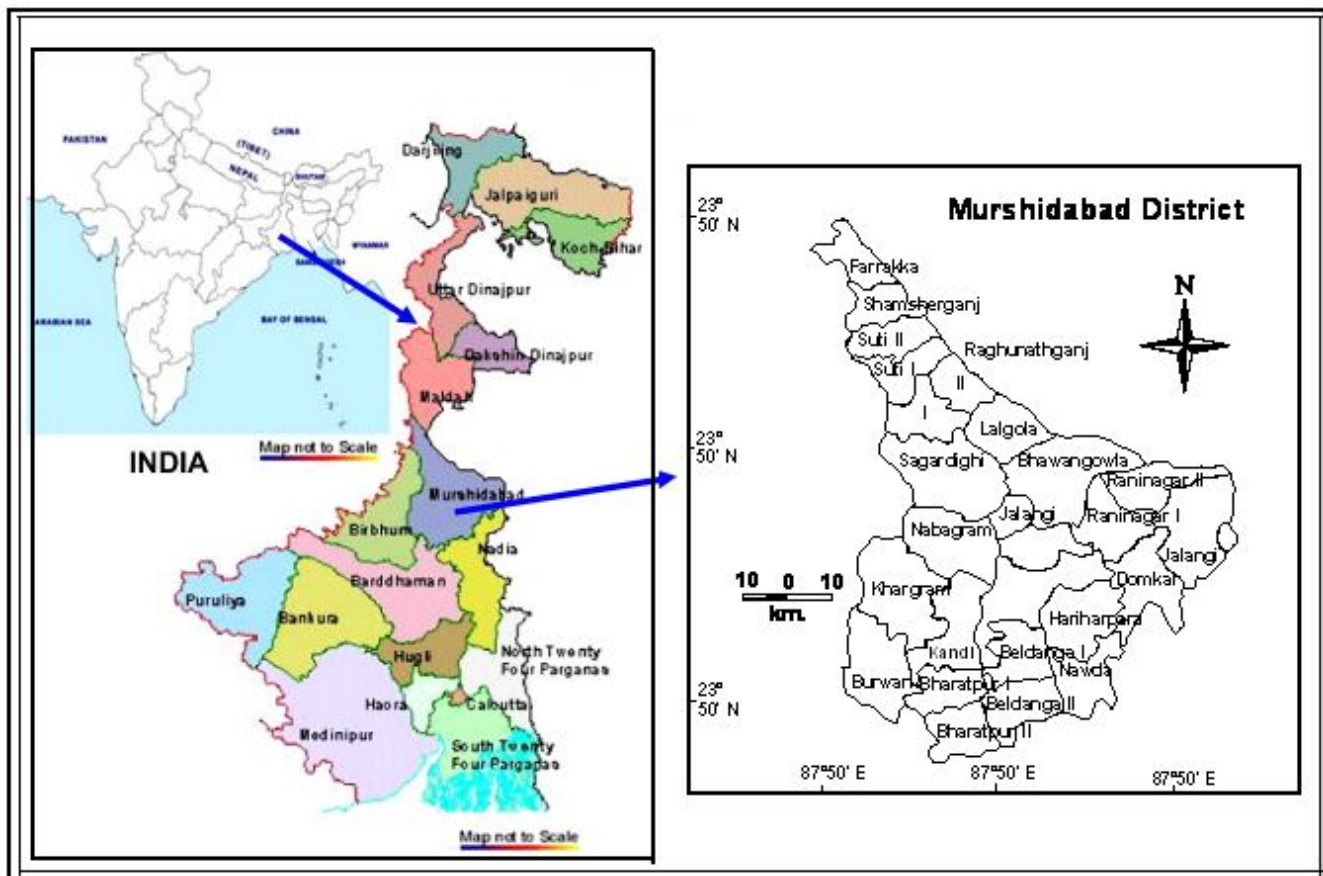


Figure 1

3. Methodology

This work is completely secondary data based. The data is generated from District Statistical Handbook 2003, District census report of 2001 and West Bengal Human Development Report 2004 and National Human Development Report 2001. For identifying the level of human resource development, following indicators have been applied

1. Index of Workers = $(\text{Total Workers of the C.D.Block/ Municipality (M)} \div \text{Total Population of the C.D.Block/ Municipality (M)}) \times 100$.
2. Index of Literacy = $(\text{Literate Population of the C.D.Block/ Municipality (M)} \div \text{Total Population of the C.D.Block/ Municipality (M)}) \times 100$.
3. Index of Urbanization = $(\text{Urban Population of the C.D.Block/ Municipality (M)} \div \text{Total Population of the C.D.Block/ Municipality (M)}) \times 100$.
4. Index of Medical Institutions = $\text{Total Index of Medical Institutions the C.D.Block/ Municipality (M)} \div \text{Total Population of the C.D.Block/ Municipality (M)} \times 100$.
5. Index of Female Literacy = $(\text{Female Literates of the C.D.Block/ Municipality (M)} \div \text{Total Female Population of the C.D.Block/ Municipality (M)}) \times 100$.
6. Index of Schools = $(\text{Total Schools of the C.D.Block/ Municipality (M)} \div \text{Total Students of the C.D.Block/ Municipality (M)}) \times 100$.

Human Resource Development Index for 26 blocks and 7 municipalities of Murshidabad District is calculated with the help of the above six indices. The formula is:

- Human Resource Development Index (HRDI) = $1/6 (\text{Index of Workers} + \text{Index of Literacy} + \text{Index of Urbanization} + \text{Index of Medical Institutions} + \text{Index of Female Literacy} + \text{Index of Schools})$.

3.1. Index of Workers

Ranking of Murshidabad district on the basis of percentage of main workers to total population in West Bengal is 14 and the rate is 28.51. Total work Participation rate (main + marginal) in West Bengal is 36.8 where as in Murshidabad this amount is 34.2. (General-33.8, SC-35.8 and ST-46.6). (Statistical Handbook West Bengal 2010). According to West Bengal Human Development Report 2004 income index of W.B is 0.43, where as in this district this value is 0.29. From this data it is clear that the economic condition of a state depends on the working population.

Name of the C. D. Block/ Municipality (M)	Population (Number)	Total workers	Index of Workers	Ranks
Farakka	220049	97946	44.51	4
Samserganj	211844	103665	48.94	2
Suti-I	139445	60376	43.30	6
Suti-II	213217	105278	49.38	1
Raghunathganj-I	154371	61211	39.65	8
Raghunathganj-II	192530	85135	44.22	5
Sagardighi	252293	82655	32.76	13
Dhuliyani (M)	72850	35300	48.46	3
Jangipur (M)	74458	30378	40.80	7
Lalgola	267641	80749	30.17	27
Bhagwangola-I	163466	46537	28.47	32
Bhagwangola-II	129899	37214	28.65	31
Msd-Jiaganj	200258	69760	34.84	9
Nabagram	196608	59958	30.49	25
Murshidabad (M)	36947	11129	30.12	28
Jiaganj-Azimganj (M)	47212	15252	32.31	15
Khargram	234780	78799	33.56	10
Burwan	224397	68279	30.43	26
Kandi	193093	60442	31.30	18
Bharatpur-I	150896	44146	29.26	30
Bharatpur-II	150133	49783	33.16	11
Kandi (M)	50349	13864	27.54	33
Beldanga-I	259237	76429	29.48	29
Beldanga-II	210188	64337	30.61	23
Nowda	196246	61160	31.16	17
Hariharpara	221741	69979	31.56	16
Berhampore	378884	116655	30.79	21
Berhampore (M)	160143	52944	33.06	12
Beldanga (M)	25361	8280	32.65	14
Domkal	311679	96039	30.81	19
Jalangi	215586	66250	30.73	22
Raninagar-I	154609	47623	30.80	20
Raninagar-II	156159	47622	30.50	24

Table: 1 Index of Workers
Source: computed by the author

3.2. Index of Literacy

Education is a key factor for the rapid development of a country. A low degree of literacy is an obstacle to economic growth. Investment in education is a measure of the future development of a country. According to WBHDR-2004, education index of Murshidabad district is 0.52 and ranked 16th in the state. The quality of population to a very great extent depends on the level of literacy. From this point of view, the situation in Murshidabad district is very unsatisfactory.

Name of the C. D. Block/ Municipality (M)	Population (Number)	Literacy in %	Literacy(Number)	Index of Literacy	Ranks
			Calculated from%		
Farakka	220049	47.5	104523	47.5	29
Samserganj	211844	40.1	84949	40.09	33
Suti-I	139445	44.4	61914	44.4	31
Suti-II	213217	42.6	90830	42.6	32
Raghunathganj-I	154371	50.1	77340	50.1	25
Raghunathganj-II	192530	48	92414	47.99	28
Sagardighi	252293	52.6	132706	52.6	18
Dhuliyani (M)	72850	48.1	35040	48.09	27
Jangipur (M)	74458	73.3	54577	73.3	6
Lalgola	267641	50.6	135426	50.6	23
Bhagwangola-I	163466	50.1	81896	50.09	26

Bhagwangola-II	129899	47.2	61312	47.19	30
Msd-Jiaganj	200258	53.5	107138	53.49	14
Nabagram	196608	57.9	113836	57.89	9
Murshidabad (M)	36947	74.7	27599	74.69	5
Jiaganj-Azimganj (M)	47212	75.7	35740	75.7	3
Khargram	234780	53.2	124903	53.2	17
Burwan	224397	59.1	132619	59.1	8
Kandi	193093	52.5	101374	52.5	19
Bharatpur-I	150896	51.1	77108	51.1	22
Bharatpur-II	150133	54.1	81222	54.1	13
Kandi (M)	50349	75.4	37963	75.39	4
Beldanga-I	259237	55.8	144654	55.79	12
Beldanga-II	210188	51.8	108877	51.79	20
Nowda	196246	53.3	104599	53.29	15
Hariharpara	221741	55.8	123731	55.79	11
Berhampore	378884	63.7	241349	63.69	7
Berhampore (M)	160143	85.8	137403	85.8	1
Beldanga (M)	25361	76.2	19325	76.19	2
Domkal	311679	51.5	160515	51.5	21
Jalangi	215586	55.8	120297	55.8	10
Raninagar-I	154609	53.2	82252	53.2	16
Raninagar-II	156159	50.1	78236	50.1	24

Table 2: Index of Literacy
Source: computed by the author

3.3. Index of Urbanization

Urbanisation means increasing commercialisation , diversification of economy ,growth of industries, ,change in the value pattern and attitude, better facilities , amenities and job opportunities, etc. So urbanization is positively correlated to industrialization and economic development. (B. N. Ghosh). Urbanisation is one of the important measures of human resource development.

Name of the C. D. Block/ Municipality(M)	Population (Number)	Urban Population	Index of Urbanisation	Ranks
Farakka	220049	22060	10.03	7
Samsanganj	211844	73309	34.61	3
Suti-I	139445	5579	4.0	10
Suti-II	213217	84081	39.43	2
Raghunathganj-I	154371	22031	14.27	4
Raghunathganj-II	192530	27016	14.03	5
Sagardighi	252293	-	0	11
Dhuliyani (M)	72850	72850	100	1
Jangipur (M)	74458	74458	100	1
Lalgola	267641	-	0	11
Bhagwangola-I	163466	-	0	11
Bhagwangola-II	129899	-	0	11
Msd-Jiaganj	200258	-	0	11
Nabagram	196608	-	0	11
Murshidabad (M)	36947	36947	100	1
Jiaganj-Azimganj (M)	47212	47212	100	1
Khargram	234780	-	0	11
Burwan	224397	-	0	11
Kandi	193093	-	0	11
Bharatpur-I	150896	-	0	11
Bharatpur-II	150133	-	0	11
Kandi (M)	50349	50349	100	1
Beldanga-I	259237	-	0	11
Beldanga-II	210188	-	0	11
Nowda	196246	-	0	11
Hariharpara	221741	-	0	11

Berhampore	378884	22902	6.04	8
Berhampore (M)	160143	160143	100	1
Beldanga (M)	25361	25361	100	1
Domkal	311679	-	0	11
Jalangi	215586	-	0	11
Raninagar-I	154609	8436	5.46	9
Raninagar-II	156159	-	0	11

Table 3: Index of Urbanisation
Source: computed by the author

3.4. Index of Medical Institutions

West Bengal people mostly depend on government hospitals for inpatient care. Estimates from 60th Round NSS data shows that 78.6 per cent people in the rural areas and 65.4 per cent people in the urban areas depend on government hospitals. Estimates from this data show that in West Bengal, hospitalization per 1000 population is 23 in the rural areas and 35 in the urban areas. This picture is also same in case of Murshidabad district due to the fewer amounts of hospitals in this district. An analysis of the 'reasons for non-utilization of government facilities for outpatient care based on NSS 60th Round data suggests that bad treatment (as perceived by the patients), poor accessibility and long waiting time are the major reasons in West Bengal (West Bengal Development Report). Health Index value of Murshidabad district is 0.57 and ranked 14th in the state.

Name of the C. D. Block/Municipality(M)	Total Population	Medical Institutions					Index of Medical Institutions	Ranks
		Hospitals	Health centres	Clinics	Dispensaries	Total		
Farakka	220049	-	4	2	-	6	0.0027	27
Samserganj	211844	1	2	-	-	3	0.0014	32
Suti-I	139445	-	3	3	1	7	0.0050	14
Suti-II	213217	-	3	2	1	6	0.0028	24
Raghunathganj-I	154371	-	3	1	1	5	0.0032	22
Raghunathganj-II	192530	-	2	2	-	4	0.0021	29
Sagardighi	252293	1	3	2	1	7	0.0028	25
Dhuliyani (M)	72850	-	1	2	1	4	0.0055	9
Jangipur (M)	74458	1	-	6	-	7	0.0094	6
Lalgola	267641	1	2	3	2	8	0.0029	23
Bhagwangola-I	163466	-	3	2	3	8	0.0049	15
Bhagwangola-II	129899	-	3	2	1	6	0.0046	16
Msd-Jiaganj	200258	-	2	-	1	3	0.0015	30
Nabagram	196608	-	6	2	2	10	0.0051	13
Murshidabad (M)	36947	1	-	5	1	7	0.0189	2
Jiaganj-Azimganj (M)	47212	1	1	3	2	7	0.0148	3
Khargram	234780	1	4	3	2	10	0.0042	18
Burwan	224397	1	4	3	2	10	0.0044	17
Kandi	193093	1	4	1	1	7	0.0036	21
Bharatpur-I	150896	-	3	3	2	8	0.0053	10
Bharatpur-II	150133	-	5	3	1	9	0.0060	8
Kandi (M)	50349	1	-	4	1	6	0.0119	4
Beldanga-I	259237	-	2	-	2	4	0.0015	31
Beldanga-II	210188	-	4	2	2	8	0.0038	20
Nowda	196246	1	5	3	4	13	0.0066	7
Hariharpara	221741	-	4	3	2	9	0.0040	19
Berhampore	378884	-	3	1	-	4	0.0010	33
Berhampore (M)	160143	6	-	9	4	19	0.0118	5
Beldanga (M)	25361	1	1	3	2	7	0.0276	1
Domkal	311679	-	4	2	1	7	0.0022	28
Jalangi	215586	-	3	1	2	6	0.0028	26
Raninagar-I	154609	1	2	3	2	8	0.0052	11
Raninagar-II	156159	-	3	2	3	8	0.0051	12

Table 4: Index of Medical Institutions
Source: computed by the author

3.5. Index of Female Literacy

Sex ratio of India is 933 and in west Bengal it is 934 but in Murshidabad it is 952. Here it is found that the sex ratio is higher than the country and state. This is a good sign that sex ratio is high. But in respect of female literacy 59.61% of the total population in West Bengal is literate whereas in Murshidabad district, this rate is 47.63% (2001 census). There is also disparity within the Murshidabad district which is clear in this following below data-

Name of the C. D. Block/ Municipality(M)	Total Female Population	Female Literacy in %	Female Literacy(Number)	Index of Female Literacy	Ranks
	(Number)		Calculated from%		
Farakka	107554	37.5	40332.75	37.5	30
Samserganj	105288	30	31586.4	30	33
Suti-I	68841	35.6	24507.4	35.6	31
Suti-II	105554	32.5	34305.05	32.5	32
Raghunathganj-I	76613	42	32177.46	42	27
Raghunathganj-II	98248	40	39299.2	40	28
Sagardighi	123733	46.2	57164.65	46.2	19
Dhuliyani (M)	36383	37.6	13680.01	37.6	29
Jangipur (M)	36266	66.2	24008.09	66.2	6
Lalgola	130840	45.8	59924.72	45.8	20
Bhagwangola-I	79474	46.7	37114.36	46.7	18
Bhagwangola-II	63050	44.5	28057.25	44.5	23
Msd-Jiaganj	103512	46.9	48547.13	46.9	16
Nabagram	100547	48.9	49167.48	48.9	14
Murshidabad (M)	18830	68.5	12898.55	68.5	5
Jiaganj-Azimganj (M)	23941	69.5	16639	69.5	3
Khargram	114441	43.2	49438.51	43.2	24
Burwan	108940	49.2	53598.48	49.2	12
Kandi	93462	42.2	39440.96	42.2	26
Bharatpur-I	72531	42.9	31115.8	42.9	25
Bharatpur-II	73420	46.8	34360.56	46.8	17
Kandi (M)	23787	68.6	16317.88	68.6	4
Beldanga-I	124628	50.1	62438.63	50.1	11
Beldanga-II	101129	45.2	45710.31	45.2	22
Nowda	95254	50.4	48008.02	50.4	10
Hariharpara	107141	52.3	56034.74	52.3	8
Berhampore	184230	57.5	105932.3	57.5	7
Berhampore (M)	78406	81.6	63979.3	81.6	1
Beldanga (M)	12285	70	8599.5	70	2
Domkal	151220	48.2	72888.04	48.2	15
Jalangi	104365	50.9	53121.79	50.9	9
Raninagar-I	75011	49.1	36830.4	49.1	13
Raninagar-II	75280	45.6	34327.68	45.6	21

Table 5: Index of Female Literacy

Source: computed by the author

3.6. Index of Schools

Education is one of the important needs of life. Literacy will depend partly on the availability of opportunities for getting education. The larger the number of schools, the higher the rate of literacy. Formal schooling is a good index of a population's educational attainment. The number Schools are closely associated with the development of human resource.

Name of the C. D. Block/ Municipality (M)	Total Student	Total School	Index of Schools	Ranks
Farakka	40640	103	0.253	26
Samserganj	37161	95	0.255	25
Suti-I	28132	83	0.295	14
Suti-II	35357	94	0.265	23
Raghunathganj-I	32161	95	0.295	15
Raghunathganj-II	39031	108	0.276	17
Sagardighi	54372	181	0.332	9
Dhuliyani (M)	18905	35	0.185	33
Jangipur(M)	17246	45	0.260	24
Lalgola	55202	151	0.273	19
Bhagwangola-I	36256	92	0.253	27
Bhagwangola-II	30326	84	0.276	18
Msd-Jiaganj	39194	125	0.318	12
Nabagram	38062	177	0.465	2
Murshidabad (M)	9555	36	0.376	6
Jiaganj-Azimganj (M)	9858	37	0.375	7
Khargram	46246	176	0.380	5
Burwan	41229	204	0.494	1
Kandi	36403	139	0.381	4
Bharatpur-I	26262	114	0.434	3
Bharatpur-II	31829	115	0.361	8
Kandi (M)	14060	42	0.298	13
Beldanga-I	70825	133	0.187	32
Beldanga-II	45111	120	0.266	22
Nowda	39336	126	0.320	11
Hariharpara	38209	93	0.243	29
Berhampore	84436	273	0.323	10
Berhampore (M)	34571	102	0.295	16
Beldanga (M)	8493	20	0.235	31
Domkal	69112	173	0.250	28
Jalangi	47932	131	0.273	20
Raninagar-I	36696	89	0.242	30
Raninagar-II	37485	101	0.269	21

Table 6: Index of Schools

Source: computed by the author

4. Human Resource Development Index of Murshidabad District

Human Resource Development Index for 26 blocks and 7 municipalities of Murshidabad District is calculated with the help of the above six indices. The whole study area is divided into three regions on the basis of equal interval of index value – 'Area of high Human Resource Development' (index value more than 40), 'Moderate Human Resource Development area' (index value between 30 to 40) and 'Area of Low Human Resource Development' (index value less than 30). This division shows the regional variation within the Murshidabad district in respect of human resource development.

C. D. Block/ Municipality (M)	Index of Workers	Index of Literacy	Index of	Index of Medical Institutions	Index of Female Literacy	Index of Schools	Human	Remarks
			Urbanization				Resource	
							Developme	
							nt Index	
							(HRDI)	
Farakka	44.51	47.5	10.03	0.0027	37.5	0.253	23.3	Low
Samsanganj	48.94	40.09	34.61	0.0014	30	0.255	25.65	Low
Suti-I	43.3	44.4	4	0.005	35.6	0.295	21.27	Low
Suti-II	49.38	42.6	39.43	0.0028	32.5	0.265	27.36	Low
Raghunathganj-I	39.65	50.1	14.27	0.0032	42	0.295	24.39	Low
Raghunathganj-II	44.22	47.99	14.03	0.0021	40	0.276	24.42	Low
Sagardighi	32.76	52.6	0	0.0028	46.2	0.332	21.99	Low
Dhuliyān (M)	48.46	48.09	100	0.0055	37.6	0.185	39.06	Moderate
Jangipur (M)	40.8	73.3	100	0.0094	66.2	0.26	46.76	High
Lalgola	30.17	50.6	0	0.0029	45.8	0.273	21.14	Low
Bhagwangola-I	28.47	50.09	0	0.0049	46.7	0.253	20.92	Low
Bhagwangola-II	28.65	47.19	0	0.0046	44.5	0.276	20.1	Low
Msd-Jiaganj	34.84	53.49	0	0.0015	46.9	0.318	22.59	Low
Nabagram	30.49	57.89	0	0.0051	48.9	0.465	22.96	Low
Murshidabad (M)	30.12	74.69	100	0.0189	68.5	0.376	45.62	High
Jiaganj-Azimganj (M)	32.31	75.7	100	0.0148	69.5	0.375	46.32	High
Khargram	33.56	53.2	0	0.0042	43.2	0.38	21.72	Low
Burwan	30.43	59.1	0	0.0044	49.2	0.494	23.2	Low
Kandi	31.3	52.5	0	0.0036	42.2	0.381	21.06	Low
Bharatpur-I	29.26	51.1	0	0.0053	42.9	0.434	20.62	Low
Bharatpur-II	33.16	54.1	0	0.006	46.8	0.361	22.4	Low
Kandi (M)	27.54	75.39	100	0.0119	68.6	0.298	45.31	High
Beldanga-I	29.48	55.79	0	0.0015	50.1	0.187	22.59	Low
Beldanga-II	30.61	51.79	0	0.0038	45.2	0.266	21.31	Low
Nowda	31.16	53.29	0	0.0066	50.4	0.32	22.53	Low
Hariharpara	31.56	55.79	0	0.004	52.3	0.243	23.31	Low
Berhampore	30.79	63.69	6.04	0.001	57.5	0.323	26.39	Low
Berhampore (M)	33.06	85.8	100	0.0118	81.6	0.295	50.13	High
Beldanga (M)	32.65	76.19	100	0.0276	70	0.235	46.52	High
Domkal	30.81	51.5	0	0.0022	48.2	0.25	21.79	Low
Jalangi	30.73	55.8	0	0.0028	50.9	0.273	22.95	Low
Raninagar-I	30.8	53.2	5.46	0.0052	49.1	0.242	23.13	Low
Raninagar-II	30.5	50.1	0	0.0051	45.6	0.269	21.08	Low

Table 7: Human Resource development Index (HRDI)

Source: computed by the author

4.1. Area of Low Human Resource Development

All the blocks of Murshidabad district are included in this category with index value from 20.1 to 30.11. This picture shows the great disparity within the Murshidabad district. The lowest value of HRD index is 20.1 of Bhagwangola-II. This indicates that this block is more backward and all the parameter like education, medical facilities, economic condition etc. is not well developed.

4.2. Area of Moderate Human Resource Development

The blocks with index value 30.11 to 40.12 consider as “area of moderate human resource development” in this district. There are no blocks and only one municipality is in this category, such as Dhuliyān (M) which is an urban area. In this municipality overall literacy and female literacy rate are very negligible than the other municipality area and even many rural blocks remain ahead.

4.3. Area of High Human Resource Development

The blocks with index value above 40.12 consider as “area of high human resource development” in this district. Except Dhuliyān (M) all the other municipality is in this category, such as Jangipur (M), Murshidabad (M), Jiaganj-Azimganj (M), Kandi (M), Berhampore (M) and Beldanga (M). Among all these municipality Berhampore(M) is highest human resource development region in this district HRD index value of this town is 50.13. This municipality is a highly urbanized area having a huge literate population. As this town is the district headquarter, so all the facilities and amenities is available and maximum people try to stay here and want to enjoy the good

life. All the other municipality, town having good transport facility, educational institution and medical facility exist within this stratum of high human resource development index.

5. Conclusion

Among the entire district in West Bengal Murshidabad secure a good position with Human Development Index value 0.46 and ranked 15. But from the above discussion, it is clear that human resource development is not equal everywhere. Specially all the rural blocks are lagging behind from the municipality area. There is great disparity between these regions in respect of education facility, medical facility, transport- communication availability, working opportunity etc. If the equal facility is available then the equal distribution of people is possible. People are afflicted with 'multi-dimensional poverty', that is, they suffer from overlapping deprivations in education, health and living standards. Human resources constitute the ultimate basis for the wealth of nations. It is possible when both male and female population worked together. In this district Gender Development Index 0.41 and ranked 15 in this state (WBHDR-2004). Comparatively, this district is well other than district, but female literacy rate is very poor. In this district more than 60% people are Muslim. Basically, they are religiously conservative, so they cannot send their girls to the school if the school is far away from their home. Keeping this mind government should build much more school for easy accessibility of women. Maximum women are financially independent because they are engaged with beedi making industry. Only they need to learn the best way of living and they can achieve it through education.

Not only regional disparity, but also gender inequality is also a key factor for overall human resource development in this district. This slowdown in equal human development is not only true for Murshidabad district, but also true at globally and it is a result of the lingering global economic crisis. So we should work together both public and government to remove this disparity.

6. References

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