

Human Resource

Human resources are the people who work for the organisation. Human resources are the company department charged with finding, screening, recruiting and training job applicants, as well as administering employee benefits programs.



Figure: Human Resources

'Human capital' is sometimes used synonymous with human resources, although human capital typically refers to a more narrow view (i.e., the knowledge the individuals embody and can contribute to an organisation). Likewise, other terms sometimes used include 'manpower', 'talent', 'labour', or simply 'people'. So, we can say that those people who are educated, trained, skilled, experienced, energetic, physically healthy and mentally active, well-mannered and dedicated to their work are called human resources.

Skilled manpower is essential for the development of a country because they can produce maximum with the limited available resources. Only skilled manpower can do their work perfectly. Only a farmer can harvest crops perfectly. Only a businessman can do his work perfectly. So, it is necessary to have the skilled manpower in different fields for the development of a country.



Figure: Human Resources

Source: www.cssinfotech.in

Nepal has not made enough development yet. It needs manpower such as farmer, doctor, pilot, journalist, engineer, mason, advocate, teacher, administrator etc. The important thing is how many skilled workers are required in a particular field. It is decided by the government. When it has been decided, the required number of manpower is produced by training them. Then they are appointed to perform the task in every field. Thus, the plan of development is carried out successfully.

But this does not happen in our country. The result is that the number of problems arises during the process. In some fields, the number of skilled workers is more than the actual requirement. Consequently, unemployment problem occurs. Similarly, lack of manpower is created in some other field. As a result, the development work is hindered. The number of unemployed people is increasing day by day. Most people receive the only general education. They do not acquire skills. Some educated persons think it beneath their dignity to do a particular work. It should be remembered that no job or occupation is inferior. Work needs to be worshipped. When we work with this mentality, our village, town, district and country will prosper.

Drinking Water

Water is a basic need of life. Without water, it is impossible to survive. Moreover, water is required for cooking, washing, cleaning, etc. Not only humans, even other animals and plants require water. An aquatic ecosystem is impossible without water.

In Nepal, water is also a main source of electricity. But the water we use should be pure to remain healthy and prevent ourselves from water-borne diseases. Many people die because of water-borne diseases, especially in the rural areas. People used to drink the water from river and lakes but sometimes they can be harmful. These problems affect the human resource and development of the country. A country has to pay a huge amount of money to solve these problems instead. But the accessible solution is to provide pure healthy drinking water. In Kathmandu, Bir Shamsheer made tap water available for the first time. He also built several water spouts and a reservoir. At present, Drinking Water Corporation is responsible for water supply in the Kathmandu valley. But, the water provided still is not free of impurities.

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Figure: Queuing for water

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People in the rural area have to walk a day just to fetch a bucket of water. They are falling sick because of impure drinking water. Not only in the rural area, the people of cities also can't get water from their taps regularly. If they can be provided with pure drinking water then, many time and labour can be saved. People of the Terai have to depend on the underground water. Poisonous chemical named arsenic has been found in the underground drinking water. In water pump and water tap of the arsenic area, a red colour sign can be found.

Development Region

Some information regarding Nepal

- Continent:** Asia (South)
- Longitude:** 8004' E to 88012'E
- Latitude:** 26022'N to 30027' N
- Area:** 1, 47,181 sq.km.
- Borders:** India in the south, east and west and China in the north
- Length from east to west:** 885km
- Breadth from north to south:** 193km
- Nearest Sea:** Bay of Bengal (more than 1100 km away)



Figure: Five Development Regions

To operate the proportional, justiciable and balance development in the country, the concept of development region was derived. Therefore Nepal is divided into five development regions.

Formation of Development Regions

S.N.	Name of Development Regions of Nepal	Headquarter	Area	No. of zones	No. of districts	No. of V.D.C.
1	Eastern Development Region	Dhankuta	28,456 km ² (10,986.9 sq mi)	3	16	893
2	Central Development Region	Kathmandu	27,410 km ² (10,583.1 sq mi)	3	19	1199
3	Western Development Region	Pokhara	29,398 km ² (11,350.6 sq mi)	3	16	864
4	Mid-western Development Region	Birendranagar	42,378 km ² (16,362.2 sq mi)	3	15	575
5	Far-western Development Region	Dipayal	19,539 km ² (7,544.1 sq mi)	2	9	383
		Total	1,47,181 km ²	14	75	3914

Importance of Development Region

Nepal is a country with plenty of natural resources like different types of soil, forests, rivers, etc. It is enriched with the gifts of nature. However, these natural resources have not been properly utilised. There is an imbalance in development in our country. Only the Central Development Region and Eastern Development Region have developed, but the others are lagging behind in the pace of development. The topography of our country is also one of the reasons behind it. The land of the mountain is not fertile. So, there is no good production. So, this region is not developed in comparison to others.

Development regions are very important for the development of a country. Keeping this in mind, four development regions were created in 2029 BS and the number reached 5 in 2037 BS. The main importance of development regions is the proper use of natural resources and proportionate development in all the regions.



Figure: Development Regions of Nepal

Source: <https://en.wikipedia.org>

Some of the importance of development regions:

Develop the feeling of competition: The feeling of competition creates rapid development in every region as everyone wants to be more advanced than the others. As a whole, the country develops rapidly.

Utilisation of resources and manpower: Development regions use the available resources and manpower of its own region because importing the manpower and resources is expensive. Therefore, the resources won't go to a waste and people also get job opportunities.

Proportionate development: Proportionate development occurs in every development regions as there is the facility of health, education, transport, communication, electricity, etc. in all development regions.

Decentralisation of power: Due to decentralisation of power, public participation increases. As the people want change, they carry out development activities with each others' cooperation.

Promotion of local culture: Development region helps to know the problems arising in cultures and traditions of the local areas. The problem is understood in local level and effective remedies are applied.

Some on Going Projects in Nepal

Local Drinking Water and Sanitation Project in Western Nepal

This project has been launched by Nepal Government to maintain the quality level of drinking water and sanitation in Dhaulagiri, Gandaki, Lumbini zones of Western Development Region and in Rapti zone of Mid-Western Development Region with the help of Finland Government.



Figure: Drinking Water

Source: www.adb.org

Development of School Area

Nepal Government has launched this project in all 75 districts. This project aims to provide educational materials to the children, who haven't got the opportunity to study, and elevate the standard of the quality of education. This project is supported by different donors. The physical development of infrastructure, the establishment of children development centre, curriculum, teachers' training, etc. come under this project.



Figure: Development of School

Our neighbouring and friendly country Japan is helping to construct Dhulikhel-Sindhuli-Bardibas Highway. Construction of the highway began on 1996 and after encountering different issues with materials, manpower and budget. For the construction purpose this road has been divided into four sections:

- Bardibas- Sindhulibazar section (37 Km)
- Sindhulibazar- Khurkot section (39 Km)
- Khurkot - Nepalthok section (32 Km)
- Nepalthok-Dhulikhel section (50 Km)

This project aims to connect east Terai district with the capital city, Kathmandu. This project has a belief that after the construction of this highway the social and economic condition of the people of Terai area will rise. It is said that after the completion of this project the total length of this road will be 158 KM.



Figure: Dhulikhel-Sindhuli-Bardibas Road Project

Source: www.readymadeseminar.com

All 75 districts are getting electricity facility

Mugu, one of the districts of Nepal was far from electricity facility. Lack of the transportation and due to its difficult geographical structure, it was really hard to construct the line of electricity. An Agamgadh hydropower project, which was constituted in 2058 BS stopped in the middle of work. Nepal Electricity Authority took the project and accomplished it. Five VDCs are getting this facility for now. In Nepal, the first electricity was produced on 1968 BS. A hundred years after the production of electricity, all districts of Nepal have been able to get the electricity.