

## CHAPTER-XVI

### LABOUR, EMPLOYMENT AND WAGES

#### EMPLOYMENT IN THE ORGANISED SECTOR:

**16.1.0.** The network of employment exchanges collect information relating to employment from all the Establishments under Public and Private Sector having 10 or more workers under Employment Reporting System. The Employment Market Information (EMI) units under the Employment Market Information Programme, collect the information relating to employment position in the organised sector of the State. The data so collected reveals that during the year 2003, the employment in the Public Sector has shown a fall of employment by 0.71 per cent but in the private sector the same has increased by 3.12 per cent over that of the previous year. The table 16.1 shows the employment trend in both public and private sectors in Assam for the last few years.

TABLE-16.1			
EMPLOYMENT TREND IN PUBLIC AND PRIVATE SECTORS IN ASSAM			
Year	Public Sector	Private Sector	Total
1	2	3	4
1998	529113	522986	1052099
1999	533985	547446	1081431
2000	535097	575811	1110908
2001	525938	605013	1130951
2002	530434	553701	1084135
2003	526692	570956	1097648
Source: Directorate of Employment and Craftsmen Training, Assam			

#### EMPLOYMENT OF WOMEN IN ORGANISED SECTOR:

**16.2.0.** The employment of women in organised sector of the State was 321.9 thousand at the end of December 2002 accounting for 29.7 per cent of the total employment. At the end of December 2003 the no. of women employees has increased to 333.0 thousand showing a share of 30.3 per cent to total employment. It is observed that women employment in both public and private sector have marginally increased by 1.5 per cent and 4.1 per cent respectively in 2003 as compared to previous years. Table 16.2 exhibits the employment of women in organised sector for last five years.

TABLE – 16.2

#### EMPLOYMENT OF WOMEN IN ORGANISED SECTOR (In thousand nos.)

Year	Public Sector		Private Sector		Public & Private Sector		Percentage share in Organised Sector
	Women	Total	Women	Total	Women	Total	
1	2	3	4	5	6	7	8
1999	75.8	534.0	278.6	547.4	354.4	1081.4	32.7
2000	78.9	535.1	274.2	575.8	353.1	1110.9	31.8
2001	75.4	525.9	286.6	605.0	362.0	1131.0	32.0
2002	77.4	530.4	244.5	553.7	321.9	1084.1	29.7
2003	78.5	526.7	254.4	571.0	333.0	1097.6	30.3

Source: Directorate of Employment and Craftsmen Training, Assam

## UN-EMPLOYMENT SCENARIO IN THE STATE:

**16.3.0.** As per data available from the Employment Exchanges of Assam the total job seekers in the Live Register marginally decreased to 15,68,109 at the end of December 2003 from 15,71,966 at the end of December 2002, and the placements also have decreased to 737 from 747 during the same period.

**16.3.1.** The most alarming feature of the State is the growing unemployment problem. The job-seekers specially educated job-seekers are increasing day by day. From the record of the Live Register of Employment Exchanges, the registered educated job seekers stood at 1047734 at the end of December 2003. The percentage of educated job seekers to total job-seekers was 67 per cent approximately, and out of the educated job seekers 52 per cent was H. S. L. C. passed, 29 per cent was H. S. S. L. C. passed, 15 per cent was Graduate and the rest consist of Technical Graduate (Engineering, Medical, Agricultural and Veterinary etc.) and Post-Graduate job-seekers. The detail distribution of the educated job-seekers are shown in Table 16.3

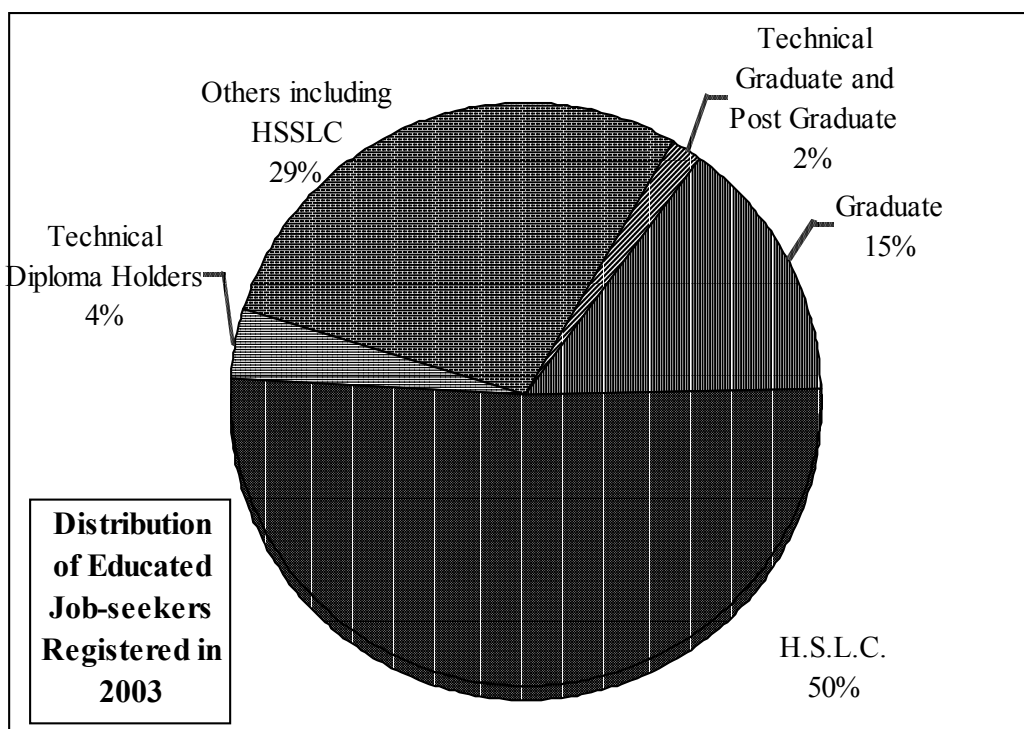
**TABLE-16.3**  
**DISTRIBUTION OF EDUCATED JOB-SEEKERS**

Sl. No.	Level of Education	Registration		Placement		Numbers in Live Register	
		2002	2003	2002	2003	2002	2003
	1	2	3	4	5	6	7
1.	Engineering Graduate	86	121	3	1	1904	1698
2.	Medical Graduate	24	36	1	1	313	252
3.	Agricultural Graduate	13	54	-	1	890	1185
4.	Veterinary Graduate	6	126	4	1	196	289
5.	Passed out ITI Trainees (Total)	814	607	12	9	15415	15746
	a) Engineering Trade	575	358	5	6	11928	11770
	b) Non-Engineering Trade	239	249	7	3	3487	3976
6.	Post Graduates	665	1785	5	3	7133	15512
7.	Graduates	14476	10227	14	15	146148	156234
8.	H.S.S.L.C.	17145	15917	7	17	301911	303624
9.	H.S.L.C	31456	32250	17	59	563755	545783
10.	Diploma Holders (Engineering)	246	219	4	2	5998	5398
11.	Others	183	309	3	1	2276	2013
	Total	65114	61651	70	111	1045939	1047734

Source : Directorate of Employment and Craftsmen Training, Assam.

**16.3.1.** The unemployment problem in the State continued to be a matter of concern during 2004 also. Data available upto the first six months of 2004 reveals that the no. of job seekers on the Live Register of Employment Exchanges has risen to 15.85 lakh in June 2004 from the position of 15.42 lakh in June 2003, thereby recording an increase of 10.2 per cent over the period.

It may however be mentioned here that Employment Exchange's data no doubt provide an idea about the dimension of the problem but it has also got some limitations so far as the coverage of total unemployed persons of the State is concerned. It is a fact that all unemployed persons of the State are not registered with the Employment Exchanges due to various reasons. On the other hand, all persons registered with the Employment Exchanges also cannot be said to be totally unemployed since some of them might already be self-employed or partially employed while some other might have registered seeking higher status employment from the existing low status employment.



**UN-EMPLOYMENT SITUATION IN ASSAM AND INDIA AS PER RESULTS OF THE 57<sup>TH</sup> ROUND NATIONAL SAMPLE SURVEY:**

**16.3.2.** The National Sample Survey Organisation regularly carry out a survey on employment and un-employment in the country. In this survey an unemployed person is considered to be the “person not working but seeking and/or available for work (by usual status)”. As per results of 57<sup>th</sup> Round of the Survey during the year 2001-2002 the number of unemployed per 1000 persons by broad usual activity in Assam were 21 persons in Rural Areas against 5 persons at all-India level. Similarly the unemployed per 1000 persons in Urban Areas in the State were 20 persons against 14 persons in all India indicating thereby the greater dimension of unemployment in the State in comparison to the position in the country as a whole. The sex-wise unemployed in Urban and Rural areas per 1000 persons for 2001-2002 are shown in Table 16.4.

State/ Country	Rural			Urban		
	Male	Female	Total	Male	Female	Total
1	2	3	4	5	6	7
ASSAM	13	30	21	30	8	20
INDIA	6	5	5	22	5	14

Source: Report on Household Consumer Expenditure, Employment — Unemployment situation in India (57<sup>th</sup> Round National Sample Survey)

**CENSUS OF ASSAM GOVERNMENT EMPLOYEES:**

**16.4.0** As per the latest data available from the Assam Government Employees Census, the total number of employees stood at 3.26 lakh as on 31<sup>st</sup> March, 1999 as against 3.04 lakh as on 31<sup>st</sup> March, 1994. Thus, the number of employees has recorded an increase of 7.24 per cent during the period from 01.04.94 to 31.03.99. The Table 16.5 shows the distribution of Government Employees according to the status/caste/tribes and sex as per Employees Census, 1999.

TABLE-16.5  
DISTRIBUTION OF ASSAM GOVERNMENT EMPLOYEES ACCORDING TO THE STATUS/ CASTE/  
TRIBES AND SEX AS PER EMPLOYEES CENSUS, 1999 (PROVISIONAL)

STATUS	S.C.		S.T.(H)		S.T.(P)		OBC		OTHERS		TOTAL	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1	2	3	4	5	6	7	8	9	10	11	12	13
CLASS-I	433	50	118	34	585	68	1490	200	4995	490	7621	842
CLASS-II	458	44	74	21	512	61	2049	300	5026	680	8119	1106
CLASS-III	12069	2516	3872	1674	21373	4851	61666	16142	100768	25127	199748	50310
CLASS-IV	5932	718	1729	142	5310	365	16175	1158	24921	1875	54067	4258
TOTAL	18892	3328	5733	1871	27780	5345	81380	17800	135710	28172	269555	56516

Source : Directorate of Economics and Statistics, Assam.

As per Census, the proportion of different categories of employees by status to the total State Government employees as on 31<sup>st</sup> March, 1999 were, Grade I-2.5 per cent, Grade II- 2.8 per cent, Grade III- 76.7 per cent and GradeIV-17.9 per cent. The female employees accounted for about 17 per cent of the total employees, as on the said date. On the other hand, the percentage of employees belonging to Scheduled Caste, Scheduled Tribe (P), Scheduled Tribe (H), and Other Backward Classes were of the order of 6.8 per cent, 10.2 per cent, 2.3 per cent and 50.26 per cent respectively of the total State Government employees.

**EMPLOYMENT GENERATION PROGRAMME:**

**16.5.0** In the context of limitations of job opportunities in the Government sector, the importance and necessity of creating more and more self-employment opportunities has assumed special significance not only for providing employment avenues but also for accelerating the pace of development of the State's economy. For expansion of Self-employment avenues among the rural as well as urban unemployed youths in the State, various schemes/programmes are being undertaken by the State Government through various organisations like, the Panchayat and Rural Development Department, Directorate of Industries and Commerce, Khadi and Village Industries etc. The achievements under these programmes are found to be by and large encouraging as evident from information available from the concerned organisations. The achievements are briefly described as follows:

**I. *Swarnajayanti Gram Swaroggar Yojana (SGSY)*:** This programme is comprehensive and covers all aspects of self-employment such as, organisation of the rural poor into Self Help Group (SHG), training, credit, technology infrastructure and marketing. For implementation of this programme, the Government has fixed a target of Rs.100.00 crore of credit mobilization through the programme for creating self employment avenues under which Rs.60.92 crore were mobilised upto the end of March 2003. The DRDA at the District level is the sole authority for implementation of the programme in the concerned district. During the year 2003-2004 an amount of Rs.7418.9 lakh was spent out of Rs.7674.47 lakh allocated under the programme and the number of individual Swaroggaries assisted were 802 and number of groups Swaroggaries were 3703 under SHGs. The percentage of achievements were 4.61 and 99.68 respectively. The

physical achievement under the programme during the year 2002-2003 was 40.73 per cent for Individual Swarojgaries and 82.85 per cent for Group Swarojgaries against the target fixed for the year.

**II. *Special SGSY*:** This programme is being implemented since 1999-2000 in the form of “Golden Thread” for development of the indigenous Eri and Muga industry of Assam in some selected districts of the State. The targeted year of completion of the project was 2002-2003. Upto the end of the year 2002-2003 Rs.802.77 lakh was utilised against the total fund available of Rs.829.05 lakh. The numbers of Self Help Group assisted with bank loan and subsidy were 171 covering 1775 numbers of Swarojgaries. During the year 2003-2004, Rs.841.93 lakhs was utilised against the total fund available of Rs.890.90 lakhs. The number of SHGs assisted with bank loan and subsidy was 192 covering 1975 numbers of Swarojgaries.

**III. *Sampoorna Grameen Rojgar Yojana (SGRY) - Stream-I* :** This is a restructured programme of earlier EAS. The main objectives of the programme are to create additional employment opportunities, creation of durable community based social and economic assets etc. The scheme is open to all rural people below poverty line who are in need of wage employment. During the year 2003-2004 an amount of Rs.19324.61 lakh was spent out of available fund of Rs.23147.40 lakh along with supply of 145268 MTs of Rice to generate 299.48 lakh mandays. The physical assets created under the programme during the year were 14754 Km. of Rural Roads, 1641 Nos. of School Buildings, 2788 Nos. of Bridges/Culverts and 375 nos. of Community Halls. Under this Scheme special emphasis has been given for upliftment of the Scheduled Caste and Scheduled Tribe people.

**IV. *Sampoorna Grameen Rojgar Yojana - Stream II* :** This is restructured programme of earlier JGSY. The implementation of the programme is entirely restored to the Gaon Panchayat to develop infrastructures at village level. During 2003-2004 an amount of Rs.22098.63 lakh was spent out of the available fund of Rs.24226.23 lakh under the scheme for generation of 337.72 lakh mandays. The infrastructure created under the programme were 17309 Km. of Rural Roads, 2047 nos. of School Buildings, 3398 Nos. of Bridges/Culverts and 826 Nos. of Community Halls.

**V. *Prime Minister's Rojgar Yojana (PMRY)* :** Under Prime Minister's Rojgar Yojana 10,151 numbers of unemployed youths were sanctioned loans amounting to Rs.7595 lakhs against the target of 10,000 numbers during 2003-04. of the sanctioned amount loan have been disbursed to 6948 numbers and process of disbursement is still under process. The employment created under this PMRY scheme was 7,102 during 2003-04. The performance of PMRY for last five years in the state may be seen in the Table-16.6.

TABLE-16.6  
PERFORMANCE OF PMRY IN ASSAM

Particulars	1999-2000	2000-01	2001-02	2002-03	2003-04 (P)
1	2	3	4	5	6
1. Target	12800	6600	6600	15000	10000
2. Applications received	69171	28651	27087	27898	N.A.
3. No. of Application recommended	17863	11394	10985	18187	N. A.
4. No. of Applications sanctioned	9411	4868	5359	9,802	10,151
5. No. of Applicants to whom loan disbursed	7567	3789	3988	4807	6948
6. Amount of loan sanctioned (Rs. in lakh)	7296.28	3977.90	4198.62	7553	7595
7. Amount of loan disbursed (Rs. in lakh)	4161.85	2882.93	2674.72	5033	4745

P— Provisional

Source: Directorate of Industries and Commerce, Assam.

**VI. *Chief Minister's Swa-Niyojan Yojana*** : The Government of Assam has launched a new unique self-employment scheme called "Chief Minister's *Swa-Niyojan Yojana*" for imparting job oriented training to the educated unemployed youths of the State in different industrially developed states of the country. The status of the programme of Chief Minister's *Swa-Niyojan Yojana* as on December, 2004 is furnished in Table-16.7.

TABLE- 16.7

STATUS OF CHIEF MINISTER'S SWA-NIYOJAN YOJANA AS ON 31-12-2004

Sl. No.	Category	No. of trainee
1.	6 months apprenticeship training completed	861
2.	Presently undergoing 6 months apprenticeship training	108
3.	Nos. of trained youths under CMSY who are already absorbed in industries outside/within the State	50

Source: Directorate of Industries and Commerce, Assam.

**AVERAGE DAILY WAGE RATE IN RURAL AREAS:**

**16.6.0** As per data collected by the Directorate of Economics and Statistics, Assam the Average Daily Wage Rate of Workers (carpenters, black-smith, field-labour, herdsman and other agricultural male labour) shows a more or less steady upward trend.

TABLE-16.8

AVERAGE DAILY WAGE RATE IN RURAL AREAS IN ASSAM

(In Rupees)

Year	Skilled Labour Wage		Un-skilled Labour Wage		Other Agricultural Labour (Man)
	Carpenter (Man)	Black-smith (Man)	Field labour (Plough man)	Herds-man	
1	2	3	4	5	6
1999	75.40	56.86	49.21	37.08	45.41
2000	79.48	59.77	49.26	38.21	46.11
2001	87.01	62.17	52.01	37.56	47.05
2002	92.93	68.02	52.32	48.53	49.21
2003-2004	102.40	85.11	57.53	52.05	55.40

Source: Directorate of Economics and Statistics, Assam

**INDUSTRIAL DISPUTES:**

**16.7.0.** As per report received from the Labour Commissioner, Assam altogether 24 numbers of industrial units of the State were involved in industrial dispute during 2002 as against 7 numbers of industrial units in the previous year. The number of man-days lost due to strike, lock-out etc. was 2,25,976 during 2002 as against 15,932 during 2001. Further, the value of production lost as a result of said disputes in 2002 has been estimated at Rs.473.43 lakh, which was Rs.15.89 lakh in the previous year.