CHAPTER VII
EMPLOYMENT MARKET INFORMATION

The most important work which employment exchange performs is the collection of market informations about employment in the private sector as well as in the public sector. In this work there are sub-divisions also, as, notification of vacancies, submission, placement, keeping records of the situation of labour market, surplus and shortage of manpower in different establishments.

Employment exchanges are responsible for collecting regularly information about employment in the private as well as in the public sector. This will be done by it is known as "establishment reporting system". Under this system all establishments in the public sector and selected establishments in the private sector engaged in non-agricultural activities will be asked to give details regularly about the number of persons, they are employing, the vacancies that have occurred therein and the type of person they find to be in short supply. The information will be collected from all establishments in the public sector and those employing 25 or more persons in the private sector under the provisions of the employment exchange (Compulsory notification of vacancies) Act 1959, which have made it obligatory on them to submit to the local employment exchanges. Employment and occupational returns prescribed under the employment exchange (Compulsory notification of vacancies) Rules 1960. Information from smaller establishment in the private sector will, however, be collected on a voluntary basis.

As employment information is collected on an establishment reporting system, the information will relate only to the employer and employees but not to independent workers or unpaid family workers.
Employers will include owners, proprietors, managers, working partners or directors of firms who works for the firm. Employees will include piece rated workers but not part time workers.

The purpose in asking for the information from employers is three fold. First to give employment officer more facts on which leave their reports of the employment situation and to enable them to decide more accurately what type of personnel are in short supply, This is essential in order to decide what vocational Training course should be provided. Secondly to provide information which will be needed to improve and add to the service given by the employment service (such as giving detail about employment opportunities to all persons seeking work) employers too will be able to call on the employment for more reliable information about employment market in a locality. Third to provide a method by which to measure continuously changes in the level of the employment in an employment exchange area or other areas constituting specific employment market. The data are also needed to follow the progress of the five years plans, in creating more employment, the information will also be required for any other planning and administrative purposes at both state and national level.

The employment exchanges are to be called upon to play a greater and more important part in the study of the employment market of the country. The term "employment market" is used to refer to an area having concentration of economic activity for which labour force is habitually drawn from person living in the area, with an employment exchange service as a local point to bring together workers and employers. Since the unit of analysis is a local area the employment service made up of a net work of employment exchange is in a unique position to analyse local employment market situation. By virtue of their being in close contact with the employers in the area employment exchange area in an advantageous position to collect the required information from them,
which is to be studied in conjunction with the information gleamed from day to day traffic at the exchange. For the above reasons they can make a more qualitative analysis of the employment market situation. The success of this programme will depend very much on the energy, persistence and intelligence with which this work is carried out at employment exchange level. It will be essential too for the information gathered to be fully used by the employment officers in their day to day work. The procedure and section setup at exchange to undertake this work will be an integral part of that exchange. The staff engaged on registration and placing work will also have a part to play.

The need for regular flow employment information cannot be over-emphasized; particularly when problem of unemployment and imbalances between labour and supply and demand have to be tackled which from various angles. The employment market information can be put to various uses are broadly twofold: internal uses, within the employment service and external uses, outside the employment service.

**INTERNAL USES:**

1. In employment placement to obtain knowledge of vacancies and the pattern of employment in different industries, to promote contacts with employers with a view to meeting their manpower requirements and to assess the absorption of applicants seeking work at employment exchanges.

2. In evaluating the extent to which the employment exchange operation or influencing the employment market.

3. In identifying and classifying the employment market areas and;

4. In matters relating to organisation and management of the employment service (viz staffing, location of exchanges etc)
EXTERNAL USES

1. In economic development: To make an assessment of manpower requirements of professional, scientific opportunities like to be generated as well as the progress made in creating employment opportunities, and reducing the incidence of unemployment.

2. In vocational guidance: Information is valuable for educational authorities in providing young person with information about employment opportunities and carriers over a wider range of occupations and industries.

3. In vocational training: Employment market data are of use for training authorities in planning training programmes according to present and future needs.

4. In fields such as labour welfare, industrial relations, social securities, etc: In this field knowledge of employment, unemployment, size of labour force, etc, is very necessary for planning various programmes.

5. Other miscellaneous uses: Such as in calculation of national income, town planning, etc, etc.

In the following lines the description deals with the employment situation in ALJAH district for the year ending 31, Dec 1963. It shows the size and distribution of working force, as reflected by the returns received from reporting establishments, and the changes that occurred in the level of employment between 31 December 1962 and 31 Dec 1963.

The facts of the following description are based on the data collected by the employment exchange as part of a programme for collection employment market information from all the establishments in the private sector as a usually having 10 or more employees.
EMPLOYMENT TRENDS

TOTAL (PRIVATE AND PUBLIC SECTORS)

The total employment in both the Public and Private sector as a whole as disclosed by the returns received from 373 (including 257 in the Private sector) rose further from 33767 (including 1597 Women) at the end of December 1962 to 38672 (including 1900 working at the end of December 1963 thereby representing a total increase of 4905 or 1.5%.) Workmen. The increase in the overall employment position was shared by the Public and Private sector.

As against 346 establishments (including 250 in the Private sector) in the employment register at the end of the previous year from whom the returns where collected, the number of reporting establishments as on 31 December 1963 was 373 (including 257 in the Private sector). Regarding increase of 27 in the number of establishments, 15 (including 12 in the Private sector) were newly identified during the year under report and brought on the employers register, while 10 old establishments in the private sector were found closed. The increase of 17 establishments was due to the decentralisation of collection of returns at block levels from the block development officers whose areas were previously included in consolidated return of the District planning officer. The response from employers in both the sectors regarding rendition of the returns remained cent percent.

PRIVATE SECTORS :-

Returns received from all the 257 establishments revealed an employment coverage of 16838 persons (included 562 women) at the end of December 1963 as compared to 13947 persons (including 590 women) at the end of December 1962 i.e. to say an increase of 2891 workmen (27.3%.). Accordingly to an analysis by broad industry groups: manufacturing contributed largest increase (+1930), followed by services (+652 ), construction (+263), electricity, gas and water services (+49).
trade and commerce (+13). On the other hand there was slight decrease (-16) in transport, shortage and communication group. The market improvement (+1930) under manufacturing was mainly due to the recruitment of additional temporary staff in the textile industry, while increase in the services group was due to appointment of additional teachers in the schools and colleges. The increase in the constructions industry was mainly due to more work with contractors engaged in the expansion activities of the KASIMPUR Power house. The nominal increase in other groups was due to nominal fluctuations, while the slight decrease in transport, storage and communication group was due to the delition of one establishment.

PUBLIC SECTOR :-

There was further improvement in the employment situation in the public sector, and quantum of employment figures rose from 19820 as on 31 December 1962 to 21831 as on 31st December 1963 ie an increase of +2014 or 10.2 percent.

Analysing the employment situation in the public sector according to the types of establishments, it was revealed that there was increase in all branches. As compared to the previous year there was an increase of +1575 in the state government, +388 in the local bodies + 26 in the quasi government, and 25 in the central government. The significant increase in the state government was mainly due to the recruitment of temporary daily paid labourers by the P.W.D at the end of the year under discussion and also appointment of additional staff in the KASIMPUR power house on account of exemption in its activities. The increase in the local bodies was mainly due to the recruitment of temporary male and female teachers and also additional staff in the public works by the ATTHI ZILA P.SHAD.
The slight improvement in the quasi and central Government was due to nominal fluctuations.

Analysis by the broad industry divisions, it was observed that employment in the public sector had increased almost in all industrial groups except in manufacturing. This increase was shared by services (+1055), construction (+531), agricultural (+192), electricity, gas and water (+129), communication (+51), trade and commerce (+6), while there was nominal decrease in manufacturing group (-10). The increase in services group was mainly due to the recruitment of the teachers in the ANTRIM ZILA PARISHAD and expansion in the administration departments/offices of the state Government, and short terms appointment in the local bodies.

Increase in construction was due to the recruitment of daily paid temporary labour in the F.W.D, while that in the agricultural, and electricity, gas and water services was due to the expansion in the activities of intensive agriculture, District Programmes and KASIMPUR powerhouse respectively. The slight increase in transport, storage and communication, and trade and commerce was due to normal fluctuations. The decrease in manufacturing was negligible for which no reasons could be assigned.

Employment of Women

Employment of women registered an increase of 303 (13.9 percent) 1900 women (4.9 %) were employment out of total employment of 38672 in both the public and private sectors at the end of the year under report as against 1597 women employees amongst the total employment of 38767 on 31 December 1962. Out of 1900 women employed on 31 December 1963, 1338 (70.4%) were employed in the public sector and 562 (29.6%) in the private sector. Analyzed by broad industry divisions, services alone employed 92.7% followed by manufacturing 6.7% and the remaining 6% in other groups.

Unemployment Trends

The slight decrease in the registrations brought down the cumulative total of employment seekers remaining on the live register of the employment exchange by 344. The total figures of persons seeking employment which was 7058 (including 125 women) at the end of the year 1962 fell at 6714 (including 208 women) as on 31 December 1963.
Out of 6714 persons on the live register 3512 were educated persons consisting of 2138 matriculates, 924 intermediates and 250 graduates with one or more degrees. According to occupational analysis of the total 6714 persons on the live register 2.35% were professional, technical and related workers, 0.03% were administrative executive and managerial workers, 1.56% were clerical and related workers, 7.03% were craftsmen, 2.13% were skilled workers, 0.34% were in unskilled (office workers), 6.78% were unskilled (other workers) and 79.48% were workers who had not received any professional, technical or vocational training.

DEMAND FOR PERSONNEL

The number of vacancies notified to the employment exchange evidence and upward trend during the year under report. 1760 vacancies including 68 for women were notified during the year ended December 1963, as against 1571 (including 22 for women) in the last year. The increase in the no of vacancies notified as mainly due to the recruitment of unskilled workers by the Anti Mal-aria units and also receipt of alarge no of vacancies of KANDARS required for blocks under the expansion scheme of seed stores. Analyed occupationally the demand for workers showed that 179 (10.17%) were for professional, technical and related workers, 4 (0.23%) for administrative, executive and managerial workers, 438 (24.98%) for clerical and related workers, 255 (14.98%) for craftsmen, 120 (6.81%) for other skilled workers, 155 (9.31%) for other skilled (office workers), and 6093 (34.30%) were for unskilled (other workers).

VACANCIES FILLED

1273 vacancies (including 46 for women) were filled during the year under report as against 1106 (including 27 for women) in the year ended 31 December 1962. Occupational analysis of the vacancies filled revealed that of the total 1273 vacancies, 119 (9.35%) were for professional technical and related workers, 2 (0.15%) for administrative, executive and managerial workers, 164 (12.98%) for craftsmen, 162 (12.73%) for other skilled workers, 133 (10.45%) for unskilled (office workers) and 438 (34.41%) for unskilled (other workers).
PERSONS IN SHORT SUPPLY

Based on the report of employers in public and private sector and on the basis of experience of the employment exchange in regard to the difficulties experienced in filling up the vacancies there was persistent shortage of suitable personnel in the following occupations: - Stenographer, trained compounder, electroplater, trained liberian, polisher, Qualified Boiler Attendant, trained science teacher, lady P.T teacher, Trained Nurse, X-ray technician, Health visitor, Home science teacher.

OTHER DEVELOPMENT IN THE EMPLOYMENT SITUATION

Although it is not possible to base any precise conclusion on the actual number of anticipated vacancies during the next 12 months, it is anticipated that there will be upward trend in the demand for mechanical engineers, electrical supervisors, dairy chemists, polishers, trained nurses and compounders, trained science teacher, in stenographers, while there will be increase in the demand for workers in these trades and supply position is not likely to keep pace with the increased demand. The availability of only limited seats in the technical and educational institution particularly in respect of attractive and shortage category trades as also unfavourable attitude of applicants towards certain blue colour jobs compelled with limited means of middle glass people is responsible to certain extent of the continued shortage. Efforts are being made by the employment exchange to persuade the educated unemployees to receive training particularly in those trades where there is persistent shortage of workers.

The above information was collected for the year 1965, in the following lines the situation in the year of 1964 will be take into consideration.

NOTE: - There will be the description of the first quarter of 1964 (from Ist January 1964 to 31-3-1964) first, then the description will be from 1.4.64 to 31.3.65. This type of disturbance arises due to the policy of employment exchange. Because upto 1963 the service was dealing in the calendar year, from 1964 it started working in financial year. So the data collected are in such a way that the report of first quarter of 1964 will be presented separately, but after that it will start working in the financial year system.
Following lines refers to the employment situation in ALIGARH employment market during the period January 1964 to March 1964, and is based on the information collected from the establishments in the public sector and such employers in the private sector engaged in non-agricultural activities, who usually employ 10 or more persons.

Construction industry in the private covers only those units, which were engaged in public construction work during the quarter. The response from employers in both the sector remained cent per cent.

EMPLOYMENT TRENDS: - The overall employment position recorded an increase of 202 persons (0.52 %) during the quarter. As against 33706 persons employed in the private and public sectors at the end of the last quarter, the total number of the employees in the both the sectors as on 31-3-64 was 39908. The graph on the last page gives the progressive employment indices on chain base method.

EMPLOYMENT IN PRIVATE SECTOR: - There was decrease of -356 (2.1 %) in the number of persons employed in the private sector. As many as 16492 persons were in employment in the end of quarter as compared to 16838 on 31.12.63. The significant decrease in manufacturing group due to seasonal fluctuations in sugar and brick kiln industry, the slight decrease of- 29 and -1 was marked in construction and transport and storage respectively. On the other hand there was nominal increase in Trade and Commerce (-13) and services group (-23) due to nominal fluctuations.

PUBLIC SECTOR: - The level of employment in the public sector maintained a rising trend during the quarter. Return from 113 establishments in this sector disclosed that the employment had increased from 21368 at the end of Dec 63 to 22426 at the end of March 64 i.e an increase of 558 (2.5 %). The increase in state Government was mainly due to extension of KASIM PUR power House. According to industry wise analysis the increase was marked in electricity gas and water + 637 followed by agriculture +58, transport storage and communication + 29, trade and commerce + 5 and manufacturing +1. On the other hand there was decrease in services group - 114 and construction -58.
The significant increase in electric, gas and water was mainly due to expansion in the activities of KASIMPUR Power House.

EMPLOYMENT OF WOMEN: There was increase in employment of women, as against 1900 women employed at the end of the previous quarter, the total no of female employees at the end of the quarter was 1992 ie 1394 (69.89 %) in public sector and 598 (30.02 %) in private sector. Analysed by industry divisions 91.52 % were employed in services, 7.93 % in manufacturing, .55 % in transport, storage, communication, -10 % in construction and -10 % in Trade and commerce.

UNEMPLOYMENT TRENDS: 4. Supply of manpower
3513 including 127 women registered in employment exchange during the quarter as against 3676 including 110 women during the previous quarter. As many as 7025 persons including 194 women were on the live register on 31-3-64 as compared to 6714 including 208 women at the end of previous quarter. Of the 7025 persons seeking employment, 1.94 % were professional, technical and related workers, .03 % were administrative, executive and managerial workers, 1.40 % clerical and related workers, 5.60 % were craftsmen, 1.40 % other skilled workers, .57 % were unskilled (office workers), 5.79 % were unskilled (other workers) and 83.27 % were workers who had not received any professional, technical and vocational training.

DEMAND OF LABOUR: 197 vacancies were notified during the quarter ended 31-3-1964, as against 353 in the last quarter. Of the 197 vacancies received, 16.75 % were for professional, technical and related workers, 16.75 % were for clerical and related workers, 14.21 % were for craftsmen, 6.6 % were for other skilled workers, 9.65 % were for unskilled (office workers), and 36.04 % were for unskilled (other workers).

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There were persistent shortage of workers in the trade of stenographer, trained science teachers, mail production organisers, while new entrants to labour market particularly educated persons and unskilled labourers were in surplus.

The following lines refers to the employment situation in ALTH employment market during 1.1.1964 to 31.3.65.

The total employment position, as reported by the total 384 (253 private sector) establishments, the total number of employees which was 39359 (1992 women) on March 1964 increased on 31 March 1965 to 39944 (2167 women). The total increase was of 585 (1.48\%). This increase is the result of the increase of 1150 persons in public sector, in the public sector the figures decrease by 565. The total no of establishment which reported to employment exchange increased to 384 (253 private) upto March 1965 as against 376 (256 private) in March 1964. 28 establishments were identified in the year, 14 in public sector and 14 in private sector. 28 Offices were found closed during the year (1 public), so the increase in establishment was of 8 only.

According to the report received from 253 establishments, there was a decrease in the employment in this sector. Upto March 1964 there were 16933 employees in this sector (598 women), but this figure decreased to 16368 (646 women) upto 31.3.1965. So, there was a decrease of 565 (3.33 \%) in the number of employees.

After minute observation of the decrease of employment, it comes out that first of all it is due the decrease in the employment of wood and wood construction department. From 1964, Due to this there was decrease of 178 (51.14 \%) in the annual employment position.
In spite of this due to fluctuations there was a decrease in brick industry by 84 (29.47 %), due to lack of demand there was a decrease in employment in glass industry in 1965, and due to the disturbances in SHIYAM GLASS WORKS, SASTI in March 65,207 (16.03 %). In December 1964 the decrease in lock industry and in March 1965 due to lack of raw material in the Sasame industry the decrease was 142 (4.96 %), in other productions it went to 36 (12.90 %), In construction department 246 (31.13 %) and in health and sanitation it was 24 (11.48 %).

On the other hand there happened some increase in the employment in some industries, in MILK Industry 34 (147.82 %), in press and publishing 19 (19.38 %), in electricity, gas and water 33 (20.32 %) in educational and scientific services 178 (3.93 % and in entertainment services 23 (19.16 %).

PUBLIC SECTOR :- In the public sector there was a continuous increase, till it reached to 23569 in March 1965 as against 22426 in 1964 (March). So, there was an increase of 1150 (5.12 %). The increase in public sector was like this :- In central Government 87, in state Government 492, in quasi Government employment 16, and in local bodies 555. The reason of the increase in state Government employment was the increase in public construction and increase in the activities of KASIM PURPower House, in local bodies the credit goes to educational and health activities.

In spite of this there was increase other industries also, the important increases were in, Roadways, Public services, construction department, electricity, gas and water, educational services.

In this year two stores were also included, the no of employees in these two stores was 69.
EMPLOYMENT FOR WOMEN:— There was an increase of 8.78 \% in the employment of women. In March 1964 this figure was 1992 which increased to 2167 in 1965. So, the total increase was of 175 women. 1521 (70.19 \%) were in public sector and 646 (29.81 \%) in private sector.

UNEMPLOYMENT:— In 1965, 14468 persons were registered, out of these 503 were female candidates, up to 31.3.1965, 6645 persons were on the live register (192 women as against to 7025 (194 women) in 31.3.1964. So there was a decrease in the no of employment seekers by 3807.

DEMAND OF LABOUR:— A. In the current there was a lack of vacancies notified in comparison to 1964. In the year 1965 this figure was 1269 (81 women) as against to 1441 (74 for women) in 31.3.1964. The occupational distribution of the vacancies notified to employment exchange is as follows:— 90 (7.09 \%) for professional, technical and related occupations, 15 (1.18 \%) for administration and executive works, 522 (41.14 \%) of clerical and related workers, 13 (1.02 \%) for agriculture, fisheries, hunting and related workers, 145 (11.43 \%) for architecture workers, 317 (24.99 \%) for services, games, and entertainment workers, 122 (9.61 \%) for other workers.

VACANCIES FILLED:— From 1.4.1964 to 31.3.1965, 850 vacancies were filled through employment exchange (71 women), on the other hand 1157 vacancies were filled (60 women) to 31.3.64. The occupational classification of vacancies filled is like this:— 59 (6.94 \%) by local professional, technical and related workers, 14 (1.65 \%) by administrative and executive workers, 310 (36.47 \%) by clerks and related workers, 22 (2.39 \%) by agricultural, fisheries, hunting and related workers, 22 (2.59 \%) by transport and communication workers, 66 (7.76 \%) by workers related to architecture, 274 (32.24 \%) by services, games and workers related to entertainment and 83 (9.76 \%) by labour.
SHORTAGE OF MANPOWER:— Following professions are such in which there was shortage of manpower, and there was a great difficulty in filling the vacancies related to these professions:—

Stenographers, typist (Hindi and English), Engineering supervisors, (mechanical), electroplaters, trained teacher of chemistry, Zoology and Physics, female PT instructor, trained compounders, trained midwives.

1. 4. 65 to 31. 3. 66

Following lines will be devoted to the description of the employment market position of ALIYAR employment market, in the year 1. 4. 65 to 31. 3. 66.

EMPLOYMENT TRENDS:— From 1. 4. 65 to 31. 3. 66 the total employment increased to 40584 as against 39944 in March 1965. There was an increase in each year of the third five year plan, which will be clear from the following table:—

<table>
<thead>
<tr>
<th>Sector</th>
<th>31. 2. 61</th>
<th>31. 3. 62</th>
<th>31. 3. 63</th>
<th>31. 3. 64</th>
<th>31. 3. 65</th>
<th>31. 12. 65</th>
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<tr>
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<td>33484</td>
<td>35932</td>
<td>38908</td>
<td>39944</td>
<td>40061</td>
<td>40584</td>
</tr>
</tbody>
</table>

The number of persons engaged in public sector was continuously increasing. The reason was the absorption of persons in construction works in the plan, and the employment of applicants in the other offices. Because in 1963 the data of the establishment having less than 10 persons employed, were not included, the no of employees reduced. The graph of the employment of public sector, private sector and both the sectors is given on the next page.

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Curve showing the fluctuation in the employment market, 1-4-65 to 31-3-66

Public Sector 1
Private Sector 2
Total 3
Base 1961

Years:


Employees:

5,000
4,000
3,000
2,000
1,000
EMPLOYMENT TREND: In March 1966 the total no. of persons employed increased by 640 persons, in comparison to 1965 when it was 39944, and in 1966 it rose to 40584.

PRIVATE SECTOR: In the private sector there is an upward trend of employment in the third five year plan, up to the end of the plan the total no. of employees rose by 3729 (22.4%.) on 31.3.61 the figure was 12928, in 31.3.66 it rose to 16657. In 1962 there was an increase in employed persons by 1479, in 31.3.64 it increased by 2818 and in 31.3.66 by 1471. But on the other hand on 31.3.63 there happen a decrease in employed persons by 739, the reason has been given above. In 31.3.65 due to some struggle in SAS'NI GLASS WORKS between employees and employers and due to the lack of raw materials in manufacturing industry the employment decreased by 114 persons.

In production industry (manufacturing) there is a continuous increase in employment, the reasons behind this is mostly due to the industrial development of ALIBARSH. Which is due to the establishment of two new industries and expansion of old factories.

In the quarter which ended on 31.12.64, due the lack of raw material 433 persons were thrown out of employment, due to the lack of work in clothe industry in 1965, 592 persons were thrown out of employment. In June 1965 due to the closing of cloth and general MILL HATTAS 737 persons were also thrown out of employment, and due to the stoppage of one establishment 113 persons and due to the disturbances in SAS'NI GLASS WORKS 239 persons were dismissed, and this influenced the total manufacturing industry very much.

PUBLIC SECTOR: According to yearly analysis the no. of employed workers increase in public sector, in 1963-3191, in 1964-1158, in 1965-1150 and in 1966-251. The main reason for this increase was due to the increment in employees in HARD'A TURF STATION, KASI, KPT, because of the construction of roads and buildings.
construction of new roads and Government buildings in Government construction department. In spite of this it is also due to the appointment of teachers in newly opened schools by District Board.

There was an increase of 351 persons in the year 1966, in comparison to 1965. In 31.12.65 this figure was 23576 which increased to 23927 in 31.3.66. It was mostly due to new appointment of teachers and absorption of labourers in building and road construction.

Employment for Women: In the year ended on 31.3.66 the number of employed women was 2696 (6.6%). Out of those 727 were in private sector (1.0%) and 1969 (4.3%) were in public sector. And the percentage of women in the total employment in the private sector, (which was 16687) person was 4.4% and in the public sector out of 23927 person in employment, women were 8.2%. Females are mostly employed in education and health department.

Unemployment Trend: From 1.4.65 to 31.3.66 the no of persons registered in the employment exchange was 14570. In the end of 1965, 6035 applicants were on the live register, the occupational distribution is as follows: - entrepreneur and organisers, executive and administrative workers 4, clerical workers 131, agriculture, fisheries and related workers 32, transport and communication 51, workers related to industries, services and related 454, unskilled workers 430.

Analysing the live register on the basis of education it is known that on December 1965 its figures were as follows: -

High school 2295, Inter 569, Graduate and Post Graduate 248, illiterate 2923. After analysing, it becomes clear that out of the persons coming for employment assistance, the no of educated persons is increasing. From this it can be said that education is on an upward trend, this will also be clear from the following table.
**Qualification** 1961 1962 1963 1964 1965 (1966 increase) over 5

| High school | 921 | 626 | 721 | 846 | 2000 | +1079 |
| Inter       | 285 | 165 | 303 | 471 | 913  | +685  |
| Graduate and Post Graduate | 105 | 72  | 109 | 98  | 167  | +62  |

In ALIYAR employment exchange there are 29 persons who were employed, but registered their names for better employment. After the study of employed and unemployed persons it is clear that the population is increasing at a faster rate on the other hand the employment opportunities are not increasing in the same proportion. So the gap between employment and population is becoming wider and wider.

**DEMAND OF LABOUR AT ALIYAR** :- Upto March 1966, 1960 vacancies were notified through employment exchange, which was in 19651269. So there was an increase of 391(30.8%). The occupational analysis of the vacancies notified is given below. 91 for inspection works, 15 for administrative and executive, 283 for clerical workers, 45 for transport and communication and transport, 143 for industries and related workers, 44 for agriculture, fisheries and related to forest, 240 for skilled workers and 408 for other unskilled workers.

**VACANCIES FILLED** :- 1282 persons were given employment in the year 1966, on the other hand it was 850 in 1965. In this way there was increase of 432 (50.0%) the occupational classification of the vacancies notified is given below, agriculture 106 in 31.3.65, 17 in 31.3.1966, manufacturing 72 in 65, 93 in 1966, building construction 261 in 1965, 148 in 1966, electricity 79 in 65, 207 in 1966, trade and commerce 14 in 1965 and 24 in 1966, transport and communication 24 in 1965 and 37 in 1966, services 13 in 1965 and 1137 in 1966.
The above data show that leaving agriculture and building construction other occupations show an increase in the vacancies notified.

There was a shortage of persons in the following industries: stenographers (Hindi and English), book binding, supervisef, workshop, administrative, trained comptounders.

In this year the registered applicants, without training and experience, were matriculates and inter, were in abundance. There was also the abundance of uneducated persons.

1. 4 - 66 to 31. 3 - 67

The following description deals with the employment situation of ALIAKTH market during the year 1967 which starts from 1.4.67 and ends on 31.3.67. This shows the size and distribution of manpower in ALIAKTH employment market, the information was received by the returns given by different establishments.

EMPLOYMENT TRENDS: - After the study of the situation of employment it comes to be known that there was an increase in the total employed persons in 1967 as against 1966. The increase in 1967 was of 1553 persons in the public sector in spite of this private sector showed the increase of 1627 persons. So, the total increase was of 3180 persons (7.60 %). In 1966 this figures was 40584 which increased to 43764.

EMPLOYMENT TRENDS: - In total employment in the year ending on 31.3.67 increased by 3180 persons. In March 1966 this figures was 40584 which increased to 43764.

<table>
<thead>
<tr>
<th>Quarters</th>
<th>Public</th>
<th>Increase or Decrease (+)</th>
<th>Private</th>
<th>Increase or Decrease (+)</th>
<th>Total</th>
<th>Increase or Decrease (+)</th>
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<td>-</td>
<td>16657</td>
<td>-</td>
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<tr>
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<td>- 154</td>
<td>17141</td>
<td>+185</td>
<td>40914</td>
<td>+333</td>
</tr>
<tr>
<td>Sep 1966</td>
<td>24279</td>
<td>+ 546</td>
<td>17668</td>
<td>+348</td>
<td>41947</td>
<td>+1033</td>
</tr>
<tr>
<td>Dec 1966</td>
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<td>+ 491</td>
<td>18352</td>
<td>+684</td>
<td>43122</td>
<td>+1175</td>
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<tr>
<td>March 1967</td>
<td>25480</td>
<td>+ 656</td>
<td>18284</td>
<td>- 68</td>
<td>43764</td>
<td>+ 642</td>
</tr>
</tbody>
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...65/-...
CURVE SHOWING FLUCTUATIONS IN THE EMPLOYMENT MARKET 1-4.66 to 31.86

Public Sector 1
Private Sector 2
Total 3

BASE, MARCH 1966 = 100

NO. OF EMPLOYEES

100 105 110 115 120 125 130


YEARS
In the table there is an increase of 642 (in quarter which is ending on March 1967) in comparison to the last quarter. The reason is the establishment of a plant in KASIMPUR, due to the opening of new schemes in educational institutions and in Muslim University ALIGARH. So, there was an increase of 3180 (7.6 %) in 1967 in comparison to 1966.

There was a continuous increase in the private sector. Though due to the lack of raw materials it decreased to some extend, but inspite of this there was an increase of 856 (3.6 %) in manufacturing industry in comparison to 1966. In 31.3.66 this figure was 9876 which increased to 10733.

In the year under consideration 30 new establishments were opened, on the other hand in the public sector due to the policy of Government, some establishments were closed, which reduced the number of factories.

**PRIVATE SECTOR** :- 1627 (9.7 %) persons were increased in the private sector in 1967. In 31.1.66 this figure was 16657 which increased to 18284 in 31.3.67. After quarterly analysis it comes to be known that in 30.6.66 there was an increase of 484 persons in the employment, in 30.9.66 this increase was of 527 persons, in 31.12.66 this figure was increased to 684. The reasons for this increase are, increase in construction work in KASIMPUR POWER HOUSE, more employment in manufacturing industry on account of improvement in trade and more employment in ALIGARH Muslim University due to the establishment of new schemes, as night classes. On the other hand due to the lack of raw material 345 persons were thrown out of employment in 31.3.67, but this decrease was equalised by the increase in construction department, and number of persons unemployed (345) was reduced to only 68 persons.
In manufacturing industry the employment was continuously increasing but in March due to the shortage of raw material, this stopped all of sudden and the employment decreased. In the quarter which ended in June there was an increase of 600 persons, in September this figure was 85 and the increase in December was 508 persons. This was due to the establishment of new factories and expansion of old industries.

PUBLIC SECTOR: In the year which ended on 31.3.66 the number of persons employed in public sector was 23927 which increased to 25480 in 31.3.67. So there was an increase in the employment situation by 1553 (6.4%) in respect of the last year. On quarterly analysis this becomes clear that increase in public sector is like this:
- In 31.3.66 the figure was 23927,
- In 30.6.66 the figure was 23773,
- In 30.9.66 the number increased to 24279,
- In 31.12.66 it further increased to 24770 and in 31.3.67 this figure reached to 25480. The foremost reason was construction of plant, roads and building.

In March 1967 the number of employees increased by 710 persons in comparison to December 1966. In 31.12.66 this figure was 24770 but in 31.3.67 this figure increased to 25480, this increase was mostly due to the construction of roads and buildings.

EMPLOYMENT FOR WOMEN: In the year which ended on 31.3.67 the number of women in employment was 2767 (6.3%) out of that 766 (37.6%) were in private sector and 2001 (72.3%) were in public sector. Out of the total number of persons employed 43764, the percentage of women was 6.3%. Females were mostly employed in educational institutions and Health department.
UNEMPLOYMENT TRENDS: From 1966 to 1967 the number of registered persons was 12853. Upto 1967 the number of persons on the live register was 6751, the description is as follows professional, technical and related persons 166, administrative, executive and managerial workers 7, clerical and related workers 121, agricultural, fisheries and related to forest 8, Transport and communication 71, workers related to factories 453, services and related 414 and 5511 related.

DEMAND OF WORKERS: Upto the end of March 1967 vacancies notified were 1813 to the employment exchange, in 1966 this figure was 1960, so there was an increase of 153 (9.2 %) in 1967. The occupational distribution of vacancies notified is given below, as it was upto 31.3.67. Professional, technical and related 121, Administrative, executive and related 44, clerical and related 187, Transport and communication 38, workers related to factories 303, agriculture, fisheries and related to forest 23, skilled workers 166, other unskilled workers 931.

VACANCIES FILLED: Upto 31.3.67 persons which were given employment through employment exchange were 1264, in the year 1966 this figure was 1282, so in 1967 there was an increase of 18 (1.4 %) persons in comparison to 1966. Following is the occupational classification of employed person in 31.3.1967: - Professional, technical and related 65, administrative, executive and related 36, clerical and related 120, transport and communication 24, workers related to factories 65, agriculture, fisheries and related to forest 15, skilled workers 166, other unskilled 845, total 1264.

SHORTAGE AND SUPPLIES OF WORKERS: In the following professions there was a shortage of workers.

Stenographers ("Indi and English", Doctors, trained teachers, engineers, trained nurses chemists, over seas (civil).
This year untrained applicants (matric and Inter) were in abundance, other than this, there was also surplus of persons who were less educated, and who were without any training and without any experience.

31.3.1967 to June 1967

The following information deals with the quarter which ended in June 1967. It shows the situation of ALL INDUSTRIAL employment market in the quarter. The information shows there was improvement in employment situation in the quarter in comparison to the last quarter. In the the last quarter the number of employed persons was 43280, which increased to 43995 on 30.6.1967. The employment decreased by 480 (2.9 %) due to the lack of raw material and completion of construction work, but to the increase of workers by 641 (2.5) in the public sector in KASMIR POKHAR region, the decrease was neutralised.

In the public sector, mostly due to the lack of raw material and completion of road construction work, the total employment decreased by 480 (2.9 %). The employment figure which was 16486 in March 1967, decreased to 16006 in 30.6.1967. According to occupational analysis this came to be know the decrease was in manufacturing 283 (3.0 %), in road construction 138 (4.9), trade and Commerce 4 (1.2 %) and in services it was 50 (0.8 %). There was no change in electricity and transport.

In public sector the number of employees increase by 641 (2.5 %), in March 1967 this figure was 25480, and it increased to 26121 in June 1967. The reason was increased employment in KASMIR POKHAR region, on account of this, there happened an increase in elecetric department by 697 (31.5 %) in manufacturing, this figure increased to 61 (4.4 %), in trade 19 (5.0 %).

...67/-
In spite of this there was a decrease in agriculture by 21 (4.5 %), road construction 15 (0.4 %), transport and communication 3 (0.2 %) and in services 97 (0.6 %).

EMPLOYMENT FOR WOMEN: In this quarter the number of women in employment decreased by 62, in the last quarter this figure was 2767 which decreased to 2705 in this quarter. The most important reason was the termination of temporary women workers in health department. The women were 6.1 % out of the total employment.

EMPLOYMENT TRENDS: ALIBAHI city is advancing towards improvement day by day and several new factories are about to establish, the only problem is with the foreign exchange, and some of them are not working due to non availability of raw material. After these difficulties are finished the employment will increase to a great extent.

EMPLOYMENT TRENDS: 3753 persons (265 women) were registered in this quarter. In the last quarter this figure was 2632 (196 women).

In the year 1967 on 30.6.1967 the number of applicants on the live register was 863 (308 women). In 31.3.67 this figure was 5068 (233 women) so there was an increase of 825.

VACANCY TRENDS: In the quarter which ended on 31.3.67 the number of vacancies notified was 293 (54 women). In 30-6-67 this number increased to 471 (70 women). So, there was an increase of 178 (60.7 %).

In the quarter ended on 30.6.67. 45 vacancies were for trade and manufacturing, 6 for administrative and executive branch, 43 for clerical jobs, 3 for agriculture, 7 for transport, 45 for industries, 17 for third grade officials, 1 for services, 434 for unskilled workers.

SHORTAGE AND SUPPLIES OF MANPOWER: There was a shortage of manpower in the following professions: - WATER WORKS ENGINEER, RESEARCH OFFICERS, TRAINED TEACHER, STENOGRAPHERS, TYPISTS (Hindi and English), FITTER, DYE-MAKER.
In spite of this there was a shortage of clerks, unskilled and unexperienced workers.

**June 1967 to 30-9-67**

The following discussion deals with the employment market situation of ALIAH of the quarter, which ended on 30-9-1967. In the last quarters the number of employed persons was 44018, but on 30-9-67 this figure reduced to 42333. In the private sector this decrease was due to quarrel of "mazdoor" in electric cotton mill "ATIRAS. Due to this disturbance 2175 persons were thrown out of employment and the total employment decreased by 1635 (3.8 \%)

**EMPLOYMENT END:- Private sector:-** In the private sector due to the strikes in oil and cotton mill there was a decrease of 2329 persons, and in manufacturing works the total decrease was of 2288 (21.2 \%) persons. As a result of this the total number of employees reduced to 15987 which was 17881 in 30.6.67. According to occupational analyses there was an increase in the following professions, in road and building construction department it was 208 (48.4 \%) in trade and commerce 3 (0.8 \%) and the increase in services was 128 (2.0 \%). This was neutralised by the decrease in manufacturing. In other department there was no significant change.

**PUBLIC SECTOR :-** In this quarter the no of employed persons in public sector increased to 26346 as against 26137 in 30.6.1967. The increase in total employment came to 209 (0.8 \%). The increase was mostly due to construction works in KASI'PUR by 207 (5.1 \%) in manufacturing 55 (3.8 \%) in services 14 (0.6 \%) and in trade and commerce 13 (3.1 \%) on the other hand in transport due to the shift of one office it reduced by 60 (3.1 \%).

.........71/-
Curve showing fluctuations in the employment market
Quarter ended on 30.9.1967

Public sector 1
Private sector 2
Total 3

Base, March 1966 = 100

<table>
<thead>
<tr>
<th>Months</th>
<th>No. of Employees</th>
</tr>
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<tbody>
<tr>
<td>March 1966</td>
<td>100</td>
</tr>
<tr>
<td>June 1966</td>
<td>101.5</td>
</tr>
<tr>
<td>September 1966</td>
<td>104.8</td>
</tr>
<tr>
<td>December 1966</td>
<td>107.9</td>
</tr>
<tr>
<td>March 1967</td>
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<tr>
<td>June 1967</td>
<td>111.5</td>
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<tr>
<td>September 1967</td>
<td>115.0</td>
</tr>
</tbody>
</table>

Years
In the quarter under discussion the no of employed women increased by 16. In the last quarter this no was 2777 which increase to 2793 in 30.9.67. Out of total employment 6.5 ./ were women.

UNEMPLOYED :- In this quarter 3866 persons were (275 women) were registered. In June 1967 this figure was 3753 (255 women). On live register there were 5863 (303 women) applicants in 30.6.1967, which increase to 6168 (305 women) in 30-9-1967. So, there was an increase of 305 applicants.

EMPLOYED :- In the last quarter 471 (70 for women) were notified but on 30-9-67 this figure reduced to 254. In September 1967, 394 (58 for women) were notified through employment exchange. So from 30-9-66 to 30-9-67 there was a reduction of 40 (1.7./.). Occupational analysis showed following results for professional and technical servants 10, for administrative and executive workers 42, clerical workers 44, agriculture and related 8, 1 for mines, Transport 7, factories 58, for services 56, unskilled workers 27.

SUPPLIES AND SHORTAGE OF MANPOWER :- There was a shortage of workers in the following professions, Res arch officers (medical), stenographers, tvpe (Hindi and English), trained teacher, Inspector mechnist.

On the other hand there was a surplus in the following :- clerical group and unexperienced applicants.

The data between October 1967 and December 1967 are not available. Because the data will be published in the end of April 1968, so these facts are out of thesis.
In the third five year plan licences were issued to three heavy industries. An industry of tyres and tubes of cycles is about to start in the Tehsil HATHRAS with a capital investment of 20 lakhs of rupees. This will be established with the aid of J&N. It is estimated that it will absorb near about 1000 workers.

Secondly there is a scheme to start in near future one Oxygen plant in the establishment of PRAG Vanaspati Ghee ALIARA. It will also give employment to near about 300 persons. The problem in the establishment of this plant is of vanaspati oil. Inspite of this, it is also under consideration to increase the output of Ghee to 50 tones from 20 tones per day. If this increase is sanctioned by the Government the productivity of the Oxygen plant will also increase in the same proportion.

TOMAR MACHINE TUBE industry was going to start this year, but due to some disturbances in foreign exchange, it is in pending. This establishment will start working as soon as the problem of foreign exchange is over. It is estimated that this will start with a capital of 25 lakhs and about 100 persons will get employment in this industry. It will really be a big factory for the manufacture of machine tools.

Further in making the goods of building fitting, electric fitting ALIARA district is improving very fast. On the other hand the lock factory, which is the main industry of ALIARA, is also improving at a very faster rate. The greatest difficulty in the establishment of heavy industries in ALIARA is, the scarcity of electric and raw material, correspondence with the central Government are going on to solve this problem.
with the improvements in already established industry, the problem of unemployment in ALIBAHI District will be minimised and the standard of living of the people of ALIBAHI will improve and there will be prosperity.

The End

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.....74/- -