CHAPTER X

CONCLUSION
Unemployment in India is a composite question. The economic, political, technical, demographic and financial factors work themselves into this problem. It is a multi-facet issue and so demands a multilateral attack. Work has to be created for the illiterate millions — the innumerable underemployed in towns, cities and villages for thousands of the educated unemployed and for the new entrants swelling the stream of the idle workers.

"A thorough and exhaustive investigation of the present state of unemployment is necessary for an exact and proper understanding of the causes and character of this grave economic and social vice. Unfortunately no such exhaustive enquiry has so far been conducted in India. Consequently, the knowledge available in our country on this most serious evil is, even today, very imperfect." 1 As a result of it we are losing, every year, much of young energy and making the problem more serious.

Apart from economic, the problem has its social as well as political consequences. Since the problem has spread over to the educated class of our society, the social cost of the problem is greater than its economic cost.

Behind the statistical figures and tables of the educated unemployed lies the misery of at least two generations, the utter despair of lakhs and lakhs of parents who sacrificed the pleasures of

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the world and spent the life time in great misery just to give their children an education but to see them unemployed in the end.

In the present study two most important problems, namely the educational pattern and employment structure, of Madhya Pradesh, have been studied. Various significant features noted and conclusions drawn in the course of the present study along with future trends are summarised in these last pages to enable an quick and connected review.

The present state of Madhya Pradesh formerly known as Central Province and Berar, was formed on the first of November, 1956, as a general reorgination of states undertaken in that year. The main occupation of the people is agriculture which is practised by 78 per cent of the population.

Major population of the province depends on agriculture. It includes production of raw materials, exploitation of animals and vegetables, extraction of minerals, preparation and supply of material substances etc. Second in employing the people are the different industries and trade of the province. A very small percentage of the people are engaged in public force, public administration, professions (teachers and doctors) and liberal arts etc. Some people depend on their own income some as domestic servants or are in jails.

Madhya Pradesh from a long time, has been considered as educationally backward state of the country. Low proportion of
literates was there. There was a steady progress in the present century. The desire for more education has slowly spread into the rural areas of the province. As a result of it every decade marks a considerable progress in educational development and literacy in the state.

With the development of education at the lower stage there has been a consequent rise in the number of students in the colleges and universities. After the independence of the country higher education has also become very common in the province. There has also been a considerable rise in the number of educational institutions providing education as well as creating jobs for the educated persons and the educated people have been appointed as professors, lecturers, teachers, officers, managers and clerks in them. Of course teaching is not the only profession in which the educated people of the province are absorbed, though it is the most popular, nor all the educated persons are interested in getting employment in the educational institutions. A large number of the educated as has been shown in the present study, are engaged in executive, administrative and other jobs in the province. Unfortunately the development of the avenues of employment have not been able to keep pace with the increase in the number of educated in the province. As a result of it unemployment among the educated has become one of the main problems which the province has to face.

Educated youngmen of our province coming out from the universities and colleges find no assurance for a good job. In
number of cases they have to remain without work and thus are subject to mental and physical strain. The reason for this lamentable state of affairs may be sought in the lack of sufficient development over a number of years to absorb new entrants to the labour force.

Another great reason is lack of sufficient and reliable information about employment opportunities for the unemployed. Even there are no reliable statistics which may show the size of the unemployeds in the province. The information collected are few and incomplete. It is a serious problem and government of the province must take up short term and long term programmes, for a definite solution.

**SHORT TERM MEASURES :**

**Reorganisation of the employment exchanges :**

The most important material available on unemployment in the province, is the employment exchange statistics. At present there are 15 employment exchanges working in all important cities of our province. These exchanges are confined to urban areas only. Even in urban sector there is neither compulsion for the unemployed to get them registered in the employment exchange rolls nor is there any obligation on the part of the employers to recruit labour only through these exchanges. Thus the information even about the urban areas is incomplete. For the present state of unemployment it would be a step in the right direction if the employers are compelled to make all their recruitment only through the employment exchanges.
In the employment exchange there is also, to some extent, registration of persons who are already in employment and desire to get better jobs. It is very clear that the figures furnished by the employment exchanges can best serve as a rough index of general urban unemployment. They can not give an idea of the extent and nature of educated unemployeds in the province. Looking at the problem of educated unemployeds it may be recommended that a special branch of every employment exchange should work for the educated unemployeds only. The unemployeds and seekers of change in jobs should be clearly differentiated. These branches of the exchanges should look at the problem from all aspects and should try to provide right job to right person.

University Employment Bureaus, apart of the employment exchanges, have recently started functioning in the university centres of the province. These may fulfill to some extent the needs of the young educated persons who are in search of jobs. But its scope has also to be extended to make it more effective for the unemployeds. Such bureaus should also work in the colleges in different cities. Thus there should be close coordination between the employment exchange service and all educational institutions. The seats in the training institutions should be limited according to the informations given by the employment bureaus regarding the vacancies in that profession. This may help in improving the condition of the educated unemployeds in the province.
Regional mobility required:

The regional and occupational aspects associated in the problem of educated unemployed have to be considered separately. Regional immobility among the educated, except at fairly high levels comes in the way of fuller utilization of such personnel. Even the educated people of Madhya Pradesh do not want to leave the city which is near their village. On the one hand they do not want to take up any job in their villages and on the other they do not want to go far off from their home town or village. Of course these people get grain, fuel etc., from their villages but this type of attitude creates maladjustment in the employment market. In such cases adjustment of supply with demand seems to be a considerable extent a question of providing suitable incentives and opportunities. Proper facilities and inspiration should, therefore, be provided by the government so that people prefer moving outside, rather than remaining unemployed in their home towns. The surveys of the kind undertaken can provide a qualitative and quantitative idea of the educated unemployed in the province.

It would, thus, be possible to train, out of the available force, a number of workers who can be moved to other places of the province where there is need to supplement the local labour for the purpose of doing special jobs or for which local skills are not available. Some experience may be gained by setting up some pilot projects for this purpose specially with a view to finding out the most suitable types of organisation to carry out such a programme.
Promotion of small scale industries:

As a short term measure to reduce the number of unemployed, in Madhya Pradesh, promotion of small scale industries in the sphere of consumer goods and intermediate products may prove useful. The innocent villagers do not know how to make the best use of their products and they do not get the required price for their goods. At the same time the cities lose many useful products of the villagers due to transport shortage. It will be a step in the right direction if the educated people, who are unemployed can be given chance to work between the cities and the villages. They can work as middle man between the producers in the villages and consumer in the cities. Along with this they should be encouraged to take up village and small scale industries, which involve little capital.

Government of Madhya Pradesh has already taken above measures and if it is continued in a larger scale it will prove very useful for the educated unemployed. A number of training schemes and common facility services centres in selected trades are being run to fully equip the training centres and gradually take to production. Training in the manufacture of cycle parts, electric fans and fractional motors and model wood working has started. A techno-economic survey of the whole state has been organised and is nearing completion.

The construction work of the industrial estates of Indore and 9 blocks at Gwalior have been completed. The construction work of industrial estate at Jabalpur is in progress. The schemes are of
handloom development and production through weavers has made satisfactory progress. The training programme is continuing and the centres are now being gradually organised for production to meet the demand of handicraft articles. Mulberry sericulture has made substantial progress. Tussar development schemes are being implemented in Raipur and Bilaspur divisions. As the result of the effort about 130 cultivators have taken up mulberry cultivation.

The development of above industries in the province involve mostly the uneducated and village people. These people have been employed in these concerns. It is recommended that a special board should prepare a list of industries suitable for the educated masses of the province and which will require a sume of Rs. 1000 to Rs. 5000 each. Educated people should be encouraged to join them. This will have double effect -- it will provide jobs to the people who are unemployed at present and it will reduce the number of pupils in the higher educational institutions.

A number of training schemes and common facility service centres in selected trades, such as electric transformer industry, training workshop and foundary manufacture of umbrella ribs, pressed metal industry, fans and fractional motors, cycle parts, factory, wood-working institute, wood preservation and seasoning centres, brush making, cutlery, blacksmithy, etc., are running satisfactory. The survey of the Chambal Valley Project area for making an assessment of the possible utilisation of power to be made available from the Chambal Hydel Project has been completed by a firm of consulting
engineers, 150 candidates have already been given training. For encouraging industries in the private sector, Rs. 40.00 lakhs have been advanced to various industries under the state aid to industries act.

Establishment of work and orientation centres:

The work and orientation centres, if started in Madhya Pradesh, can assist educated unemployed persons to equip themselves to seek out and take advantage of avenues of employment other than white collar jobs. The orientation and instruction provided at the centres is designed to increase their employability or capacity for self-employment and to remove any feelings of possible frustration.

Apart from a sense of dignity of manual labour which these centres will inculcate, they will broadly speaking, be of values mainly in three directions. (1) to offer vocational counselling (2) to provide some orientation in occupations in which shortages are known to exist in the province and (3) to give guidance and instruction regarding self-employment as small entrepreneurs.

Among the occupations in which shortages of personnel in the province, are reported to exist and which these centres may, through programmes of counselling and orientation, help in meeting are, for example the following: cooperative supervisors, village level workers, personnel for soil conservation, salesmen, book keepers, storekeepers, warehousing personnel, drillers of various
kinds, personnel for plumbing and sanitation, laboratory assistants, general mechanics, electricians, moulders, welders, carpenters, sheetmetal workers, mistries and minor or sub-contractors in construction works, etc.

The work and orientation centres will also facilitate the preparation of suitable educated persons for taking up work as organisers of cottage and small businessmen and generally small entrepreneurs of various kinds who can, with a small capital, set up activities on their own, individually or in group. For example, it is known that there is a widespread demand for consumer articles in the province such as furniture, house-hold requisites, cutlery, sports goods, agriculture implements, pipe fittings, hand tools, bicycle parts etc. A course of instruction in the theory and practice of managing such production units will help those who enter the centres, after some education, to start such business on their own.

As 99 per cent of the educated unemployed in Madhya Pradesh belong to lower middle class group whose economic standard is very low, it may not be feasible for the educated unemployed to find the required funds for their cooperative enterprises. Keeping in view the above point Janata Stores of varied magnitude may be opened by the government, throughout the length and breadth of the province, both in urban and rural areas. The stores should deal with the articles of daily consumption, food stuff, stationery, other necessaries and luxury goods in the form of departmental stores. If 300 Janata Stores are spread throughout the province they can employ about 1800 educated unemployeds.
LONG TERM MEASURES:

Educational reconstruction:

The system of education existing in our province is much responsible for the bulk of educated unemployeds. The first and foremost task which must need be undertaken to create employment for all is the complete reorientation of our educational set up. There are some features in the existing system which are directly responsible for maladjustments in the student community and create among a large section a sense of discontent and frustration.

Both the university education commission and the secondary education commission have suggested reconstruction of secondary education in order to meet the requirements of adolescents, diverse tastes and aptitudes. Elementary education may be uniform in character, as the main purpose of education at this stage is to give the child an essential body of information and to develop in him certain habits of thoughts and action. With the coming of adolescence, differences in tastes and aptitude begin to be clearly marked. Secondary education has, therefore, to be more diversified. It is expected that with greater variety of courses at the secondary stage, an increasing number of adolescents will be diverted from purely academic studies. This will help to relieve the pressure on the universities. It will also help to remove one of the chief causes of the sense of discontent and frustration among young men and women by providing gainful occupation to many at the end of adolescence.
In Madhya Pradesh, the curricular of lower classes should be redrafted in a manner likely to inculcate a labour bias in the students. The present investigation clearly shows that the young educated persons who are seeking jobs are interested mostly in teaching jobs or administrative jobs. Almost none is willing to take up manual jobs. Only improvement of the educational standard will lead to a change in the general outlook of the people. Instead of looking down upon manual or hard handed occupations, middle class youths may discover that their talents and energies are better suited to these rather than the soft jobs in the offices.

From the figures shown in the previous chapters it can be inferred that in our province almost every town has a college and most of them are Arts or Science college. The teaching is mostly of the same type and the students read the theories with little practical training in science subjects. There are no colleges for special training. Thus the candidates in the employment market are having the same type of qualifications and training. The theoretical knowledge imparted in the colleges should be supplemented by practical training. Vocational counselling and guidance services should be developed to advise young men to choose vocations according to employment possibilities. Technical and technological courses should be increased so that they may absorb largest number of students. The new educational institutions should be in the nature of occupational institutes or polytechniques which prepare our boys and girls for specific vocations in life. There should be closest coordination
between our educational and industrial programmes. The government must indicate from time to time the types of courses for which there is likely to be a growing demand for the fulfilment of the five year plans. Expansion of the ordinary collegiate education in pure science subject can thus be strictly controlled. As far as possible the establishment of Arts colleges in the province should be discouraged and post-matriculate institutions for specialised training should be set up.

University education should not be made a passport to secure government jobs. The present insistence on the possession of a degree for employment, except at the lowest level, must go. "The example of Great Britain has shown that a sufficient number of able persons can be recruited to the public service without insisting on a degree. In fact, the dissociation of a degree from employment has had a beneficial effect in the U.K. on stands of both universities and services."

"In Great Britain recruitment at various levels of service is based on age. The result is that a fair proportion of young persons have already been absorbed in various professions and vocations by the time they are 19. They receive further training in their own special lines after they have been definitely fixed up with jobs. The small numbers who continue with their studies do so either with a view to higher learning or in order to qualify themselves for professions which require a higher degree of technical or scientific knowledge." - The introduction of such a system in India

would immediately draw away from universities and colleges large number who are there without any purpose and are often quite unfit for higher education.

"Definite competitive tests and stiffening of standards can weed out a large number of candidates and put a stop to the useless dissipation of energy involved in running about to secure recommendations or to cultivate patronage."¹ Recruitment to the services, on the basis of written competitive examinations, will not enable all to be expectant of getting into a certain post. Even if the appointments are to be made on the basis of an oral interview, specific qualification should be mentioned in the advertisement which include only those who are worthy of that post. This will save people from wasting money in paying an application fee and meeting frustration in the end. The results for the appointments should be announced at an early date, so that people may not remain unemployed and waiting for the posts for which they had been interviewed earlier.

Rapid Industrialisation:

The solution of the problem of educated unemployment in Madhya Pradesh does not only depend upon the changes in the education pattern. Along with the development of education we should try to evolve new type of economic system for the province, which can prove equally efficient for both the educated and uneducated people. Madhya Pradesh has a vast industrial potential, attention should be

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¹ Das, N.G. - Unemployment, Full Employment and India, page - 52.
paid to the task of encouraging the growth and development of large scale and medium sized industries. With the establishment of heavy industries like Heavy Electricals Bhopal and Bhilai Steel plant etc., a large number of technical personnel have secured employment.

It is clear from the present investigation that the educated people of the province have mostly joined administrative, executive or teaching services. Industry has attracted very little attention. It is true that heavy industries involve much money and involves other difficulties. As a long term measure to solve the problem of unemployment among the educated some heavy and medium sized industries should be pushed through.

The state is rich in mineral resources. The important minerals are iron, coal, bauxite, manganese, china-clay, limestone etc., which employes a good number of workers of the lower class and the educated class. The important large scale industries of the state include 19 cotton textile mills with 12,500 looms and 5,19,500 spindles, 5 sugar factories, 3 paper and straw board factories, 6 potteries, 3 art silk mills, 2 rayan mills, 2 cement factories and 2 glass factories. The government of Madhya Pradesh should establish more heavy and medium sized industries in the 4th and 5th five year plans which will employ more and more young persons with education upto matriculation. This will, to a large extent, solve the problem of educated unemployment in the years to come. If cotton spinning mills, oil mills, leather factory along
with heavy industries are established in the beginning of the fourth plan. It will solve the problem of educated unemployed to a large extent in the fifth and further plans.

Population control:

The problem of unemployment among the educated is not the special characteristic of Madhya Pradesh. It is not localised but has an all India effect. A disturbing trend has been revealed in latest statistics of the registration of the unemployed with the employment exchanges all over India. "The total number of men without jobs stands at about 1.18 million as against less than 0.5 million in 1953 and about 0.33 million in 1951."¹ A fraction of this impressive rise, it is true, is due to the increase in the number of employment exchanges, but that does not alter the fact that those statistics highlight a problem which has existed on a varying scale for a long time and has now assumed a disquieting turn. The basic reasons for the rise in the number of job seekers in urban areas are the high rate of growth of population and mounting migration of people from villages to town and cities. The employment creating potential of the economy, it seems, is not being exploited to keep pace with the continuous additions to the economically active labour force, especially in the urban areas. The worst suffers are the educated middle classes.

"The urban population during the period of the second plan had risen by 14 millions out of which 6.2 millions are the result of

natural growth, the rest being the contribution of net migration to these areas. For the third plan also, the estimates reveal a rise in urban population of the order of 17 millions out of which natural growth would account for much higher proportion at 8.2 millions. ¹ The tendency on the part of large numbers of people, hitherto employed in the agricultural sector of the economy in the country side, to migrate to the urban areas is putting a strain on non agricultural employment. Also the sufficient rate of population increase in the urban areas is adding to the severity of this strain.

We have seen in the present investigation that the pupil coming out from villages are not willing to return to the villages after they have finished their studies. If this tendency continues it will complicate the problem of unemployment in the urban areas of the province. Madhya Pradesh being a agricultural predominant province the result of people’s migration from village will be harmful for the rural areas also. The population of Madhya Pradesh has marked a considerable rise after the merger of Bhopal, Madhya Bharat and Vindhyag Pradesh with Mahakoshal in the year 1956. It will be beyond the scope of the present thesis to discuss the population problem of the province but it may be stressed here that the rise in population is also responsible for the rising number of students in schools and colleges and the consequent rise in number of educated people in the employment market. The government, as it

is doing, should take more effective measures to check the increasing population of the province. It should also try to stop the migration of people from villages to town. The government should find out some ways so that boys and girls go to the villages after completing their education or else higher education facilities should be provided in the villages.

It is apparent that if the above measures to improve the educational pattern and the employment structure of Madhya Pradesh are taken up by the government, it will also improve the conditions of those who are employed and are not satisfied with their jobs. After the above improvements every young man will get job suited to his qualifications and liking. They will get the desired salary and at proper time. It can be hoped that the frustration and unrest among the educated young men of the province will thus be reduced.

The sincere and praise worthy attempts of the government and the educational institutions of the province have no doubt borne fruit. As we find from the result of the present investigation that the graduates of Madhya Pradesh are well placed in life. The fate of the future graduates of the province, with a more progressive outlook is expected to be still better.

Unemployment is a hydro-headed monster and the modern state has no alternative but to fight it out on all points with a large variety of weapons. We must evolve an economic system
guaranteeing jobs for every body seriously seeking employment, and we must at the same time adopt measures for raising the standard of living of every individual in the country. "Gandhiji has told us that to a poor and hungry man God could appear only in the form of bread or a bowl or rice. To millions of our unemployed countrymen the national plan can have some meaning only if it gives them work and bread. Instead of asking for Light more Light, they want us to provide them with employment more employment." 1 It is of course true that this is not the task of the economist alone. The scientist, the educationalist, the social reformer and many others should also make their contributions towards this goal of building up a happy and prosperous India. But the economist has an important part to play. He should seek facts on which to base policy decisions, probe and analyse them and try to draw correct conclusions.