

## CHAPTER-XVII

### LABOUR, EMPLOYMENT AND WAGES

The present unemployment scenario in the state is very grim. The data available from the Employment Exchanges does not give a clear picture on unemployment as a large number of un-employed persons either did not register their names with Employment Exchanges or those who secure employment through other channels do not delete their names from the records of Employment Exchanges. The State Govt. has initiated various programmes to lessen the burden of unemployment. To study the unemployment problems in the State, a study on the potential employment avenues available in the state is necessary.

#### Employment Scenario

A comparison of the workers data in the census reports of 1991 and 2001 show that the percentage of main workers to total workers has declined from 86 in 1991 to 75 in 2001. The census reports from 1961 to 2001 indicate a decline in percentage of cultivators from 65 in 1961 to 28 in 2001 which may be due to shift of employment to other sectors. The percentage distribution of workers in the State as per census reports is shown in the Table-17.1.

**TABLE -17.1**  
**PERCENTAGE DISTRIBUTION OF WORKERS**

| Sl No.    | Classification of workers   | 1961         | 1971         | 1991        | 2001        |
|-----------|-----------------------------|--------------|--------------|-------------|-------------|
| <b>I</b>  | <b>Main Workers</b>         | <b>100.0</b> | <b>100.0</b> | <b>86.4</b> | <b>74.6</b> |
|           | (a) Cultivators             | 64.7         | 55.9         | 44.0        | 28.1        |
|           | (b) Agricultural Activities | 3.6          | 9.9          | 10.4        | 6.7         |
|           | (c) Other Activities        | 31.7         | 34.2         | 32.0        | 39.8        |
| <b>II</b> | <b>Marginal Workers</b>     | -            | -            | <b>13.6</b> | <b>25.4</b> |

The employment-unemployment surveys conducted by the National Sample Survey Organisation (NSSO) in various rounds gives a glimpse on various characteristics of employment and unemployment situation in the country as well as in the states. As per the 64th round of survey conducted during the year 2007-08, the number of unemployed males and females per thousand persons according to broad usual activity status in Assam were 26 and 10 respectively, in rural areas as against 11males and 3 females at all-India level. Similarly, in urban areas the unemployment per thousand persons in the State was 44 males and 25 females against 22 males and 8 females at all-India level. The findings of the survey conducted by NSSO in respect of sex-wise working persons, unemployed and not in labour force in Urban and Rural areas per thousand person in Assam and at All India level during 2007-08 is shown in the Table-17.2.

**TABLE-17.2**  
**DISTRIBUTION OF PERSONS (PER 1000) BY BROAD USUAL ACTIVITY STATUS 2007-08**

|       | Working |     |       |     | Unemployed |    |       |    | Not in Labour Force |     |       |     |
|-------|---------|-----|-------|-----|------------|----|-------|----|---------------------|-----|-------|-----|
|       | Rural   |     | Urban |     | Rural      |    | Urban |    | Rural               |     | Urban |     |
|       | M       | F   | M     | F   | M          | F  | M     | F  | M                   | F   | M     | F   |
| Assam | 564     | 153 | 541   | 87  | 26         | 10 | 44    | 25 | 410                 | 837 | 416   | 888 |
| India | 548     | 289 | 554   | 138 | 11         | 3  | 22    | 8  | 441                 | 708 | 424   | 854 |

Source: Employment and Unemployment Situation in India, 2007-08, NSSO, Govt. of India

## Census of Assam Government Employees

As per the Assam Government Employees Census, the total number of employees stood at 3.24 lakh as on 31st March, 2004 as against 3.26 lakh as on 31st March, 1999. Thus, the number of employees has recorded a decrease of (-) 0.61 per cent during the period from 01.04.99 to 31.03.04. The Table 18.3 shows the distribution of Government Employees according to the status/caste/tribes and sex as per Employees Census, 2004.

**TABLE-17.3**  
**DISTRIBUTION OF ASSAM GOVERNMENT EMPLOYEES ACCORDING TO THE STATUS/ CASTE/ TRIBES AND SEX AS PER EMPLOYEES CENSUS, 2004**

| STATUS                       | S.C.  |        | S.T.(H) |        | S.T.(P) |        | OBC   |        | OTHERS |        | TOTAL  |        |
|------------------------------|-------|--------|---------|--------|---------|--------|-------|--------|--------|--------|--------|--------|
|                              | Male  | Female | Male    | Female | Male    | Female | Male  | Female | Male   | Female | Male   | Female |
| CLASS-1                      | 453   | 70     | 94      | 30     | 690     | 99     | 1545  | 245    | 5296   | 733    | 8078   | 1177   |
| CLASS-II                     | 437   | 46     | 79      | 17     | 515     | 46     | 1759  | 211    | 4523   | 548    | 7313   | 868    |
| CLASS-III                    | 11712 | 2234   | 3144    | 1423   | 19955   | 4915   | 56858 | 16180  | 103369 | 23490  | 195038 | 48242  |
| CLASS-IV                     | 5007  | 672    | 1369    | 132    | 4929    | 371    | 13741 | 895    | 22033  | 1464   | 47079  | 3534   |
| Fixed/Conso -<br>lidated Pay | 555   | 333    | 307     | 228    | 700     | 851    | 1981  | 1220   | 3873   | 2801   | 7416   | 5433   |
| Total                        | 18164 | 3355   | 4993    | 1830   | 26789   | 6282   | 75884 | 18751  | 139094 | 29036  | 264924 | 59254  |

Source: Directorate of Economics and Statistics, Assam

As per the Census, the proportion of different categories of employees by status to the total State Government employees as on 31st March, 2004 were, Grade I-2.9 percent, Grade II-2.5 percent, Grade III-75.1 percent, Grade IV-15.6 percent and Fixed/Consolidated Pay-4.0 percent. The female employees accounted for about 18.3 percent of the total employees, as on the said date. Out of the total State Government employees, the percentage of employees belonging to Scheduled Caste, Scheduled Tribe (Plains), Scheduled Tribe (Hills) and Other Backward Classes were of the order of 6.6 percent, 10.2 percent, 2.1 percent and 29.2 percent respectively.

## Economic Census

As per findings of the 5th Economic Census, out of the 2208169 persons engaged in the unorganized sector, 1442854 persons were in rural establishment and 765315 persons were in urban establishments. Out of the total workers, 44.9 percent workers were found to be working in the establishments operating in rural areas and 57.1 percent in the urban areas. While Adult Female workers account for 11.64 percent of the total persons employed, Rural Adult Female workers constitute 73.5 percent of the total adult female working force. The adult female participation rate is 8.89 percent compared to male worker. The census report also indicated that 36952(1.67 percent of the total worker) child workers were also engaged in various establishments out of which 4048 were female.

It is evident from the 5th Economic Census results that 49.1 percent of the total workers were engaged as hired workers of which rural/urban divide was 44.9 percent and 57.1 percent respectively. In respect of hired worker pertaining to total adult female and children, this percentage was 73.9 percent and 68.5 percent respectively.

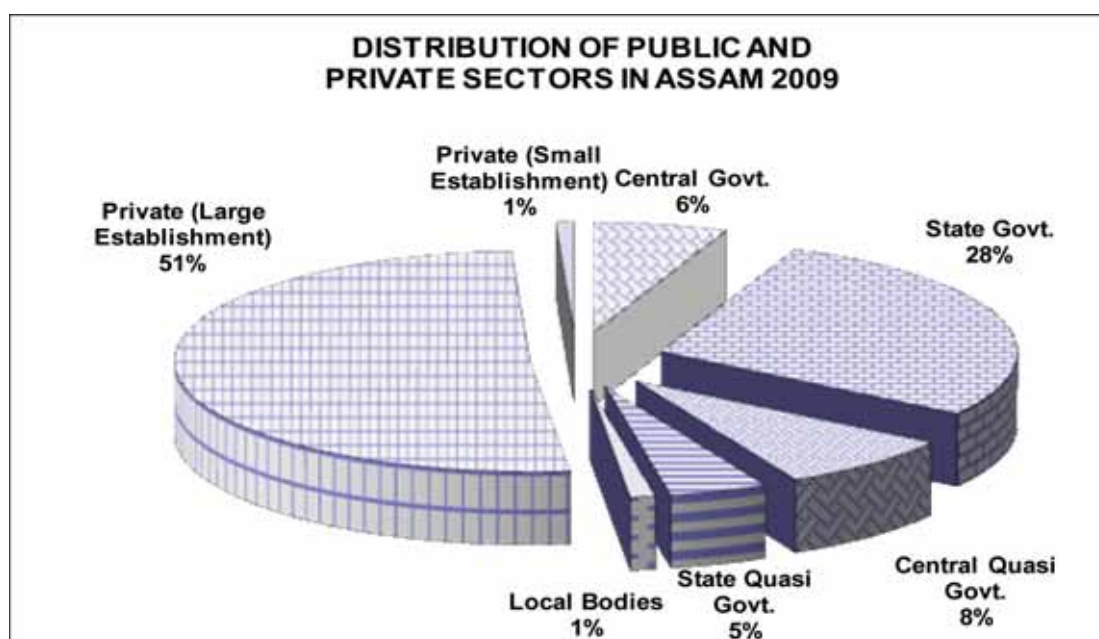
**TABLE-17.4**  
**NUMBER OF EMPLOYMENT IN ESTABLISHMENTS**

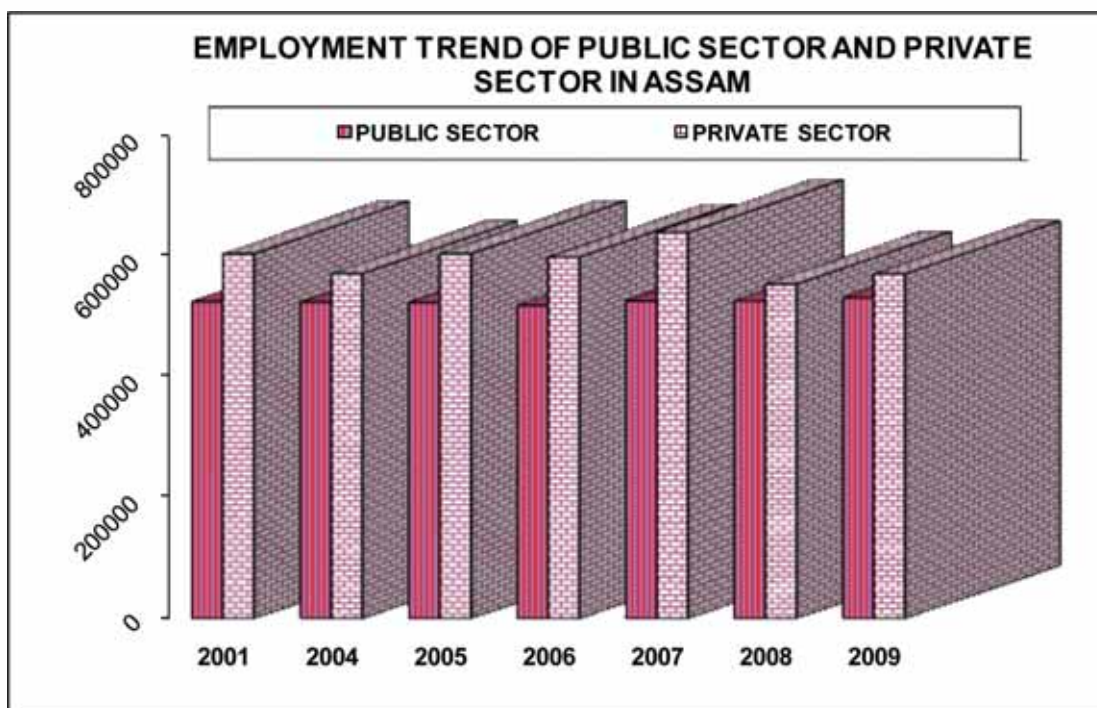
| Sl No.     | Item                             | Rural             | Urban            | Combined          |
|------------|----------------------------------|-------------------|------------------|-------------------|
| <b>1</b>   | <b>ALL ESTABLISHMENTS:</b>       |                   |                  |                   |
| 1.1        | Total Employment                 | 1442854<br>(44.9) | 765315<br>(57.1) | 2208169<br>(49.1) |
| 1.1.1      | Female                           | 189006<br>(70.8)  | 68019<br>(82.3)  | 257025<br>(73.9)  |
| 1.1.2      | Children(Male)                   | 24752<br>(62.4)   | 8152<br>(90.8)   | 32904<br>(69.4)   |
| 1.1.3      | Children(Female)                 | 3388<br>(57.5)    | 660<br>(81.1)    | 4048<br>(61.3)    |
| <b>1.2</b> | <b>Agricultural Activity</b>     | <b>80017</b>      | <b>6131</b>      | <b>86148</b>      |
| 1.2.1      | Female                           | 14168             | 959              | 15127             |
| 1.2.2      | Children(Male)                   | 3524              | 236              | 3760              |
| 1.2.3      | Children(Female)                 | 350               | 8                | 358               |
| <b>1.3</b> | <b>Non-Agricultural Activity</b> | <b>1362837</b>    | <b>759184</b>    | <b>2122021</b>    |
| 1.3.1      | Female                           | 174838            | 67060            | 241898            |
| 1.3.2      | Children(Male)                   | 21228             | 7916             | 29144             |
| 1.3.3      | Children(Female)                 | 3038              | 652              | 3960              |

*Source: Fifth Economic Census, Assam, 2005*

### Employment Market Information (EMI) Programme

The EMI programme gives information on the level of employment in the organised sector of the economy, which comprises all establishments in the public sector and non-agricultural establishments employing 10 or more persons in the private sector. Collection of data under the EMI programme is reported through an 'Establishment Reporting System'.





The total employment in the public and private sector establishments reported under EMI programme in 2009 was 11.03 lakh (in public sector 5.32 lakh and in private sector 5.71 lakh) which was 2.13 percent more than that of 10.8 lakh in 2008. In these sectors female employment was 32.7 percent of the total employment. Of the 5.32 lakh employment in public sector, share of local bodies was 2.37 percent and share of State Quasi Government was 9.27 percent during the year.

### Employment of Women In Organised Sector

The employment of women in organised sector of the State was 360.3 thousand during 2009 accounting for 32.7 percent of the total employment. In the year 2008 the number of women employee was 352.1 thousand showing a share of around 32.5 percent to total employment.

**TABLE-17.5**  
**EMPLOYMENT OF WOMEN IN ORGANISED SECTOR**

(In thousand nos.)

| Year | Public Sector |       | Private Sector |       | Public and Private Sector |        | Percentage Share in Organised sector |
|------|---------------|-------|----------------|-------|---------------------------|--------|--------------------------------------|
|      | Women         | Total | Women          | Total | Women                     | Total  |                                      |
| 2003 | 77.4          | 528.0 | 241.1          | 551.1 | 318.5                     | 1079.2 | 30.0                                 |
| 2004 | 77.3          | 525.1 | 255.6          | 572.0 | 332.9                     | 1097.2 | 30.0                                 |
| 2005 | 81.5          | 524.5 | 268.4          | 605.2 | 350.0                     | 1140.0 | 30.7                                 |
| 2006 | 81.8          | 519.7 | 299.0          | 599.7 | 380.7                     | 1119.4 | 34.0                                 |
| 2007 | 84.9          | 527.0 | 310.8          | 640.5 | 395.7                     | 1167.5 | 33.9                                 |
| 2008 | 85.6          | 527.3 | 266.5          | 554.6 | 352.1                     | 1081.9 | 32.5                                 |
| 2009 | 87.3          | 531.7 | 273.0          | 571.7 | 360.3                     | 1103.4 | 32.7                                 |

Source: Directorate of Employment and Craftsmen Training, Assam

## Un-Employment Scenario in The State

The number of unemployed as per Live Register is increasing alarmingly and at the same time percentage of placement is not encouraging against the number of notified vacancies. As per data available from the Employment Exchanges of Assam the total job seekers in the Live Register increased to 2079558 during the year 2009 from 2006389 during the year 2008.

**TABLE-17.6**  
**EMPLOYMENT THROUGH EMPLOYMENT EXCHANGES**

| YEAR | No. in Live Register | Percentage increase in Live register | No. of Vacancies Notified | No. of Placement Against Vacancies |
|------|----------------------|--------------------------------------|---------------------------|------------------------------------|
| 2004 | 1631216              | 4.02                                 | 703                       | 253                                |
| 2005 | 1763430              | 8.01                                 | 2380                      | 148                                |
| 2006 | 1827149              | 3.61                                 | 3170                      | 551                                |
| 2007 | 1921563              | 5.17                                 | 2023                      | 540                                |
| 2008 | 2006389              | 4.41                                 | 2383                      | 628                                |
| 2009 | 2079558              | 3.65                                 | 2506                      | 501                                |

Source: Directorate of Employment and Craftsmen training, Assam

The size of the educated job seekers is considerable and is increasing day by day. From the record of the Live Register of Employment Exchanges, the registered educated job seekers stood at 1520310 during 2009, recorded an increase of 13 per cent over 2008. The percentage of educated job seekers to total job seekers was 73 percent approximately, and out of the educated job seekers 46 percent was H.S.L.C. passed, 30 percent was H.S.S.L.C. passed, 2 percent was Graduate and the rest consist of Technical Graduate (Engineering, Medical, Agriculture and Veterinary etc.) and Post-Graduate job seekers. The registration of job seekers in the Live Register of Employment Exchanges in 2008 has increased by 11.61 per cent over the previous year which is a matter of concern in the context of socio-economic profile of the state. The detail distribution of the educated job seekers is shown in Table-17.7.

**TABLE-17.7**  
**DISTRIBUTION OF EDUCATED JOB-SEEKERS**

| Level of Education |                           | Registration |        | Percentage Increase in Registration | Placement |      | Numbers in live register |         |
|--------------------|---------------------------|--------------|--------|-------------------------------------|-----------|------|--------------------------|---------|
|                    |                           | 2008         | 2009   |                                     | 2008      | 2009 | 2008                     | 2009    |
| 1                  | Engineering Graduate      | 237          | 271    | 14.35                               | 27        | 18   | 2978                     | 3007    |
| 2                  | Medical Graduate          | 159          | 165    | 3.77                                | 19        | 6    | 617                      | 721     |
| 3                  | Agriculture Graduate      | 175          | 186    | 6.29                                | 17        | 10   | 1127                     | 1231    |
| 4                  | Veterinary Graduate       | 63           | 69     | 9.52                                | 10        | 7    | 492                      | 543     |
| 5                  | Passed out ITI Trainees   | -            | -      | -                                   | -         | -    | -                        | -       |
|                    | a) Engineering Trade      | 1011         | 1319   | 30.46                               | 35        | 60   | 17132                    | 17233   |
|                    | b) Non- Engineering Trade | 623          | 751    | 20.55                               | 21        | 10   | 4015                     | 4090    |
| 6                  | Post Graduates            | 4287         | 4780   | 11.50                               | 43        | 29   | 23293                    | 24946   |
| 7                  | Graduates                 | 22493        | 28598  | 27.14                               | 52        | 148  | 231529                   | 299402  |
| 8                  | H.S.S.L.C.                | 38121        | 39999  | 4.93                                | 45        | 109  | 392558                   | 452537  |
| 9                  | H.S.L.C.                  | 66157        | 78005  | 17.91                               | 82        | 64   | 667329                   | 700518  |
| 10                 | Diploma Holders(Eng.)     | 283          | 293    | 3.53                                | 23        | 25   | 6012                     | 11609   |
| 11                 | Others                    | 492          | 563    | 14.43                               | 59        | 15   | 4429                     | 4473    |
|                    | Total                     | 134101       | 154999 | 15.58                               | 433       | 501  | 1351511                  | 1520310 |

Source: Directorate of Employment and Craftsmen Training, Assam

## Average Daily Wage Rate in Rural Areas

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 labour) shows a more or less steady upward trend.

**TABLE -17.8**  
**AVERAGE DAILY WAGE RATE IN RURAL AREAS IN ASSAM (in Rupees)**

| Year    | Skilled Labour Wage |            | Un-skilled Labour Wage |          |                      |       | Other Agricultural Labour |       |
|---------|---------------------|------------|------------------------|----------|----------------------|-------|---------------------------|-------|
|         | Carpenter           | Blacksmith | Field Labour Ploughman | Herdsman | Reaper and Harvester |       | Man                       | Women |
|         | Man                 | Man        | Man                    | Man      | Man                  | Women |                           |       |
| 2001-02 | 87.01               | 62.17      | 52.01                  | 37.56    | 50.71                | 40.73 | 47.02                     | 42.16 |
| 2002-03 | 92.93               | 68.02      | 52.32                  | 48.53    | 52.05                | 46.50 | 49.21                     | 47.47 |
| 2003-04 | 102.4               | 85.11      | 57.53                  | 52.05    | 60.13                | 42.18 | 55.40                     | 49.32 |
| 2004-05 | 108.77              | 88.25      | 62.05                  | 54.85    | 63.90                | 49.18 | 59.27                     | 48.52 |
| 2005-06 | 113.91              | 94.45      | 64.19                  | 63.01    | 65.02                | 49.02 | 61.44                     | 47.69 |
| 2006-07 | 120.80              | 100.69     | 71.02                  | 63.07    | 68.09                | 52.61 | 65.46                     | 53.88 |
| 2007-08 | 123.53              | 97.29      | 76.44                  | 72.19    | 74.27                | 59.53 | 72.11                     | 58.04 |
| 2008-09 | 133.89              | 104.64     | 84.65                  | 82.72    | 82.55                | 66.76 | 83.47                     | 66.60 |
| 2009-10 | 147.08              | 121.33     | 92.91                  | 92.08    | 93.25                | 74.05 | 102.83                    | 87.00 |

## Employment Generation Programme

Our economy is developing at a fast pace but still a major part of the population who are poverty ridden, illiterate and lack skill needs support to earn. Keeping this in mind the Central Government and the State Government has initiated many programmes for self and wage employment and also for creation of production of assets through ITS various departments like, the Panchayat and Rural Development Department, Directorate of Industries and Commerce, Agriculture Department, etc. The achievements of some of these programmes are briefly discussed as follows:

### Swarnajayanti Gram Swarozgar Yojana (SGSY)

Till the end of the year 2009-10 a total of 208212 SHGs were formed in the state of which 135123 were women SHGs and 65360 numbers of eligible SHGs has taken up Economic activities with bank loan and subsidy. During the year 2009-10, 13673 numbers of SHGs covering 153268 members received bank loan with subsidy. Apart from this, 11455 individual swarozgaries received bank loan and subsidy for taking up sustainable income generating activities for their livelihood. During the year 2009-10 number of SHG's receiving Bank loan and subsidy is 10 percent more over the achievement of 2008-09.

### Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA)

MGNREGA is being implemented from 2008-09 in all the 27 districts of the state. The objective of this programme is to provide 100 days employment to the job card holders in a financial year. During the period 2006-07 to 2009-10, total job cards holders in the State were 36.12 lakh (cumulative total) out of which SC/ST job holders were 9.82 lakh. Total 21.52 lakh job card holders demanded employment during the year of which 18.74 lakh were provided with employment. As the programme is a demand driven one, hence no physical target is fixed for the year. However, 1.77 lakh job card holders were provided 100 days employment during the year. Out of the total 748.78 lakh person-days generated during the year, person-

days generated by women was 203.71 lakh. Average days of employment provided to job card holders during the period was 34.

### Prime Minister Employment Generation Programme (PMEGP)

The PMEGP has been effective after 31st March, 2008 with the objective of providing employment to the educated unemployed youth. The scheme facilitates self employment through setting up of industries/ service and business ventures. The KVIC is implementing the PMEGP schemes as the nodal agency at the national level and at the State level the scheme is implemented by the State KVIC Directorate, State KVIB and District Industries and Commerce Centers and Banks. The total physical target set by the agencies for the year 2009-10 was 1292 nos. with a margin money target of ` 1550.00 lakh against which physical achievement was 2440 number with a financial involvement of ` 1899.71 lakh. The Government subsidy under the scheme is being routed by the KVIC through the identified banks.

### Assam Bikash Yojana

The Government of Assam has launched a unique self-employment scheme called “Chief Minister Self Employment and Vocational Training” under Assam Bikash Yojana in place of CMSY from 2008-09. There are two sectors of the scheme one is CMSS and the other is Vocational Training.

Under the CMSS the educated unemployed youth of the State are sent for 6 months training in reputed Industrial Units and Commercial houses throughout the Country. During the period of training, stipend @ ` 4500.00 only per month is paid to the trainees by the Government of Assam. While the accepting organizations get the service of the trainees free of cost, the trainees gain practical experience by working for 6 months in the said Industrial venture. Under the Vocational training sector the unemployed youths are provided one month industrial training within the State on their interested field. The Assam Government fully bears the cost of the training. The following table shows the physical achievement of CMSS and Vocational training under Assam Bikash Yojana for the year 2008-09 and 2009-10.

**TABLE-17.9**  
**STATEMENT SHOWING ACHIEVEMENT UNDER ASSAM BIKASH YOJANA**

| Year    | Name of Scheme      | Total Target | No. of Trainees Sponsored | No. of Trainees Completed | No of Trainees absorbed | Remarks                 |
|---------|---------------------|--------------|---------------------------|---------------------------|-------------------------|-------------------------|
| 2008-09 | CMSS                | 160          | 165                       | 130                       | 51                      |                         |
|         | Vocational Training | 2200         | 2200                      | 2200                      | -                       | Sponsored from district |
| 2009-10 | CMSS                | 160          | 136                       | 32                        | 21                      | Undergoing training     |
|         | Vocational Training | 3200         | -                         | 568                       | -                       | Sponsored from district |

*Source: Directorate of Industries and Commerce, Assam*

### Udyogjyoti Scheme

This scheme was launched by the Directorate of Industries and Commerce, Govt. of Assam with the objective to motivate the student community of the State towards entrepreneurship as well as unemployed youth of the post Higher Secondary levels. The idea behind the scheme was to give exposure to variety of industrial activities at industrial centers like EPIP, CIPET, CTRTC, Guwahati Refinery, Industrial Estates etc. along with other training institutes available in the State. The scheme will be implemented in four

phases under the sponsorship of the Govt. of Assam to facilitate industrial and technical exposure as well as training programme for specific target entrepreneurship segment which have maximum potential for development of entrepreneurship. To make the programme more effective, the implementation procedure has been modified in the year 2008-09. As per the revised provision it will facilitate industrial and technical exposure as well as training programme for specific target entrepreneurship segment which have maximum potential for development of entrepreneurship. Participants will be provided margin money against Bank loan sanction letter up to 90% of the promoters' contribution or ` 1.00 lakh per participant, whichever is less.

## Factory Employment

During 2009, there were 3971 factories (registered under Factory Act, 1948) in the State providing employment to 137164 persons. The maximum workers were engaged in manufacturing of food and beverage (48.4%) followed by manufacturing of other non-metallic mineral products (18.8%), manufacturing of wood and products of wood and cork (except furniture), articles of straw and plaiting materials (5.6%) and manufacturing of chemicals and chemical products (4.2%). The percentage increase of employment in 2009 was 6.0 as against 6.4 percent increase in factories over 2008.

## Employment Generation Under SSI Units

There are 32984 numbers of Small Scale Industries (SSI) and Micro, Small and Medium Enterprise (MSME) units in Assam providing employment to 167216 persons till the end of 2009-10. The graph below shows the trend of employment in the SSI units from 2004-05 to 2009-10(P).

