

In Karaikal region, the pattern of wages was different as payment was allowed in cash and kind. The rate of wages for workers engaged in hard work during non-cultivation and cultivation season were Rs. 5 and Rs. 6 respectively or 5 litres of paddy plus Rs. 2.30 or 6 litres of paddy plus Rs. 2.75 respectively. The wages of pannayals were fixed at 3 litres of paddy and 40 paise per day and 7 kalams of paddy per annum. The rates of wages for light work usually done by women for planting of paddy seedlings, threshing and harvesting were also fixed.

In Mahe, the wages ranged from Rs. 6.50 to Rs.15 respectively for eight hours light work done by women and 4 hours of ploughing with ones' own bullocks.

In Yanam, an adult engaged in ploughing, reaping and threshing was entitled to Rs. 4.75 or 7 kg. of paddy or 3.5 kg. of rice while non-adults were entitled to Rs. 2.25 or 3.5 kg. of paddy or 1.5 kg. of rice.⁸

II. General level of employment

Level of employment:

Examining the problem of employment in 1965, the National Council for Applied Economic Research maintained that it was neither meaningful nor possible to make any precise estimate of the employment or under employment situation in this extremely small territory divided into four far flung areas. Since the economy of the various settlements was dependent more on that of the adjoining areas belonging to other States, than on their existence as a separate political entity, not much meaning could be derived by giving precise numbers of the unemployed or the underemployed. Absence of the National Sample Survey data or of other surveys regarding this Territory rendered it difficult even to make rough estimates on this account. However, on the basis of available evidence, the N.C.A.E.R. came to the conclusion that the problem of unemployment as well as underemployment was quite serious in the Territory. It was considered to be more serious than in the adjoining State of Tamil Nadu. In fact the heavy pressure of population and low participation rate indicated a high level of unemployment in the Territory.

The Council further estimated that the labour force in the Territory would rise to 2,53,000 during the decade 1966-76. Of this, about 1,84,000 would constitute the working force. Out of this, nearly 51,000 may be absorbed by the secondary sector, 70,000 by the tertiary sector and the remaining 63,000 by the primary sector. Proportionately the increase would be highest in the organised industries (nearly 100 per cent). As a consequence, the employment structure was expected

to undergo a radical change. The proportion of workers in the secondary sector, where the per worker productivity is relatively high was expected to increase from 21 per cent in 1960-61 to 28 per cent in 1975-76. Employment in the primary sector was expected to fall from 49 per cent in 1965-66 to 34 per cent in 1975-76. It was pointed out that even in absolute terms, there would be a fall (from 72,000 in 1965-66 to 63,000 in 1975-76) in employment in the primary sector. 9

The above computation was based on the assumption of a closed economy. The Council further pointed out, that there was bound to be immigration of skilled as well as unskilled personnel from the neighbouring areas and the total working force would be much higher than that based on just the population growth. Employment in the primary sector was not expected to fall as visualised above. The Council averred that the agricultural operations will be more intensive in the coming years which should vastly reduce the underemployment problem. The Council did not visualise any large scale reduction in employment as it felt that the operations will continue to be largely manual. What was required in this Territory was an attempt to promote a more efficient use of labour as measured by productivity per workers. A relatively larger investment in industries and an intensive development of agriculture, was suggested as means to achieve the above objective. The various measures, legislative and developmental, recommended for the modernisation of agriculture was expected not only to increase farm income but also help in reducing the unemployment in the Territory.

No useful study of the supply position of different categories of workers seems to have been undertaken so far in this Territory. The Area Survey Report of 1959 pointed out that there was a desire on the part of many labourers in the weaving industry to switch over to some other occupation due to very poor wages.¹⁰ The report also referred to the dearth of skilled workers in many branches of household industries. Some rough idea of the supply position of skilled workers and professionals may be had from registrations in the Employment Exchange. Shortage of the following types of workers was reported from the Pondicherry Employment Exchange in 1973 :

1. University teachers in Medicine and Surgery
2. Dark Room Assistants (Diploma holders)
3. Laboratory Technicians
4. X-Ray Technicians
5. Public Health Nurses
6. Music Teachers (S.S.L.C. passed)
7. Pharmacists
8. Veterinary Surgeons
9. Dental Surgeons

Employment Exchange :

The Pondicherry Employment Exchange, which began its operations on 13 February 1957, was started with a view to providing employment opportunities for job seekers, and to enabling the educated unemployed and underemployed and even unskilled workers to register themselves. However, the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 was extended to this Territory only from 1 October 1963.

An Employment Information and Assistance Bureau was established in Karaikal on 23 October 1968 with an Employment Information Assistant to serve the needs of Karaikal region. Employment seekers from Mahe and Yanam applied for registration through post in the prescribed forms which were made available by the Administrator's Offices. The Employment Information Assistant of Pondicherry visited these regions once every three months to help fresh employment seekers register their names and registered employment seekers renew their registrations.

The Employment Market Information Unit was set up in Pondicherry on 19 December 1959 under the care of a Junior Employment Officer. This Unit collects quarterly and biennial data of employees working both under private and public sector. The Vocational Guidance Unit was set up on 22 November 1967 and placed under the care of another Junior Employment Officer.

Details of registration, placements and number in the live register of the Employment Exchange between 1968 and 1972 are furnished below :

Year	Registration	Placements	No. on live register at the end of each year
1968	8,238	563	8,561
1969	8,386	510	7,672
1970	7,217	539	8,143
1971	6,541	346	9,403
1972	9,824	434	13,518
Total	.. 40,206	2,392	47,297

According to the above statement 40,206 persons had registered themselves with the Employment Exchange. Out of them 2,392 persons were placed on jobs by the Exchange. In term of percentage this works out to 5.9 per cent in five years.

Another significant fact to be noted is that although the number of registrations per annum runs to several thousands, the increase in the number of candidates is only marginal, and has shown a decline between 1969 and 1971. The reason is that, quite a large number of candidates who seek registration are not natives of Pondicherry but come either from the neighbouring districts of Tamil Nadu, Kerala, etc. Moreover, a good percentage of these candidates do not take the trouble of renewing their registration. All told, the figures of the Employment Exchange cannot be taken as a correct index to measure the extent or intensity of unemployment in any particular region.

The distribution of employment seekers according to educational qualifications as on 31 December 1972 is shown below :

Sl. No.	Educational level			Males	Females	Total
1	Below Middle School Standard					
	(including illiterates)			4,109	1,035	5,144
2	Middle School Standard ..			3,788	477	4,265
3	Matriculates			1,606	260	1,866
4	Higher Secondary/undergraduates			1,013	223	1,236
5	Graduates :					
	(1) Arts			307	52	359
	(2) Science			136	39	175
	(3) Commerce			51	4	55
	(4) Engg. Technology			48	8	56
	(5) Medicine			28	8	36
	(6) Veterinary			—	—	—
	(7) Agriculture			10	—	10
	(8) Law			3	—	3
	(9) Education			110	57	167
	(10) Others			—	—	—
6	Post-Graduates :					
	(1) Arts			69	15	84
	(2) Science			41	4	45
	(3) Commerce			17	—	17
	(4) Engg. Technology			—	—	—
	Total			11,336	2,182	13,518

The occupational break-up of the cumulative total of employment seekers in the live register of the Employment Exchange as on 31 December 1970, 71 and 72 is given in the following table :

Divisions	1970		1971		1972	
	Men	Women	Men	Women	Men	Women
1. Professional, technical and related workers.	301	218	435	262	594	329
2. Administrative, executive and managerial workers.	2	—	2	—	8	—
3. Clerical and related workers.	51	19	216	52	303	61
4. Farmers, fishermen, hunters, loggers and related workers.	30	—	45	—	51	—
5. Sales workers	—	—	—	—	—	—
6. Miners, quarrymen and related workers.	2	—	2	—	2	—
7. Workers in transport and communication and allied occupations.	199	5	452	5	304	3
8. Craftsmen, production process workers and labourers not elsewhere classified.	364	7	352	3	687	6
9. Service, sport and recreation workers.	57	18	146	57	260	58
10. Workers not classifiable by occupation.	5,595	1,273	6,631	743	9,127	1,725
Total	6,601	1,542	8,281	1,122	11,336	2,182

Whenever suitable candidates are not available in the Pondicherry Exchange against any particular vacancy, details of vacancies are circulated to the Professional Executive Employment Office, Madras, University Employment Information and Guidance Bureau, Madras, Madurai, Annamalai Nagar and other District Employment Exchanges of Tamil Nadu for submission of suitable candidates. Selections are made from the candidates sponsored by these Exchanges.