

## CHAPTER III

### CLERICAL PERSONNEL IN THE ORGANIZED SECTOR - FURTHER ANALYSIS

In this third chapter, we propose to do further analysis of the clerical personnel in the organized sector. This would include the important points like the nature and extent of over qualification in the various organizations, service period of these clerks, their job history, waiting period, sources of employment etc. It is mainly the analysis of employment and employment history data of these clerks of of the organized sector.

#### Over qualification

The discussion in the first two chapters so far has clearly shown that the unprecedented expansion in higher education in the country has generated some serious consequences like (1) over-expansion in higher education in relation to demand for it which has resulted in acute educated unemployment (2) over-expansion has led to devaluation of education hence the phenomenon of over-qualification which is easily observed in this clerical

occupation (3) over expansion has resulted in a severe financial crisis for the educational field as a whole.

A.K.Sen<sup>31</sup> in his book notes that it may sometimes be the case that essentially identical labour may be sold at different prices because of artificial distinctions. A typical example of this is the Indian phenomenon of using highly educated labour in jobs that do not require that type of education. For the purpose of the work at hand the two kinds of labour may be identical; nevertheless the selection process for various administrative and political reasons, may give preference to those who have acquired the additional bit of irrelevant education. Through this process the educated labour may end up getting the relatively better paid job, but may do no more specialized work than those without this education employed in lower paid positions. Thus dual markets may exist even when they are not visible, since apparently heterogeneous labour may in fact be essentially homogeneous in such cases. The problems of diagnosis are by no means negligible for a study of dual markets.

It is also interesting to note the observation of

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<sup>31</sup>Sen A.K. Employment Technology and Development. (Bombay, Oxford University Press, 1975) p. 53.

H.S.Parnes<sup>32</sup> who discusses this problem in <sup>the</sup> context of relation of occupation to educational qualification. He writes in his article "But once one moves outside the relatively few occupations (like medicine, teaching etc.) for which there are legal educational requirements, it becomes indeed very difficult to establish rigid links between education and occupation. One reason for this is that no occupational category is perfectly homogeneous with respect to required pattern of skill and knowledge. If one deals in terms of broad categories of occupation, such as 'skilled manual workers' 'sales personnel' or 'clerical workers' this is perfectly evident." He thinks that even specific occupations are really abstractions from a large number of individual jobs whose functional content may be quite diverse. He feels that in case of education, although economists by analogy use the same concepts, it is not at all clear how one decides what proportion of an individual's education is 'necessary' for the performance of the job. He asks 'Is it possible to define the educational background required for various occupations in the light of the characteristics of the jobs themselves rather than on the basis of the characteristics of the workers who currently fill them? In the

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<sup>32</sup>Parnes, H.S. 'Relation of Occupation to Educational Qualification' (Penguin Series 'Economics of Education' Vol. I. (Ed.) M. Blaug) p. 275.

conclusion of his analysis he says that the link between education and occupation is not nearly so direct.

#### Extent of over-qualification

What is the extent of 'over-qualification' in eleven organizations which we have selected from the organized sector? For this we will have to examine the data in detail. Before this let us see what sort of minimum qualification is laid down by these organizations for the appointment of a clerk. Because this is the criteria on the basis of which we have worked out the extent of 'over-qualification' in each concern. Out of eleven concerns which we have selected 4 concerns viz. (1) District Co-operative Bank (2) Baroda Rayon (3) Navin Flourine (4) South Gujarat University have laid down Graduate degree as a minimum qualification for the appointment of a clerk. While remaining 7 concerns viz. (1) Surat Municipal Corporation (2) Zilla Panchayat Office (3) Collector Office (4) Income Tax Office (5) LIC (6) Bank of Baroda (7) Surat Electricity Co. Ltd. appoint them on the basis of a Matriculate degree. However it should be noted that out of these seven, three concerns viz. (1) Bank of Baroda (2) LIC (3) Surat Electricity Co. Ltd. appoint Matriculates with 60 %. So on the basis of minimum qualification criteria, the

extent of 'over-qualification' in each concern has been worked out. The extent of it can be seen in the following table.

Table III(1)  
The Extent of Over-Qualification In The Organizations  
of the Organized Sector

	Organization	Total No.of clerks	Total No. of over- qualified clerks	% of over- quali- fication	Rank
1	Surat Municipal Corporation	555	70	12.61	VII
2	Collector Office	53	10	18.86	V
3	Zilla Panchayat Office	84	11	13.10	VI
4	Income Tax Office	112	41	36.60	IV
5	Dist. Co-Bank Ltd.	59	4	6.78	VIII
6	Bank of Baroda	78	55	70.51	I
7	Navin Flourine Pvt. Ltd.	37	0	Nil	XI
8	Baroda Rayon Pvt.Ltd	105	1	0.95	X
9	South Gujarat University	111	6	5.41	IX
10	L.I.C.	313	178	56.87	II
11	Surat Elect. Co. Ltd.	127	66	51.97	III
	Total	1634	442	27.05	

It can be seen from the table III(1) that the highest extent of over-qualification is in Bank of Baroda followed by LIC and Surat Electricity Co. Ltd. The fact is that although the minimum qualification laid down in these three concerns is matriculation, those who are taken up for the appointment are generally graduates who are prepared to work on Matriculate's scale. Two reasons for this attitude are obvious. One is that some job is better than no job. And with the devaluation of the degree and acute educated unemployment in labour market, immediate job is always welcome even if they have to work on a Matriculate's scale. Secondly, all these three concerns are very good concerns in every respect i.e. from total emoluments point of view, other benefits pecuniary and non-pecuniary and also working conditions. So as a matter of fact these Graduates consider themselves lucky if they succeed in getting appointment in such concerns eventhough they are appointed on Matriculate's scale. So they are most willing to join and in future they hardly move to other concerns because in the clerical occupation, such concerns are the best available.

The stand adopted by the employers is obvious, as noted earlier they follow screening hypothesis for appointing these clerks. They prefer graduates who are more qualified to Matriculates who are less qualified.

And another advantage for them is that these more qualified people are willing to work on Matriculate's grade because of severe educated unemployment. Hence the degree of 'over-qualification' found in such concerns is high. But it can be seen from the table that some extent has been found in almost all concerns. The least has been found in case of private concerns like Navin Flourine and Baroda Rayon. The main reason is that these concerns appoint only graduates as clerks, it is their minimum qualification requirement.

So here only Post-Graduate degree holders are over-qualified and naturally their number is limited. Thus extent of over-qualification found in such concerns where only Graduates are appointed as clerks, is very low.

But the over all extent of over-qualification for all these eleven concerns has been found to be 27.05 per cent which speaks of 'over-qualification' and the phenomenon of 'Educational Inflation' to a certain extent. True this extent cannot be considered very high. But it should not be forgotten as noted above that in some concerns only Graduates are appointed because that is the minimum qualification laid down. And so only Post-Graduates are over-qualified who are very limited in number. Secondly, the Matriculation qualification requirement is in

7 concerns out of 11 and only <sup>in</sup> 4 the minimum qualification for appointment is a Graduate degree. But it has been found that though Graduates are preferred to Matriculates, Sometimes Matriculates are appointed. Another point to be noted is that Matriculates are found working even in those concerns where minimum qualification laid down for appointing a clerk is a Graduate degree. So persons are there with less qualification i.e. Matriculation, under-Graduate. It is true that majority of them are senior people, when they were appointed years back, the minimum need was Matriculation. In view of 'Educational Inflation' and devaluation of degrees, these concerns raised their qualification standards and made it a Graduate degree. But still it can be seen that out of 11 concerns 7 concerns have laid down only Matriculation as minimum requirement. The fact that they prefer Graduates while making appointment is a different matter.

So with this much extent of over-qualification in various organizations, some degree of 'under-qualification' is also found in these concerns. But comparatively it is very less and it is not a serious point as extent of 'over-qualification' is. In clerical occupation it can be seen that Matriculates and Graduates can easily be substitutes of each other and there is hardly any distinction made between these two for all practical purposes.



Let us take up the last interesting point connected with this phenomenon of 'over-qualification'. Are we in a position to say on the basis of data we have that there is any relationship between earnings in these organizations and the extent of 'over-qualification'? Can we say that better qualified persons are engaged by better organizations? Is there a rank correlation between over-qualification and the emoluments these clerks get per month in these eleven organizations from the organized sector?

If we work out this rank correlation from the data we have on these two aspects from table III(1) then the value we get is 0.31 per cent. This is certainly not a statistically significant correlation. Although it represents positive relationship between these two, it does not establish a strong relationship.

#### Better Organizations - Better Persons

We can test this in two ways. One proof we have from the table of 'over-qualification' which we discussed just now. We can see from the table that highest extent of over-qualification is in Bank of Baroda, LIC, Surat Electricity Co. Ltd. All these are very good concerns from earnings point of view and hence over-qualified.

people are prepared to join and work on lower scales in these organizations. Thus the extent of over-qualification in the concern and what type of concern it is, is one way of testing.

But still better criteria to examine whether better organizations attract better qualified persons or not would be to find out the academic record of these persons at the final degree in these concerns. The Ist and IIInd class are considered to be good records while IIIrd is a poor record and it should be taken into consideration for testing this point. What sort of picture emerges of these concerns? Let us see the following table:

Table III(2)

The Extent of Pass Class Among The Clerks In  
The Organized Sector

Organization	Total No. of clerks considered	No. of % of IIIrd class	Rank
Zilla Panchayat Office	8	7(87.5)	I
Collector Office	5	4(80)	III
Navin Flourine Pvt. Ltd.	4	2(50)	VII
Dist. Co-Bank Ltd.	6	2(33.3)	IX
Bank of Baroda	8	4(50)	VI
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Table III(2) Contd.

Organization	Total No. of clerks considered	No. of % of IIIrd class	Rank
Income Tax Office	11	5(45.4)	VIII
Surat Electricity Co.Ltd.	13	4(30.7)	X
Baroda Rayon Pvt.Ltd.	10	7(70)	IV
South Gujarat University	11	9(81.8)	II
LIC	31	7(22.5)	XI
Surat Municipal Corporation	56	35(62.5)	V

Note : The figures in the bracket show percentage.

It can be seen from the table that the least number of clerks with III career are found to be in LIC, Surat Electricity Co. Ltd. and District Co-operative Bank. In our previous analysis of total earnings per month received by these clerks, we have seen that LIC clerks are getting the highest emoluments per month. So one can say that a better organization attracts better qualified people is proved here. Because with highest emoluments LIC has the least number of clerks who had III class at the final degree. The rest two organizations, Surat Electricity Co. Ltd and District Co-operative Bank are also good from total emoluments point of view. However, it is true that in the

table one comes across a little surprising type of result also e.g. Baroda Rayon Corporation is a leading concern in Surat city. And emoluments point of view also it is very good that we have already seen in our analysis. Yet we find that clerks with IIIrd class are many in number. 7 out of 10 (70 per cent). But then this is the analysis of only 10 cases and it becomes its limitation. The fact that highest number of IIIrd class clerks are found in the organization like Zilla Panchayat Office, Collector Office, South Gujarat University, Surat Municipal Corporation is understandable. These organizations are comparatively poor pay masters. So it can be seen that mostly the concentration of such people is in Government or Semi-Government Offices. And it also proves our point to a large extent that such less attractive organizations attract less qualified people. Thus by and large on the basis of our data we are in a position to prove to a large extent that it is true to say that better organizations attract better qualified people. There is a positive link between the extent of over-qualification and the earnings in a particular organization.

#### Employment Data

Let us now study in detail the employment and employment history data. The devaluation of the degree as

the consequence of over-expansion of higher education could be seen in the data of 'over-qualification' which we examined.

Do we get the proof of devaluation of degree and educated unemployment from the data of employment and employment history that we have collected for these 163 persons working in 11 concerns of the organised sector? What picture emerges from this? For this let us now examine these data in detail. We start with the following table:

Table III(3)

Service Period of the Clerks In The Organized

Sector

<u>No. of years of service</u>	<u>No. of clerks</u>
Less than 5 years -	
5 years	77
6 - 10 years	43
11 - 15 years	30
21 - 25 years	13
more than 25 years	Nil
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Total	163

It can be seen from the figures that majority of them have been serving for five years or less than five years. Obviously these are the cases of young graduates

and most of them are working as Junior Clerks, the first step in the ladder of clerical occupation.

Service period and Over-qualification - Organizationwise

One question which one would like to ask is; Is there more over qualification among those with less number of years of service? If we look at the table then we can see that five years or less than five years can be considered as less number of years of service and there are 77 persons out of 163 in this bracket. Can we establish the point of over-qualification for these 77 persons from our data? The examination of data of these persons reveals that there is a very high degree of over-qualification among them. 58 out of 77 persons are over qualified. This extent comes to 75.32 per cent which can certainly be considered as high. And it proves our point that there is a greater degree of over qualification among those clerks with less number of years of service.

What is the organizationwise position? Table III(4) shows this.

Table III(4)

Organizationwise Over-qualification Position  
of Clerks with 5 Years or Less service

Organization	Over-qualified clerks with 5 years or less 5 years service	Total No. of persons with 5 years or less than 5 years service
Non-Commercial Organizations	20	27
Commercial Organizations	38	50
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Total	58	77

The fact that the persons with less number of years of service are more over-qualified also speaks of the recent trend in the educational field and labour market. It reveals the devaluation of degree in recent years and hence the phenomenon of over qualification. And in view of this in last few years the employers in the labour market went on up-grading the minimum qualification requirement. It is obvious that these clerks with less number of years of service are the cases of young graduates.

Job History

Another important information we get from the table III(5) about their jobs.

Table III(5)

Job History of Clerks In the Organized Sector

Job	No. of clerks	Job	No. of clerks
I	89	VI	01
II	42	VII	-
III	18	VIII	01
IV	09	IX	-
V	02	X	01

It can be seen from the table that out of 163 persons, 89 persons did not serve anywhere else before joining this job and for them this is their first job. While for 74 persons it is not so. They did some kind of job at one place or more than one place before joining here. Even there, as many as 42 had only one previous job.

But it can be seen that those who changed jobs number of times are very few. Most of them who changed jobs were in the unorganised sector. Obviously, they were not happy with emoluments, temporary nature of the job, number of working hours, working conditions, etc. So those who were lucky to get the opportunities of employment in the organised sector immediately switched over. But they all are not able to get such opportunities,



sometimes they have their own limitations like age etc. and compulsorily they have to be in the unorganised sector. Hence we find many of them still working in this sector. Naturally the attitude taken by them is that some job is better than no job. It is certainly better than unemployment. One can understand that for most of them it is extremely difficult to pull on without jobs and they can't afford to be unemployed for a long time. And so they accept whatever type of job which comes first to them.

#### Switching of Job

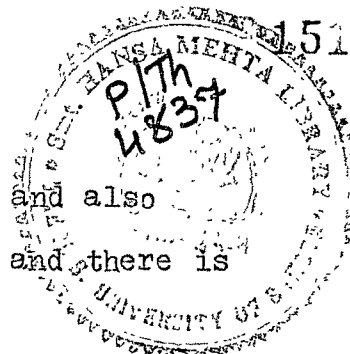
One important point one would like to ask here is; Is it true to say that better qualified persons have switched over often from one job to another? It appears that there is not much truth in it. Some of them who switched over from one job to another sometimes switched over within the unorganised sector and they are not necessarily well qualified people. It is true to say that those who switched over from the unorganised sector to the organised sector had comparatively a little better career but not all of them were very well qualified.

The data of these seventy four persons for whom this present one is not the first job but they worked elsewhere

also before they joined here suggest that of the 26 Arts Graduates/Post-Graduates who switched over 17 are IIIrd class, 8 IInd class and 1 Ist class. Out of 34 Commerce Graduates/Post-graduates who changed their jobs 24 are IIIrd class while 10 are IInd class while 11 Science Graduates who switched over from one job to another 2 are IIIrd class, 7 IInd class and 2 are Ist class. All 3 cases of Matriculates are of IIIrd class. Out of 128 Graduates, 60 are Ist and IInd class, 68 IIIrd class. Those who changed jobs, 28 are Ist & IInd class and 43 are IIIrd class. Pass class people made more moves.

Over all data analysis of these 74 persons reveals that those who switched over do not have good career. Out of these 74, 46 persons had IIIrd class career at the final degree which means 62 per cent had IIIrd class career. So it is not right to say that those who switch over from one job to another are always better qualified persons. As a matter of fact our data do not support this belief. Those who switch over, sometimes they switch over from the unorganised sector to the organised sector and this certainly improves their position in every respect. But very few succeed in getting this while sometimes they change job from one unit of the <sup>un</sup>organised sector to another of the same sector. Because they get little more somewhere

else or they are relieved by their employers and also because jobs here are on the temporary basis and there is no guarantee of the job.



Another reason, why they are not always better qualified is that generally better qualified candidates are selected by better organizations like LIC, Banks, Private Companies etc. And it has been found that having obtained jobs in these organizations, they do not move elsewhere and change jobs because these are the best organizations in the clerical occupation. So such candidates who have better academic career succeed in getting jobs within sometime. True all do not succeed and some of them have to join the unorganised sector but such number is limited and as soon as the opportunity arises they switch over. Hence those who are left behind do not have good academic career. This is not suggest that all those who are in the organized sector necessarily have better academic career. We have already seen earlier from our data that some of them in this sector also have poor academic career.

One point which is important is that those who are better qualified have less waiting period to get the employment and generally they succeed in getting employment in a good organization in the organized sector. And it has

been observed that if such a person succeeds then normally he does not switch over because there is hardly any other better organization in the clerical occupation, e.g. LIC, Bank, Private concerns. So it seems that once in job means for all time to come in the same job. It is difficult to support this impression entirely though there is truth in it.

But there are very few who were given increments when they switched over. Some of them are given sometimes one or two increments. Generally such increments are given to Graduates. But it is not the point of increment which attracts because it is nominal, they would have switched over otherwise also when they get opportunity to enter a better organization. Otherwise both Matriculates and Graduates are the same for all practical purposes in the clerical occupation.

#### Chances of Promotion

When one looks at the chances of promotion then one finds that a promotion in clerical occupation is not easy, it takes many years to get promotion from one cadre to another. This is more true in case of Government and Semi-Government Offices. This is also true to a certain extent in case of Banks, LIC. It takes number of years

to get promotion from junior clerk to senior clerk and so on. Even this promotion also does not bring to them much financial improvement. Mostly this promotion is decided on the basis of seniority and so many matriculates get such promotion while graduates do not. Thus they feel that their degree is at a discount. Not only that they are working on Matriculate's scale but at the time of promotion also their degree is not given the weightage. They only stand to gain when for a higher post minimum qualification laid down is a Graduate degree. But it is in very few cases and is observed by very few concerns. Especially in the government, semi-government and autonomous bodies it is not seen. In these offices, it is the Departmental Examination which is considered to be more important for promotion than a degree, so in this occupation these clerks concentrate more on this examination. Secondly, seniority in service is given more weightage than the merits. Thus for many it becomes automatic.

It can be seen from the data that out of 163 cases considered, there are only 27 cases of promotion from one cadre to another. This is certainly not a high figure and to certain extent speaks of the situation that it is not easy to get promotion. It is true that out of 163 persons, majority of them are young Graduates but there are persons who have been working for quite sometime and they are yet to get their promotion and which is not in sight in near

future. So when one examines the point of horizontal and vertical mobility then it is found that there are few cases of vertical mobility but they are limited in number.

It is interesting to note that there are clerks in Banks, LIC who refused to take promotion and willingly continued in the same position because promotion to officer cadre post is subject to a transfer any where in India. This point of transfer is a very important point to them and is given substantial weightage. So it should be noted that in such organizations there are clerks who had chances of promotion but refused on their personal grounds. Thus when limited cases of promotion are put forward this point should not be forgotten. It can be seen that promotion chances are better in Banks than LIC. In LIC it is more difficult to get promotion and one has to clear some tough examinations to get it. It is one of the complaints of LIC clerks that chances of promotion are very less for them. Like Bank clerks their another major complaint is about low basic. True that D.A. is very high compared to other organizations. But low basic affects them in the long run from provident fund, gratuity point of view. There is truth in this argument. Comparatively the position of clerks in private concerns is better because over all their position is quite good and plus their job is not transferable.

But it is very difficult to get promotion in Government offices. The position of Central Government Office clerk is better than State Government clerk, especially in case of promotion, because for a higher post in Central Government Office, a Graduate degree is the minimum qualification and here they stand to gain and have an edge over the Matriculates. But this is not the case in State Government offices, Semi-Government offices, Autonomous body like Municipal Corporation.

#### Extra Work

Since the total emoluments of these persons are not high and many of them possess extra qualification like typing, stenography, book-keeping, accountancy etc. it was thought worthwhile to ask them what type of extra-work they are doing? What additional income they get from such work? It is surprising that out of 163 persons, 158 persons said no to this query and said that they are not doing any sort of extra work.

But one gets the impression in personal conversation with them that this is certainly an under-estimated figure and in reality it must be high. They are not ready to reveal such information because officially they are not allowed to do such additional work. But then even if it

is true that more persons are doing such work, the likelihood of getting additional income by way of such additional work is not high per month. It in no way improves substantially their financial position which is weak. It helps little.

#### Further Study — Why?

When one examines this clerical occupation one also comes to know that there are certain persons who while being in this occupation studied further and completed their education. So when they joined they were Matriculates but with service they studied further and obtained Graduate degree. This point of further study we have already discussed in Chapter II and figures are there.

It can easily be seen that more emphasis is given to employment rather than education. So when they get employment opportunity they accept it immediately and later on continue their study side by side. But there are persons in majority who do not go for further study having got the job. The basic argument is if after getting a Graduate degree also if they have to join the clerical occupation, then why study further? What is the guarantee that they would definitely get better employment having



completed the Graduation? In such circumstances, it is more advisable to accept the employment opportunity that is available rather than study further. And at all if they want to study further they can study with service also. And there is no distinction between Matriculates and Graduates in this occupation, then what is the attraction for further study?

One may say that this is too short sighted a view of education. But this is <sup>a</sup> reality in most of the cases that because they fail to get employment, they are there in higher education. There may be other factors responsible also like social status, matrimonial chances etc. but the basic point is a failure to get employment. This is not to deny that there are no genuine cases, they are there but not in majority. Another reason to be in higher education is that the degree is linked with the job and so far certain type of jobs the Graduate degree is a must and so they go for higher education. And also for the fact that better educated is preferred by the employers.

It is true that there are students who do not look at education from a limited angle and look at it from the long run prospects point of view. Since the higher education is likely to improve their earnings, career etc.

in the long run if not in short run, they go for higher education and they do not join service even if they are capable of getting it. They do forgo certain income but this is done in view of long run benefits. They are limited in number is agreed.

But the persons who are in clerical occupation by and large do not have a strong academic career. We have discussed this point related to academic data in Chapter II. And so most of them think it worthwhile, who are Matriculates/ Under-Graduates, to accept jobs if at all they get on the basis of Matriculation. This degree is no passport to employment and at all if they are likely to get it in some occupation then why not right now? Their logic is simple and sometimes seems to be convincing in the present situation when there is a degree of devaluation of degree and the Graduate/Post-Graduates are working on Matriculates' scale in absence of better employment opportunities. This point of 'over-qualification' we have already discussed earlier in this chapter.

### Employment History

What information do we get from the employment history of these 74 persons? Why did they leave their previous jobs and decided to join the present position? Where did they

serve first? How many times they changed their jobs? These are the points which are worth examining. It can be seen from the data that majority of them were in the private concerns and especially those of the unorganized sector while few were in Government, Semi Government, Autonomous body etc.

They switched over from their original concerns to the present one because of peculiar nature and treatment of private concerns in the unorganized sector. They used to get very low emoluments and that also fixed amount per month without any regular pay-scale and without any other advantages which are enjoyed by the employees of the organized sector. Secondly, their jobs were purely on the temporary basis and there was no security and this indeed was a serious point to be considered. So almost all have said that they left their jobs because of these two reasons. Thus once they got opportunities in the organised sector giving advantages of fixed pay scale; other advantages monetary and non-monetary in nature and with security, they immediately switched over. It can also be seen from the data that some of them changed their jobs more than once before they joined here. They changed jobs in private concerns from one place to another either because they got little more or because they were relieved by their employers.

Table III(6)  
Service Period of Previous Jobs of Clerks In the  
Organized Sector

<u>No. of years service earlier to present job</u>	<u>No. of clerks</u>
Less than 1 year	29
1 year	13
2 years	09
3 years	08
4 years	03
5 years	04
6 years	03
7 years	03
8 years	-
9 years	-
10 years	02
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Total	74

It can be seen from the table that these 74 persons who served somewhere else, out of them 29 served for less than one year, 13 for one year 9 for two years 8 for three years, 3 for four years, 4 for five years 3 for six years, 3 for seven years while two for ten years. But majority of them served for one year or less than one year.

So most of them did not have to serve for a long time and get exploited in the private concern of the unorganized sector. Since it has been noted earlier in the Table III(5) that how many times they changed their jobs and this present job is IInd or IIIrd etc. it is not repeated here.

#### Source of Employment

How did they get the present job? Through which source they got it? Was it through Employment Exchange Office or Personal search? or Was it in response to advertisement or through some relatives?

It is true that at present for the government jobs, one has to come through Employment Exchange but then they also advertise the post. Mostly all concerns advertise the posts. But to advertise the posts is not obligatory on private companies and so sometimes the private concerns do not advertise the posts. It can be seen from the data collected that only 21 out of 163 got their jobs through Employment Exchange.

Only 14 out of 163, got their jobs by personal search. This is understandable because very few adapt this way to get employment and mostly they always rely on other sources.

While 4 got their jobs with the help of relatives or we say with some influence and they are in a private concern.

In a way this is good that this is in the case of four only. So this practice of appointing persons of known persons is not common and in that way it is a good sign. And also that it is confined to only private concerns. This is not easily possible in Government and semi-Government Offices. So something which was prevailing some years back in Banks, LIC etc. is now not there. This is <sup>a</sup> good practice.

But in a way this is good that it can also reduce the degree of nepotism, influence etc. One thing seems certain, this degree has reduced over a period of time though not totally abolished. May be it is working indirectly to a certain extent.

### Waiting Period

Let us now come to the point of waiting period. This is one of the most important points from the employment data and employment history of these persons. This is most important because it speaks of their unemployment period. Many studies have been completed by the independent researches<sup>2</sup> and Director of Employment Training. Government of India in this regard. Since it is the most disturbing period for them it is to be examined in detail.

This is certainly an important point of view of research and throws some hypotheses which need to be tested such as, What is the waiting period of such persons to get their first job satisfactory or unsatisfactory or of their choice or not of their choice? Is it true to say that the waiting period is connected with the level of education? That is, Is it true to say that a graduate has to wait less than a matriculate?

It is true that all do not have to wait for their first job. But then it is quite possible that the first job they received was not of their choice. And also the fact that even the present one is also not of their choice and they are prepared to switch over if the opportunity is given to them. But in the present situation of severe unemployment, the sizeable number has to wait and hardly one needs statistics to prove this in India.

From the present data it can be seen that out of 163 clerks, 83 did not have to wait for their first job. May be first job they got was not of their choice and such a job was preferred to remain unemployed. And this is an obvious stand of any educated unemployed.

But the fact that more than 50 per cent did not have to wait for their job and did not face unemployment,

it does not draw a very bad picture. Of course, this does not minimise the over all situation of acute educated unemployment that is prevailing in the country today.

Out of 163, 80 had to wait for their first job and their waiting period differed from person to person starting from some months to some years. The fact that some of them had to wait, though limited in number, for more than two to three years speaks of the situation. May be some of them were reluctant to be mobile to distant places when were offered opportunities by Employment Exchange Offices and were responsible for their unemployment and long waiting period. This is a point to be considered.

#### Qualification Class-wise-Waiting Period

Out of these 80 who had to wait 70 were Graduates and Post-Graduates. So out of 143 Graduates and Post-Graduates 70 had to wait for their first job, almost 50 per cent which can't be considered too high a figure. While rest 10 were Matriculates/Under-Graduates. So here also out of 20 they are 10 i.e. 50 per cent.

What was their average waiting period. The average waiting period for Graduates comes to 6.5 months while



for Matriculates/Under-Graduates 9 months, and over all average for both category comes to 6.8 months. If one looks at this average then one feels that the waiting period for these persons who had to wait is certainly not very high. It is less than one year.

Another point which is reflected is that the waiting period of a Graduate is less than that of a Matriculate. So the hypothesis comes empirically true that the waiting period is connected with the level of education. This is because of one important point of 'screening hypothesis' prevailing in the labour market which we discussed while discussing the point of 'over-qualification.' So better educated persons when are available are preferred to less educated by the employers in the labour market.

This point is also supported by a study completed by Mark Blang<sup>33</sup> about our country. In his study which was completed a few years back, he also finds that the waiting period of a Graduate is less than of a Matriculate. In his study an average waiting period of a Graduate is 6.5 months while that of a Matriculate 17 months.

It must be remembered that these findings were based on the data of 17 years back and over a period of

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<sup>33</sup>Vide 1.

time in these years the educated unemployment has increased substantially in India.

Further analysis of the waiting period suggests that out of 163 persons, 80 persons who had to wait for sometime to get their first job, 70 are Graduates and Post-Graduates while 10 are Matriculates. Thus out of 143 Graduates and Post-Graduates 70 had to wait for sometimes while 10 out of 20 Matriculates had to wait.

The next interesting question to ask is from which Faculty these 70 Graduates and Post-Graduates come? The general impression is that compared to Science and Commerce Graduates, the Arts Graduates are found more unemployed and hence <sup>have</sup> to wait for a longer period. Is it established here?

Our data show that out of 70 Graduates and Post-Graduates who had to wait 33 are from Arts Faculty 24 from Commerce Faculty while 13 are from Science Faculty. So it is established here that the greater number is found in case of Arts Faculty.

What was the waiting period of these 80 persons? The Table III(7) shows this.

Table III(7)

Waiting Period of Clerks in the Organized

<u>Sector</u>	
Period	No. of Persons
* No waiting	83
Less than 1 year	45
1 year	21
1 year - 2 years	07
2 years - 3 years	06
3 years - 4 years	-
4 years - 5 years	-
5 years & above	1
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Total	163

It can be seen from the above table that for majority of them the waiting period was 1 year or less than a year. Out of 80 for 66 persons this holds true which is not a bad picture.

What sort of picture do we get if we examine in detail, the waiting period position class wise? Are we in a position to say on the basis of our data that those who had a better class at the final degree examination had to wait less than those who had a lower class? The examination of our data presents <sup>this</sup> in the table III(8).

Table III(8)  
Class and the Average Waiting Period of Clerks  
In The Organized Sector

Degree	Average Waiting Period in Months
Matric Ist Class	2.3
Matric IInd Class	12
Matric IIInd Class	11.6
Graduate Ist Class	2.4
Graduate IInd Class	4.4
Graduate IIInd Class	7.8
Post-Graduate Ist Class	-
Post-Graduate IInd Class	9
Post-Graduate IIInd Class	4.4

From the above mentioned data, it can be seen that a Graduate had to wait less than a Matriculate. So the waiting period is related with the level of education is noticed here.

Another interesting point is brought out by the following table (Table III(9) ) which shows the class position of those clerks who had to wait for their first job. They are 80 while 83 did not have to wait as noted earlier.

Table III(9)  
Class-wise Position of Those Clerks Who Had  
to Wait

Degree	Class Ist	Class IIInd	Class IIIrd	Total
Matric	1	3	6	10
Graduate	2	24	38	64
Post- Graduate	-	3	3	06
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Total	03	30	47	80

It can be seen from the above table that (i) out of these 80 who had to wait 10 are Matriculates, 64 are Graduates while 6 are Post-Graduates (ii) Out of these 80, 03 had Ist class at their final examination, 30 had IIInd class and 47 had IIIrd class. Thus majority is of IIIrd class (iii) if we take the position degree-wise, then we find that out of 10 Matriculates 1 had Ist class, 3 IIInd class and 6 IIIrd class, Graduates 2 Ist class, 24 IIInd class, 38 IIIrd class and Post-Graduates Ist class nil, IIInd class 3 and IIIrd class 3. So the number of IIIrd class is more.

One point from these data is clearly seen that in this clerical occupation the type of persons who are

engaged do not have good academic career. Most of them are IIIrd class. This is not to say that rest are not found, we can see that they are there.

Another important feature which comes out is that those who have a better class have to wait less for their first job or do not remain unemployed. We can see that out of 80 who had to wait there are only 3 cases of Ist class. And greater number is of IIIrd class i.e. 47. Thus we do get the support to state that those who have a weak academic record have to wait for a longer period for their first job in the labour market. Their number is larger among the educated unemployed.

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