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ARTICLES

NOTES & COMMENTS

REVIEW ARTICLES

BOOK REVIEWS

MANPOWER NEWS



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LABOUR ECONOMICS RESEARCH AND DEVELOPMENT  
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**CONTENTS**

*Note from the Editor-in-Chief* v

*Editor's Note* vii

**ARTICLES**

Development of Secondary Education in Uttar Pradesh:  
A Time-series Analysis of Selected Indicators  
—**Charu Smita Malik** 1

Structure of Growth and Discrimination of Wages  
in the Rural Labour Market of India  
—**Balakrushna Padhi** 23

**NOTES & COMMENTS**

Gujjars of Jammu and Kashmir (J&K):  
Insights into the Educational Facilities in Schools in J&K  
—**Sajad Ahmad Dar** 57

Problems and Prospects of Dispensing Quality  
Technical Education for Enhancing Employability and Capability  
of Technical Manpower in India's Professional Labour Markets  
—**Vikram Chadha & Pooja Choudhary** 69

Championing Technical and Vocational Education and Training  
for Alleviating Poverty in Asia-Pacific Region  
—**Rajesh P. Khambayat** 99

## REVIEW ARTICLES

Interrogating Women's Leadership & Empowerment, by Omita Goyal (ed.)  
—**Dipika Sen** 125

Demonetisation – A Means to an End, by Ramgopal Agarwala  
—**Dr. A. Kamala Devi** 146

## BOOK REVIEWS

Globalization and Indian Society, by G.N. Karalay  
Concept Publishing Company Pvt. Ltd.  
—**Indu Shekhar** 159

Women's Agency and Social Change – Assam and beyond  
by Meeta Deka  
—**Neha Kumra** 165

Population Concerns in India: Shifting Trends, Policies  
and Programs, by Krishnamurthy Srinivasan  
—**Indu Shekhar** 168

**MANPOWER NEWS** 175

## **NOTE FROM THE EDITOR-IN-CHIEF**

Education and skill gap between labour requirement and availability of labour is on the rise which is then held responsible for less than adequate employment growth in a labour surplus country like India. Even those who are educated often lack quality and thus, are not able to perform as per expectation. The ITI pass-outs have to be retrained before they can be sent abroad and hired by the foreign companies. These views not only apply to the low end workers; even the engineering graduates from many regional institutions are seen to be poorly equipped with knowledge and skill. All this has resulted in poor cross-border labour mobility while within the domestic economy there is a severe shortage of labour demand. Employers are determined to adopt capital intensive technology in the face of poor quality of labour. Thus, skill and labour market are intricately related: the labour market outcomes can be improved not only by carrying out labour market reforms but also through skill development, which needs to be attained by raising the coverage and enhancing the quality of skill and training imparted.

The issue of skill formation is pertinent in all the three sectors: agriculture, manufacturing and services. For example, application of advanced technology in agriculture to raise yield requires technical knowledge. Manufacturing uses advanced methods at various stages of production. Similarly, the services sector productivity is highly subjected to a wide variety of skill. Although at some point it was felt that some of the relatively low skilled jobs are being performed by the graduates in the developing countries, resulting in reduced unemployment rate at the place of destination, slowly such jobs are on the decline. The global crisis has reduced the quantum of labour demand for ICT trained personnel, an area in which India enjoyed comparative advantages for a while. Thus, the labour market tightening is affecting many corners instead of remaining confined to the unskilled and illiterate quarters.

The new technology largely imported from the developed world is not only capital intensive but also skill intensive, implying rising inequality in absorption possibilities. Even the domestic innovations involve large scale mechanization. In what way then the challenges be faced to attain

inclusive growth is a pertinent question that concerns the government, researchers and policy makers. The current issue of the Manpower journal tries to focus on the employability aspect and unfolds a wide spectrum of complexities involved in this area.

**Prof. Arup Mitra**  
Director-General  
NILERD



## EDITOR'S NOTE

Education and skill development is a dynamic area which needs to catch up with the demand and supply of the labour market. With globalisation and advancement of technology, it is always a daunting task to upgrade the skills and education as per the demand in the labour market. Today, global economy witnesses a more jobless growth. Most of the advance economies such as in USA have put restriction on the importing of human resource as a result of less number of jobs created in the economy. The same applies to Gulf Council Countries (GCC) where there is a recession in the economy; there will be decreases in the demand for human resource. The other side of the story is that the new innovation in technology and management creates an ever growing demand for new skills. This problem is often acute for populous countries like having huge stock of workforce but not to avail.

In this context, it is important to rethink about the education in general and vocational education and skill development in particular. In addition, it is important to address the disparities in access to vocational and skill development programmes to all strata of society for an inclusive growth.

In this issue there are two articles dealing with the growth of secondary education and girls' participation and the role of education and occupation in discrimination of wages in the Rural labour Market.

Charu Smita Malik in her article "Development of Secondary Education in Uttar Pradesh: A time-series analysis of selected indicators" charts the development of secondary education and analyses the growth in number of secondary education institutions, teachers and enrolment in Uttar Pradesh. She observes that secondary education sector in Uttar Pradesh posited a gap between demand and supply for this level of education. She also observed that girls' participation in secondary education has shown a phenomenal rise which can be seen as an indicator of the need for improving access at this level of education. She suggests that the state government needs to employ its resources and devise strategies to provide opportunities in its own sector as also to regulate the operation of private unaided sector so that no social and economic groups are left behind.

Balakrushna Padhi's article "Structure of Growth and Discrimination of Wages in the Rural Labour Market of India" attempts to study the issues related to wage discrimination between marginalised groups and other groups among regular and casual workers by analysing the NSSO data and observes that on an average, the non-ST/SC workers earn higher than their ST/SC counterparts both among casual and regular workers categories in rural India. The author also observed that the workers belong to SC/ST experience a systematic wage disadvantage against non-ST/SC workers. The author opines that endowment in terms of education and occupation plays a vital role in shaping the wage gap differently among regular and casual workers within the marginalised groups in Rural India.

In the Notes & Comments section three papers are included that focus on the issues related to education such as facilities in schools, quality of technical education for enhancing employability of technical manpower and using technical and vocational education and Training for poverty alleviation.

Sajad Ahmad Dar in his article "Gujjars of Jammu and Kashmir (J&K): Insights into the Educational Facilities in J&K" tries to identify the challenges faced by Gujjars, a tribal community in accessing educational facilities. The author presents an outlook of the educational and infrastructural scenario in the government schools attended by the children of the Gujar Community. He observes lacuna in the system and felt that accountability on the part of administration, teachers and parents would help to overcome the existing flaws and also opines that involvement of local leaders and parents in supervision will help in improving educational facilities as well as upgrading school practices in the context of local needs.

Vikram Chadha and Pooja Choudhary in their paper "Problems and Prospects of dispensing Quality Technical Education for enhancing Employability and Capability of Technical Manpower in India's Professional Labour Market" elaborate on the growth of technical education and Manpower in India and analyse the quality of education being provided by the educational institutes. The authors feel that the recent large scale expansion in engineering education has come at the cost of quality. The study observes that employers are facing severe problems in finding the appropriate skilled and trained personnel for the rapidly expanding IT industry and other sectors of the economy and the major

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reason for lack of employability is low standard of technical education. The authors feel that to ensure quality outturn, Academia-Industry interface needs to be strengthened, and students and teachers need to be encouraged for practical domestic and international experiences.

Rajesh Khambayat's paper on "Championing Technical and Vocational Education and Training for Alleviating Poverty in Asia-Pacific Region" discusses the nature, objectives and implementation of Skill development for Poverty Alleviation Project (SDPA). In this context, the author presents a framework of Championing Technical Vocational Education and Training (TVET) Skills for poverty alleviation. The author observes that poverty rates have declined in all regions but progress has been uneven. He opines that the best method to translate poverty reduction in growth is by promoting employment and productivity through skill development. The main way out of poverty is work and this can be assured by generating employment or promoting self-employment. For this, TVET plays a crucial role in generating the skills that are necessary for poverty alleviation.

This issue of the journal presents two review articles. The first review article is based on the book titled "Interrogating Women's Leadership & Empowerment," which addresses several dimensions of women empowerment such as economic empowerment, educational empowerment and mental healthcare and also provides an analysis of certain key issues of contemporary discourses like redefinition of empowerment and leadership and how far we have achieved it, political participation and decision making; and dichotomy between marginalization of women on ground of caste, class and region in a society with changing laws on women's rights.

The second review article titled "Demonitisation – A Means to an End" presents an interesting account of how a financial exercise was used to check a social or ethical issue like corruption. The article also deals with issues like corruption, black money, the intention behind demonitisation, its effect on various sections of the society and the gains and public reaction to the exercise.

In its book review section the issue presents three book reviews. The first book titled "Globalization and Indian Society" discusses all the related issues of Globalization in the context of Indian society.

The second book titled “Women’s Agency and Social Change – Assam and Beyond” presents an interpretative historical analysis of women in Assam. The third book review based on the book titled “Population Concerns in India: Shifting Trends, Policies and Programs” dwells on family planning programmes, population policies, Demographic levels, trends and challenges.

The last section of this issue presents a compilation of national and international news items on various manpower related issues reproduced from both print and electronic media.

## ARTICLES

### DEVELOPMENT OF SECONDARY EDUCATION IN UTTAR PRADESH: A TIME-SERIES ANALYSIS OF SELECTED INDICATORS

Charu Smita Malik

#### ABSTRACT

*Secondary Education in India has gained momentum of late with the launch of Rashtriya Madhyamik Shiksha Abhiyan, a Centrally sponsored scheme that is currently operational across the country with a mandate to universalize education up to class X. Set in this context, the present paper charts the development of secondary education in Uttar Pradesh by examining the state policies that have historically defined the structure and provision for this sector. It also presents a time-series analysis of growth in number of secondary education institutions, teachers and enrolment in Uttar Pradesh in order to read trends and understand the magnitude of secondary education in the state. Several government orders have been reviewed to look out for reasons of growth patterns. An important finding emerging from this analysis is of girls' participation in secondary education which has registered a phenomenal rise – much more than the average annual growth rate of secondary education institutions and teachers.*

# STRUCTURE OF GROWTH AND DISCRIMINATION OF WAGES IN THE RURAL LABOUR MARKET OF INDIA

**Balakrushna Padhi**

## **ABSTRACT**

*This study intends to explore whether the wage gap between caste groups still persists in the rural labour market of India. Given the implication of earning discrimination in the labour market on other forms of deprivation, the present study analyses the NSSO employment 55th and 68th round data, to examine the wage gap between marginalized groups and other groups among regular and casual workers in rural India by adopting the Blinder-Oaxaca decomposition method. It is observed that on an average, the Non-ST/SC workers earn higher than their ST/SC counterparts both among casual and regular workers categories in rural India. Further, the wage growth is negative for regular workers among the marginalized groups in most of the states in Rural India.*

## ***NOTES AND COMMENTS***

### **GUJJARS OF JAMMU AND KASHMIR (J&K): INSIGHTS INTO THE EDUCATIONAL FACILITIES IN SCHOOLS IN J&K**

**Sajad Ahmad Dar**

#### **ABSTRACT**

*This paper attempts to identify challenges faced by Gujjars, a tribal community of Jammu & Kashmir in accessing educational facilities. Gujjars are known for their pastoral habits and have often remained on the margins of the society in the state. This paper intends to present an outlook of the educational and infrastructural scenario in the government schools attended by the children of the Gujjar Community. Gujjars unlike nomadic Bakarwals of Kashmir valley live in settled communities. However, despite their permanent dwellings at certain areas in the state of Jammu & Kashmir, Gujjars are struggling to progress in the educational domain.*

# PROBLEMS AND PROSPECTS OF DISPENSING QUALITY TECHNICAL EDUCATION FOR ENHANCING EMPLOYABILITY AND CAPABILITY OF TECHNICAL MANPOWER IN INDIA'S PROFESSIONAL LABOUR MARKETS

Vikram Chadha & Pooja Choudhary

## ABSTRACT

*Technical Education helps in developing technical and professional competencies and specific skills which are required for a broad occupational area. It is the component of education that is most directly concerned with the acquisition of the knowledge and skills required by workers in most manufacturing and service industries. The present study attempts to throw light on the growth of technical education and manpower in India since economic reforms of 1991 and the rampant concern about quality of education being provided by the institutes/colleges. The study discusses the issue of lack of employability of the graduates and factors responsible for declining quality of technical education. It suggests that in order to remove the problem of below par quality technical education and the resultant lack of employability, efforts such as Academia-Industry interface need to be strengthened and keeping in view the demand of the industry, syllabi need to be updated regularly. Emphasis should also be laid on practical orientation of the technical education.*

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# CHAMPIONING TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING FOR ALLEVIATING POVERTY IN ASIA-PACIFIC REGION

Rajesh P. Khambayat

## ABSTRACT

*The increasing global economy is having profound effects on the labour market in the countries of the Asia-Pacific region. At the same time, technological advances have contributed to heightened income inequality and changed nature of the labour market. As a result, across the world, all policymakers are focusing their efforts towards generating jobs and increasing productivity as one of the top agendas. Developing countries in the Colombo Plan region are seeking to grow in an inclusive way to reduce poverty, and addressing the challenge of expanding population. Despite the marked progress made in reducing poverty over the last decades, the number of people living in extreme poverty globally remains unacceptably high. While poverty rates have declined in all regions, progress has been uneven. The effort to end extreme poverty is far from over and a number of challenges remains to be addressed in the changing context of the labour market.*

*Consistent with the aims and aspirations placed in the 2008 Manila Declaration on Skill Development for Poverty Alleviation and in the context of the needed developments across the region, this paper presents a framework of Championing Technical Vocational Education and Training (TVET) Skills for poverty alleviation.*

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## CONTENTS

### Articles

**Leisangthem Binita Devi :** Organisational Structure of Higher Education in Manipur 185

**Simon Marginson:** Higher Education and Public Goods 203

**Mrinal Miri :** Indigenous Knowledge and its Transformation 219

**Pradeep Ramavath J. :** Interaction of Micropolitics and Education Quality in Rural Karnataka 225

### Research Abstract

**Rekha Rani Kapoor:** Understanding Beginning Teachers' Classroom Related Problems and Their Ways of Dealing with Them 243

**Suhasini Singh:** Gender and Disability — A Review of the Educational Policies in Post-Independent India 245

### Book Reviews

**Mona Khare:** Putting Higher Education to Work : Skills and Research for Growth in East Asia, World Bank East Asia and Pacific Regional Report, The World Bank (2012); **Ravindra K. S. Choudhary:** Disciplinary Dialogues on Social Change: Gender, Early Childhood and Theatre [Nitya Rao (ed.)] (2016); **Kiran Bhatt:** Children's Rights, Educational Research and the UNCRC: Past, Present and Future [Jenna Gillett- Swan and Vicki Coppock (eds.)] (2016) 251

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