

CHAPTER 15

EMPLOYMENT AND LABOUR

Employment

The population of Andaman and Nicobar Islands in 1991 was 2.81 lakh. It increased to 3.56 lakh in 2001 indicating a decadal growth of 26.90% over 1991. The proportion of workers in Andaman and Nicobar Islands population decreased marginally from 37.04 in 1981 to 32.86 in 2001. At the national level, the population increased from 84.64 crore in 1991 to 102.86 crore in 2001 showing a decadal growth of 21.53% over 1991. The percentage of workers in the total population at the national level increased from 37.11% in 1991 to 39.11% in 2001. The state-wise population and workers as per 1981, 1991 and 2001 Census are indicated in Table No.19.1 and the summary of the same is as under:

Statement 15.1
Growth of population and workforce as per census 1981, 1991 & 2001
(Figure in lakh)

Census Year	Total Population		Total number of workers (Main + Marginal)		% of workers to population (work participation rate)		% increase in workforce	
	India	A&N	India	A&N	India	A&N	India	A&N
1981	6851.85	1.89	2446.04	0.70	35.70	37.04	-NA-	-NA-
1991	8463.91	2.81	3141.30	0.99	37.11	35.23	28.42	41.42
2001	10286.11	3.56	4023.60	1.36	39.11	32.86	28.09	37.37

The work force in Andaman and Nicobar Islands decreased from 41.42% in 1991 to 18.18% in 2001 whereas at the National level it marginally decreased from 28.42% in 1991 to 28.09% in 2001. The decrease in workforce in A & N Islands was primarily due to stagnation of employment opportunity.

Statement 15.2
No. of workers as per population Census – A&N Islands

S.No.	Item	Unit	Census year		
			1981	1991	2001
1.	Workers (i+ii)	No.	69612	98901	136254
	(i) Main workers	No.	62680	90807	113607
	(ii) Marginal workers	No.	6932	8094	22647
2.	Non-workers	No.	119129	181760	219898
3.	Population (1+2)	No.	188741	280661	356152

Statement 15.3
Category wise workers (Main+Marginal) in A&N Islands
(As per 2001 Census)

S.No.	Category of workers	Total Workers	% of Total workers
1.	Cultivators	15505	11.38
2.	Agricultural labourers	2683	1.97
3.	Household Industrial workers	4792	3.52
4.	Other workers	90627	66.51
5.	Marginal workers	22647	16.62
	Total	136254	100

Census data 2001 indicates that out of 1.36 Lakhs workers in A&N Islands, 3.79% were agricultural labourers and 75.26 % other workers. This distribution of the labour force, coupled with a decline in growth in agricultural yield underlines the need for creation of new job opportunities. The generation of employment opportunities is one of the main objectives of the economic development in the Union Territory.

Statement 15.4
Employment in Public & Private Sector

	March 2000	March 2001	March 2002	March 2003	March 2004	March 2005	March 2006	Annual Average Growth rate during March 2000 to March 2006 (in %)
(A) Public Sector								
1. Central Government	4747	4787	4993	5015	5052	5144	5164	1.41
2. A&N Administration	24697	24749	25671	25729	25879	25592	25595	0.60
3. Quasi Govt. (Central +UT)	2077	2146	2188	2208	2226	2252	2250	1.34
4. Local Bodies	1738	1738	1738	1738	1738	3443	2692	9.14
Total – A	33259	33420	34590	34690	34895	36431	35701	1.43
(B) Private Sector	4641	4701	4848	4881	2737	2735	2743	-9.98
Grand Total(A+B)	37900	38121	39438	39571	37632	39166	38444	0.29

In the organized segment public sector continues to play very dominant role, and accounts for more than 86% of employment in the UT in 2004 and it increased during the subsequent years whereas employment in private sector fall down since 2004 onwards.

For giving employment assistance to the job seekers on the UT there exist one Employment Exchange at Port Blair and 5 Employment Information Assistance Bureaus at Mayabunder, Hut Bay in Andaman group of Islands and at Car Nicobar,

Nancowry and Campbell Bay in the Southern Group of Islands. The number of persons newly registered in the Employment Exchange in the Union Territory during 2006-07 was 7945 persons as against 3718 persons during 1991-92 showing an increase of 113.69%. The total live registration stood at 39,605 persons including 12649 female persons as on 31st March 2007. The following statement gives the number of persons under live Register of the Employment Exchange in the Union Territory from 2005-05 to 2006-07.

Statement 15.5
Details of Employment Exchange and applicants registered (No)

Item	2004-05	2005-06	2006-07
Employment Exchange	1	1	1
Employment Information & Assistance Bureau	5	5	5
Applicants on Live Register			
i) Total	399099	39099	39605
ii) Male	25818	25818	26956
iii) Female	13281	13281	12649

Statement 15.6
Employment Status in Andaman and Nicobar Islands

Year	Applicants registered with employment exchange			Vacancies notified
	Total live registrations	New Registrations	Placements made	
1991-92	17010	3718	636	
1992-93	20899	3418	575	768
1993-94	18170	4305	573	975
1994-95	21921	4312	457	684
1995-96	25556	3635	607	1182
1996-97	23186	4234	201	655
1997-98	25203	3696	427	405
1998-99	28271	3700	324	622
1999-00	28278	3585	371	519
2000-01	31218	3934	408	626
2001-02	35840	5611	176	713
2002-03	39765	5419	902	936
2003-04	35045	9324	567	804
2004-05	39099	6491	303	356
2005-06	39099	6775	175	592
2006-07	39605	7945	582	547

From the above table it may be noted that the number of placements by Employment Exchange followed a declining trend from 636 in 1991-92 to 126 in 2001-02. This further increased to 902 in 2002-03 and then declined in subsequent years. Therefore the unemployment seems to have increased over time in Union Territory.

LABOUR

The labour department of the Administration keeps an account of the existing working force and the likely addition to it from time to time. Its main function is to take necessary measures for the welfare of the labours working in various establishments in the islands. It also amend rules and regulation to regulate the daily or weekly hours of work, leave etc concerning with the labours and to check employment of children etc. following 18 central labours legislation and 1 state labour legislation are being implemented in this UT at present which are as follows:

The Workmen's Compensation Act, 1923.

It provides for payment of compensation by employers to their workers for injury caused to a workman by accident, arising out and in the course of employment, resulting in death or in total/partial disablement compensation is also payable for some occupational diseases contracted by workmen during the course of disposed of are 14. during 2007 an amount of Rs52,03,448/- have been paid to the workmen/departments of workman.

The Trade Union Act, 1926.

The main provisions of the Act relates to (i) Registration of Unions (ii) rights and privileges (iii) Obligation and liabilities of registered Trade Unions. For Registration, any seven or more members can apply to the Registrar for registration. Total No. of Unions registered so far is 182.

The Payment of Wages Act, 1936.

The Act aims at ensuring regular and prompt payment of wages to employees in Factories and Industrial Establishments. This Act was applicable to employees whose wages were upto Rs.1600/- per month. The Act has now been amended to cover employees whose wages are now upto 10000/- per month. Total no. of 44 non-payment of wages complaints have been received and an amount of Rs. 1, 55,472/- has been paid to workers.

The Industrial Employment (standing orders) Act, 1946.

The main objectives of the Act besides maintaining harmonious relationship between the employers and the employees are to regulate the conditions of recruitment, discharge, disciplinary action leave, holidays etc. of the workers employed in Industrial establishments.

The Industrial Disputes Act, 1947.

It provides for investigation and settlement of industrial Disputes by conciliation Officer and upon failure, it provides for reference to Labour Court for adjudication. The Act also provides for regulation of strikes, lockouts, lay off & Retrenchment of workmen employed in the industries. Total Industrial Disputes have been handled are 08 during the year 2007 and 06 are disposed/settled/recommended for adjudication.

The Minimum Wages Act, 1948.

It provides for fixing and revising minimum wages of employees employed in the following 6 schedule employments: 1. Wood based Industries 2. Building & Road Construction Industries 3. Agriculture 4. Loading and unloading sector 5. Shops, Hotels and Commercial establishment 6. Educational Institutes in private sector.

The revised minimum wages w.e.f. 16th Oct 2006 is as under:

S.N	Particulars	S/And, N & M And Dist.	Nicobar District
1.	Unskilled	Rs. 130/- per day	Rs. 139/- per day
2.	Semi-skilled	Rs. 140/- per day	Rs. 147/- per day
3.	Skilled (B) Non Technical	Rs. 151/- per day	Rs. 165/- per day
4.	Skilled (A)	Rs. 168/- per day	Rs. 183/- per day
5.	Skilled (B)	Rs. 183/- per day	Rs. 204/- per day
6.	Highly skilled Clerical	Rs. 204/- per day	Rs. 222/- per day
	a) Matriculation	Rs. 168/- per day	Rs. 183/- per day
	b) Non Matriculation	Rs. 151/- per day	Rs. 165/- per day

The Factories Act, 1948.

This Act provides for ensuring Health Safety, Welfare and Working hours of Workers employed in the Factories. There are 32 Factories employing 5000 workers in the public sector and 5 Factories employing 300 workers in the private sector. The Inspector of Factories conducts inspection of the Factories regularly to ensure compliance of the Act\Rules.

The Payment of Gratuity Act, 1972.

It applies to all Factories and shops & establishments employing more than 10 workers. Minimum 5 years of continuous service in a establishment is required for getting gratuity @ 15 days wages for each completed year of employment.

The Payment of Bonus Act, 1965.

This Act applies to all factories and to all other establishments in which twenty or more persons are employed on any day during an accounting year with effect from 1975 in A&N Islands. The Act has been applicable to establishment/shops employing 10 or more persons. The eligibility limit of this Act has been raised from Rs3500/- to Rs 10000/-. The Act has also been made applicable to employees employed in building construction.

The Child Labour (Prohibition & Regulation) Act, 1986.

The Act is to prohibit the engagement of children who have not completed 14 years of age in certain employments and to regulate the conditions of work of children in certain other employments. The Act envisages that no child shall be employed or permitted to work in any of the occupations set forth in part A and part B of the schedule of the Act. The Central Government has issued a notification last year banning employment of children in Hotels, Dhaba, Restaurant and as Domestic Servant Inspectors of the Labour Department have been conducting inspection of Hotels, restaurant, Dhavas and other Establishments regularly to ensure compliance of the Act (Rules).

The Apprentice Act, 1961.

The object of the Act is to provide for the regulation and control of training of Apprentices in trade and makes it obligatory on the part of employers both in public sector and private sector establishments having requisite training infrastructure as laid down in the Act to engage apprentices who have been undergoing training in various establishments.

The Shop and Establishments Regulation 2004.

The Regulation provides for registration of Shops and Establishments and regulates the hours of work, payment of wages, leave, holidays, terms of service and other conditions of work for persons employed in Shops and Establishments. Till date 1095 Shops and Establishments have been registered in A & N Islands.

Industrial Training Institute

The Industrial Training Institute, one each at Dollygunj, Port Blair and Bakultala, Middle Andaman are providing training in different trades to the young persons of these Islands.

Courses offered at ITI Dollygunj, Port Blair

ENGINEERING TRADES	
TRADE	DURATION
Draughtsman civil	2 Yrs
Surveyor	2 Yrs
Fitter	2 Yrs
Electrician	2 Yrs
Mech. Radio & TV.	2 Yrs
Mech. Motor Vehicle	2 Yrs
Information Technology & Electronics System Maintenance	2 Yrs
Mech. Ref. & AC	2 Yrs
Welder	1 Yrs
NON – ENGINEERING TRADES	
Stenography (English) Exclusively for women	1 Yrs

Courses offered at ITI Bakultala, Middle Andaman

ENGINEERING TRADES	
TRADE	DURATION
Surveyor	2 Yrs
Electrician	2 Yrs
Welder	2 Yrs

