

PROJECTION OF OCCUPATIONAL-EDUCATIONAL STRUCTURE OF MANPOWER—A STUDY OF TWO INDIAN PUBLIC SECTOR INDUSTRIES : MACHINE TOOLS AND HEAVY ELECTRICAL EQUIPMENT*

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INTRODUCTION

In recent years economists have become increasingly interested in the planning of educated manpower. Many countries have faced periodic scarcities or excess supplies of manpower of specific categories. In fact, we observe 'a cobweblike fluctuation in markets for educated persons'.¹ Economists, therefore, are no longer inclined to assume that wage differentials (market forces) by themselves are capable of establishing equilibrium in labour market.² This necessitates planning for manpower. Manpower projections, however, are an integral part of manpower planning, the need for which arises because³ (a) experts try to see beyond short or medium term to be able to influence the supply of labour. Particular attention is paid to the changes in the pattern of qualifications in the long run; (b) efforts are made to place medium-term plans in the long-run perspective so that the structure of the economy and hence of labour force can be influenced; and (c) educational planning cannot be fused into general planning merely by incorporating educational investment plan into national investment plans. Link is provided by forecasts of the educational needs for realising given targets of growth.

It has been observed that economic, social and technical development of a country is often accompanied by changes in the structure of its labour force. The change may be caused by a shift in the dis-

* This paper was presented at the 10th Indian Econometric Conference held on 26-28th Nov. 1970 at Madurai University.

I am thankful to Prof. P. N. Mathur, University College of Wales, Aberystwyth (U.K.), for encouragement and suggestions. I am also thankful to Dr. G. J. Khudanpur, Reader, Gokhale Institute of Politics & Economics, Poona, for his helpful comments.