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UNEMPLOYMENT AMONG ALLOPATHIC DOCTORS IN KERALA

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UNEMPLOYMENT AMONG ALLOPATHIC DOCTORS
IN KERALA

I. INTRODUCTION:

The problem of the educated unemployed is an integral part of the problem of the optimum utilisation of human resources. In Kerala the problem is very acute. The number of educated work seekers having qualification S.S.L.C. and above, increased from 86, 210 on 31.12.1966 to 3,13,735 on 31.12.1974. It accounts for more than a half of the total job seekers on 31.12.1974. The situation is found to be more serious when the increase in the number of work seekers in the professional, technical and related works (eleven thousand in 1961 to thirty-four thousand in 1974) is separately considered. Despite the measures taken by the State and Central Governments to increase the avenues of employment by the implementation of plan schemes, even the number of doctors in the Live Register of employment exchanges continued to swell. This is indicated below.

Period	No. of Doctors in the Live Register
31.12.1966	19
31.12.1967	20
31.12.1968	40
31.12.1969	185
31.12.1970	287
31.12.1971	405
31.12.1972	671
31.12.1973	902
31.12.1974	726

But these figures may not be a clear indicator of unemployment among doctors as at least a few of them were maintaining their names in the Live Register to find out better employment - they may be self employed or under employed.

Object of the study:

The object of the study is to assess the extent of unemployment among doctors in the Live Register of Employment Exchanges. It touches different aspects like the duration of unemployment after acquiring the qualification, employment status of those employed and their monthly emoluments etc.

Coverage and Sampling Design:

A 20% sample of the medical persons in the Live Register as on 30.11.1974 was taken by systematic sampling method, the registrants being arranged according to the date of registration. The details required in the prescribed questionnaire (Appendix II) were collected by personal contact by the field staff of this Bureau.

II. INTAKE AND OUT-TURN OF ALLOPATHIC DOCTORS:

There are four Medical Colleges in the State, of which one was started in the First Plan, one during the Second Plan and the other two in the Third Plan period. They are located at Trivandrum, Calicut, Kottayam and Alleppey. The admission capacity of these institutions for M.B.B.S. course is 545. There is only a slight variation in the number of actual intake and sanctioned strength. The actual intake and out-turn of Medical Graduates from 1966 to 1974 are as given below.

Intake and out-turn of Medical Graduates in Kerala

<u>Year</u>	<u>Intake</u>	<u>Out-turn</u>
1966	543	342
1967	585	370
1968	537	397
1969	543	361
1970	544	397
1971	542	426
1972	543	488
1973	541	486
1974	521	483

Stock:

The register maintained by the Registrar of Medical Council is one source of information regarding stock of Doctors. But the figures available from the records have certain limitations as there is no practice of periodical revision of register taking into account the death, transfers etc. of the registrants. The following table gives the number of registered medical practitioners (Modern Medicine) in the State according to the register of Medical Council.

<u>Year</u>	<u>Medical Graduates</u>	<u>Licenciate</u>	<u>Others</u>	<u>Total</u>
1957	756	385	..	1141
1962	1454	420	688	2559
1966	2500	478	822	3770
1972	5362	655	904	6901
1974	6512	635	904	8051

Thus according to the Registrar of Medical Council, Kerala there were 6512 Medical Graduates in the State. This did not include about 400 Doctors in Malabar area who had registered in Madras Medical Council. Hence there were 6912 Medical Graduates in the State as on 1974. But this seems to be not realistic.

We can have another estimate of Doctors, perhaps more realistic, based on the 1961 Census figures. According to 1961 Census, there were about 1500 Doctors in the State. If we add the out-turn of Doctors (2428) from the Medical Colleges for the period 1961-69 and about 2% depletion per year is allowed for death, inactivity and migration, the stock of Doctors in 1968-69 would be round about 3500. The No. of Doctors at the end of the Fourth Plan was 5300 which would be around 7100 by the end of the Fifth Plan.

Stock of Doctors during 1961 to 1979

<u>Year</u>	<u>No. of active Doctors at the beginning</u>	<u>out-turn</u>	<u>Gross Total</u>	<u>Net after allowing 2% depletion</u>
1961	1500	96	1596	1564
1962	1564	120	1684	1650
1963	1650	209	1859	1822
1964	1822	193	2015	1975
1965	1975	340	2315	2269
1966	2269	342	2611	2559
1967	2559	370	2929	2871
1968	2871	397	3268	3203
1969	3203	361	3564	3493
1970	3493	397	3890	3812
1971	3812	426	4238	4154
1972	4154	488	4642	4550
1973	4550	486	5035	4936
1974	4936	453	5419	5311
1975	5311	480	5791	5675
1976	5675	480	6155	6032
1977	6032	480	6512	6382
1978	6382	480	6862	6725
1979	6725	480	7205	7061

Out-turn for the period 1975 to 1979 estimated in view of the trend during 1971 to 1974.

III. REQUIREMENTS:

The requirement of Doctors is best assessed on the basis of the Doctor-population ratio which also indicates the level of medical facilities available to the people in a given period. Economically developed countries would necessarily be in a better position in the availability of medical facilities when compared to the developing countries. In 1960 there was one Doctor for every 480 persons in the U.S.S.R., 670 persons in U.S.A, 820 persons in Canada, 900 persons each in Japan and France. In India the corresponding ratio for the year was one Doctor for 5952 persons. According to the recommendations of the Ekore Committee (1946) there should be one Doctor for every 2000 persons by the year 1970. Later the Health Survey and Planning Committee set up by the Government of India in 1961 (Mudaliar Committee) had suggested a modest target of one Doctor for every 3000-3500 persons in 1971. The Doctor-population ratios in India and Kerala in different periods are as given under.

Doctor-population ratio in India and Kerala

<u>Period</u>	<u>India*</u>	<u>Kerala</u>
Third Plan	1 : 5494	1 : 7461
Fourth Plan	1 : 4300	1 : 4309
Fifth Plan **	1 : 3700 (estimated)	1 : 3500

* I.A.M.R. Working Paper No.2/1969

**Steering Group on Employment and Man Power - February 1973.

The Doctor-population ratio in Kerala is worked out in the following way.

<u>Period</u>	<u>Population (Lakhs)</u>	<u>No. of Doctors</u>	<u>Doctor-popu- lation ratio</u>
1966	191.37	2600	1 : 7361
1971	213.47	4200	1 : 5083
1974	227.37	5300	1 : 4290
1979	249.90	7100	1 : 3520

Thus it may be observed that the norm, one Doctor for 3500 persons is being achieved by the end of the Fifth Plan. Based on this norm the employment opportunities of Doctors in the State is not met in the Fifth Plan period. In 1974 one Doctor had to serve on an average 4300 persons. But this number would be very

large in rural parts where medical facilities are meagre compared to urban areas. In certain pockets in the rural areas the dearth of medical personnel is very acute. In the programme for the extension of medical facilities, Government have encouraged to start Hospitals and Dispensaries in rural areas in the Co-operative sector. In 1974-75 there were 60 Cooperative Dispensaries and 6 Cooperative Hospitals functioning in the programme and nearly 80 Doctors were working in these institutions. Government have also proposals to open rural dispensaries in addition to the 144 Primary Health Centres functioning in the rural areas. There is another scheme to provide residential buildings to Doctors working in the rural areas.

In spite of these measures taken by Government, the number of M.B.B.S. Degree holders in the live Register of Employment Exchanges is increasing year by year. Government have given opportunities to them for self Employment by organising Co-operatives. There are self employed persons with their own dispensaries among the Registrants. The characteristics of the Doctors selected for the study are depicted in the following paragraphs.

IV. RESULT OF THE STUDY

There were 665 Medical Graduates in the live register as on 30-11-1964. Of these, 133 persons were selected (20% sample) for the enquiry. These registrants were contacted by the Investigators working in the field and the schedules were canvassed by them. The response works out to 95% of the persons selected. It may also be noted that all of those who come out with the Degree are not registering their names in the Employment Exchange. In the study it was observed that only 60% of them had registered their names in the same year of passing. The study also revealed the fact that 63% of the respondents were employed. The distribution of persons employed according to employment status is as shown below:-

<u>Employment Status</u>	<u>Persons employed (%)</u>
Self employed	22
Employer	..
Employee	78
1. Central Government	..
2. State Government	5
3. Government undertakings	3
4. Co-operative	8
5. Private	62
	<u>100</u>

In the sample study 37 % of the total respondents were found to be unemployed. Most of them had taken their Degree only in 1973 or 1974. Even among those passed in 1974, 30 % were employed in Private establishments. This is discussed in detail in the section dealing with the time lag between year of passing and year of appointment. It may also be seen that 62 percent of the persons employed were in Private Institutions. It comes to 39 percent of the total respondents. They were maintaining their names in the live register not because they were unemployed but to seek better employment opportunities inspite of their present employment in Private Institutions. The same reason holds good in the case of other employed persons also for retaining their names on the rolls of the live register.

Age Distributions

In regard to the age distribution of Medical job seekers it was observed that more than half of them were in the age group 25-28 years of age. Those who passed 28 years were only nearly one-third of the total respondents. It is given in the following table.

Age Distribution of Medical Job Seekers who had responded

<u>Age Group</u>	<u>No. of respondents</u>	<u>Percentage to total</u>
20 and below
21 - 24	21	17
25 - 28	66	52
Above 28	39	31
	-----	-----
Total	= 126	= 100
	=====	=====

Sex Ratio and Marital Status:

The proportion of Males and Females among the Medical Job Seekers in the live register during the period 1972 to 1974 was as follows:-

Number in the Live Register of Employment Exchange

<u>Year (as on 31-12)</u>	<u>Male</u>	<u>Female</u>	<u>Total</u>
1972	462(69)	209(31)	671
1973	691(77)	211(23)	902
1974	495(68)	231(32)	726

Figures in brackets indicate the percentage to the total

The marital status and sex ratio of the respondents were as given under:-

<u>Marital status</u>	<u>Male</u>	<u>Female</u>	<u>Total</u>
Married	30	21	51
Not married	64	11	75
	94	32	126

Here one-fourth of the respondents are females of which two-thirds were married. Of the total 126 selected medical job seekers 40% were married; the proportion of married male registrants being 52%.

Distribution of medical job seekers selected according to year of passing

<u>Year of passing</u>	<u>No. of persons</u>	<u>%age to total</u>
before 1970	3	2
1970	6	5
1971	10	8
1972	21	17
1973	53	42
1974	33	26
Total	126	100

From the above table it could be seen that more than two-third of the registrants had passed in 1973 or 1974. Only 15% of the registrants passed in 1971 or earlier.

Time lag between year of passing and year of registration:

In the enquiry it was observed that nearly 60% of the total registrants included in the sample registered their names in the Employment Exchanges in the same year of passing or in the succeeding year. The doctors who came out of the colleges in earlier years were found to be reluctant to go to the employment exchanges. The three registrants who passed before 1970 registered their names only in 1974. Among those who passed in 1970, 1971 and 1972 only one-third had gone to the employment exchanges in the same year of passing. But in 1973 more than half of them registered their names in the same year. (For details vide table 2 Appendix-I).

Time lag between year of registration and the year of first call.

Of the 126 registrants selected for the enquiry only 45% were called for interview, 38% of them being in 1974. Two-third of the persons registered in 1971 were called for interview in 1974 while the others were still waiting. Of the 57% of the job seekers who registered in 1974, only 32% had received memos for interview.

Number of persons called for interview upto 1974 among registrants of each year is as shown below:-

<u>Year of registration</u>	<u>No. of registration</u>	<u>%age of persons called upto '74</u>	<u>%age of person waiting</u>
1971	6	67	33
1972	30	80	20
1973	38	64	36
1974	52	32	68
Total	126	45	55

The distribution of persons called for interview in different years is given in table 3 Appendix-I.

Time lag between year of passing and year of employment.

Of the 126 selected registrants, 63% had got employment, 3% in 1972, 13% in 1973 and the remaining 47% in 1974. Among those who passed in 1974, 30% were employed in the same year. The low percentage of employment among the total sample registrants is due to the low percentage of employment of those who came out in 1974. If the registrants who passed in 1974 were excluded it would be seen that nearly 75% of them were employed.

The distribution of employed medical graduates in the sample according to the time lag in getting employment after obtaining the degree.

<u>Time lag in getting employment.</u>	<u>Employed doctors</u>		<u>%age to total respondents</u>
	<u>No.</u>	<u>%</u>	
Less than one year	14	18	11
1 - 2 years	41	52	35
2 - 3 years	16	20	13
3 Years and above	8	10	5
Total	79	100	63

It is seen from the above table that 18% of the employed doctors or 11% of the total respondents secured their jobs within a year after obtaining their degree. Only 10% of the employed doctors or 6% of the total respondents had to wait for 3 years or more to get employment. 70% of the employed doctors or 44% of the total respondents could secure their jobs within two years. The distribution of doctors according to year of passing and year of present employment is shown in table 4 Appendix-I.

Source of employment:

78% of the persons who reported to be employed at present were employees. Only 20% of them had got employment through employment exchanges. 5% of the total respondents were reported to be employed previously for low salaries. Most of them relinquished their jobs for better employment; only a few had to leave because of short vacancy. None of them had stated that their previous employment was due to registration of names in the employment exchanges. However, they were optimistic to maintain their names in the live register. Almost all of those employed at present including the self employed persons (84%) wanted to continue their registration to secure better employment. Only 16% of them were discontinuing as their present employment was suitable to them. It may also be noted that 30% of the employed persons who found their present job suitable were also willing to continue their registrations with the employment exchanges for better employment opportunities.

Distribution of employees according to year of passing and source of employment

<u>Year of passing</u>	<u>Employees</u>		<u>Distribution according to source of employment (%)</u>	
	<u>No.</u>	<u>%</u>	<u>Employment Exchange</u>	<u>Others</u>
1971	8	13	25	75
1972	14	22	15	85
1973	32	52	13	87
1974	8	13	50	50
Total	62	100	20	80

Monthly emoluments of the employees:

The monthly emoluments of the employees were not ver had. Of the 62 employees in the sample, 87% were receiving Rs.500 and above as monthly emoluments. Only 28% of the employees who passed in 1972 and 13% of the employees who passed in 1973 reported their monthly

salary ranging between Rs.300-500. The distribution of the employees according to their monthly emoluments is given in table-6 Appendix

Willingness to start own dispensaries:

Of the 126 persons responded more than one-third were willing to start their own dispensaries if financial assistance were available. But among those who were still unemployed (47) 60% of them were prepared to start dispensaries. Finance was a major problem to them.

Mobility:

The study revealed that nearly 50% of the job seeking medical graduates including those unemployed at present were prepared to work any where in the country. This percentage did not change significantly when females were considered separately. But when the unemployed doctors among the selected registrants were taken into consideration it was observed that more than two-thirds of them were prepared to go any where in the country to get a job.

V. SUMMARY AND CONCLUSION

The study on the extent of unemployment among doctors was conducted by selecting a 20% sample of the medical persons in the Live Register of employment exchanges as on 30-11-1974. The records maintained in the Divisional Employment Officer (Professional and Executive) were made use of for getting details of the registrants. The prescribed questionnaire was canvassed by personal contact by the field staff of the Bureau.

Of the 133 medical job seekers selected, 126 were contacted and the details collected. Of these 126 registrants 79 persons were found to be employed and the remaining 47 persons unemployed (37%). Most of the unemployed persons had taken their degree only in 1973 or 1974. Even among those passed in 1974, 30% were found to be employed.

In regard to the age of the selected registrants, it was observed that 69% of them were below 28 years.

In the distribution of the registrants, according to year of passing only 15% were found to have taken their degree in 1971 or earlier.

The time lag between year of passing and year of registration was significant among those who passed in earlier years. Nearly 60% of the total selected registrants registered their names in the same year of passing or in the succeeding year.

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Of the 126 registrants, only 45% were called for interview. Two-thirds of the persons registered in 1971 were called in 1974, the others were still waiting. In regard to the source of employment, 20% of the employees got their jobs through employment exchanges.

Of the 62 employees, 87% were receiving Rs.500 and above as their monthly emoluments. No one had received an amount below Rs.300/-.

Nearly half of the selected registrants including those employed at present were willing to work any where in the country. Considering the unemployed doctors alone separately, more than two-thirds were prepared to go any where in the country to get a job.

Of the 126 selected medical job seekers more than one-third were willing to start their own dispensaries. Among those who were still unemployed 60% were prepared to start dispensaries. But finance was a major problem to them.

Unemployment of the medical graduates may not be a severe problem in the near future. The demand for doctors in the ratio one doctor for 3500 persons as per the norm fixed will be satisfied more or less by the end of the Fifth Plan. But it may be pointed out that all of those who are coming out with the degree may not get employment in the State sector and this phenomenon does not mean unemployment of doctors. Avenues for employment in the rural areas and in the field of specialisation are still bright. The doctors are willing to start their own hospitals/dispensaries if financial assistance is made available to them adequately.

APPENDIX " I

TABLE -1

DISTRIBUTION OF MEDICAL JOB SEEKERS ACCORDING TO AGE AND YEAR OF PASSING
(In Percent)

Age group as on December 1974	Persons in each Age Group		Percentage Distribution according to year of passing							
	Number	Percentage	Before 1970	1970	1971	1972	1973	1974	All	
1	2	3	4	5	6	7	8	9	10	
20 and below	-	-	-	-	-	-	-	-	-	
21 - 24	21	17	-	-	-	-	73	27	100	
25 - 28	66	52	3	3	3	25	42	24	100	
Above 28	39	31	-	10	20	15	25	30	100	
All	126	100	2	5	8	17	42	86	100	

TABLE - 2

DISTRIBUTION OF MEDICAL JOB SEEKERS ACCORDING TO YEAR OF PASSING AND YEAR OF REGISTRATION
(In Percent)

Year of Passing	Persons passed in each year		Percentage distribution according to year of Registration								
	Number	Percentage	Before 1970	1970	1971	1972	1973	1974	All		
1	2	3	4	5	6	7	8	9	10		
Before 1970	3	2	-	-	-	-	-	100	100		
1970	6	5	-	-	33	33	-	34	100		
1971	10	8	-	-	40	-	20	40	100		
1972	21	17	-	-	-	36	36	28	100		
1973	53	42	-	-	-	-	53	47	100		
1974	33	26	-	-	-	-	-	100	100		
All	126	100	-	-	5	8	30	57	100		

TABLE -- 3

DISTRIBUTION OF MEDICAL JOB SEEKERS ACCORDING TO YEAR OF FIRST REGISTRATION AND YEAR OF FIRST CALL (In Percent)

Year of Registration	Persons registered		Persons called for Interview (%)								No. Call
	Number	Percentage	Before 1970	1970	1971	1972	1973	1974	1974		
1	2	3	4	5	6	7	8	9	10		
Before 1970	-	-	-	-	-	-	-	-	-	-	
1970	-	-	-	-	-	-	-	-	-	-	
1971	6	5	-	-	-	20	20	40	20	20	
1972	10	8	-	-	-	-	10	44	46	46	
1973	38	30	-	-	-	-	-	32	68	68	
1974	72	57	-	-	-	2	5	36	55	55	
ALL	126	100	-	-	-	-	-	-	-	-	

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TABLE - 4

DISTRIBUTION OF MEDICAL JOB SEEKERS ACCORDING TO YEAR OF PASSING AND YEAR OF PRESENT EMPLOYMENT
(In percent)

Year of Passing	Persons passed in each year		Percentage distribution according to year of employment								
	Number	Percentage	Before 1970	1970	1971	1972	1973	1974	All		
1	2	3	4	5	6	7	8	9	10		
Before 1970	3	2	-	-	-	-	100	-	100		
1970	6	5	-	-	-	-	67	-	67		
1971	10	8	-	-	-	20	40	20	80		
1972	21	17	-	-	-	9	18	54	81		
1973	53	42	-	-	-	-	4	67	71		
1974	33	26	-	-	-	-	-	30	30		
All	126	100	-	-	-	3	13	47	63		

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TABLE - 5

DISTRIBUTION OF EMPLOYED DOCTORS ACCORDING TO EMPLOYMENT STATUS

Year of Passing	Persons employed		Distribution according to Employment Status (in Percent)						
	Number	Percentage	Self Employed	Employer	Employees				Co-operatives
					Central Government	State	Govt. undertakings	Private	
1	2	3	4	5	6	7	8	9	10
Before 1970	3	4	100	-	-	-	-	-	-
1970	4	5	100	-	-	-	-	-	-
1971	8	10	-	-	-	25	-	75	-
1972	17	22	22	-	-	-	11	67	-
1973	37	46	16	-	-	5	-	64	15
1974	10	13	20	-	-	-	-	80	-
All	79	100	22	-	-	5	3	62	8

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TABLE - 6

DISTRIBUTION OF EMPLOYEES ACCORDING TO THE LEVEL OF EMOLUMENT AND YEAR OF PASSING

Year of Passing	Employees		Distribution according to level of emolument (In percent)			
	Number	Percentage	Less than Rs.300	Rs.300-500	Rs.500 and above	
1	2	3	4	5	6	
Be-fore 1970	-	-	-	-	-	
1970	-	-	-	-	-	
1971	8	13	-	-	100	
1972	14	22	-	28	72	
1973	32	52	-	13	87	
1974	8	13	-	-	100	
ALL	62	100	-	13	87	

TABLE - 7

DISTRIBUTION OF EMPLOYEES ACCORDING TO SOURCE OF EMPLOYMENT AND ATTITUDE TOWARDS PRESENT JOB

(In percent)

Year of Passing	Employees		Source of Employment		Attitude towards pre sent job		Those who maintain name in I. R.
	Number	Percentage	Through Employment Exchange	Others	Suitable	Not suitable	
1	2	3	4	5	6	7	8
Before 1970	-	-	-	-	-	-	-
1970	-	-	-	-	-	-	-
1971	8	13	25	75	25	75	100
1972	14	22	15	85	30	70	70
1973	32	52	13	87	56	44	81
1974	8	13	50	50	50	50	100
All	62	100	20	80	46	54	84

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BUREAU OF ECONOMICS & STATISTICS, TRIVANDRUMSTUDY ON THE TECHNICAL AND PROFESSIONAL JOB SEEKERS ON THE LIVE REGISTER-1974

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QUESTIONNAIREA. IDENTIFICATION PARTICULARS:

1. Name :
2. Address as given for registration :
3. Age :
4. Sex :
5. Marital Status :
6. Whether belongs to Sch. Caste/Sch. Tribe/Backward class (if yes, specify) :

B. EDUCATIONAL DETAILS:

1. Basic Degree for registration in the Employment Exchange. :
2. Year of Passing :
3. Subject taken :
4. Additional qualification/specialisation/foreign training. :

C. UNEMPLOYMENT PARTICULARS:

1. Date of first registration and register number. :
2. Name of the Exchange :
3. Whether renewed periodically :
:
4. If not give reasons :
5. Date of subsequent registration and number and name of exchange. :
6. Call for interview:
 - a) Whether called for interview. :

: 2 :

- b) If yes, month and year of first call
- c) Number of subsequent calls
- d) Called by whom

I Call II Call III Call IV Call

- Central Government
- State Government
- Local Bodies
- Govt. Undertakings
- Private Bodies

- e) Whether attended for interview
- f) If not, reason for non-attendance
- 7. Whether tried for employment through other sources
- 8. If yes, result of the trial
- 9. Whether prepared to accept employment within the State only or any where in the country
- 10. Whether willing to start own industry/trade if financial assistance is received

D. DETAILS OF PREVIOUS EMPLOYMENT IF ANY.

- 1. Period of employment
- 2. Monthly emolument (Rs.)
- 3. State whether the employment was obtained through Employment Exchange
- 4. Reason for retrenchment

E. DETAILS OF PRESENT EMPLOYMENT IF ANY

- 1. Month and year of employment
- 2. Employment status : Employer/Employee/self employed/apprentice others (specify)

3. State whether the employment is obtained through Employment Exchange/Public Service Commission/others (specify)

4. State whether the employment is permanent/temporary

5. Designation/occupation

6. Whether in Central Government/State Government/Government Undertakings/Private

7. Monthly emolument (Rs.)

8. Do you consider your present (a) job and (b) emolument suited to your educational status and training

9. If no, give reasons

10. Whether intends to maintain your name in the live register for better employment

Signature of Respondent

Place:

Date :

Signature with name and designation of the field staff who canvassed the questionnaire

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