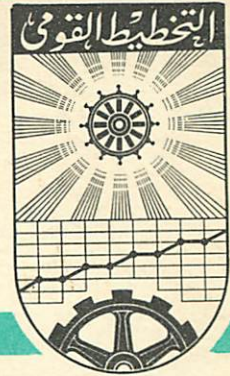


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A PROPOSED OUTLINE FOR REGIONAL  
MANPOWER PLANNING IN ASWAN IN  
U.A.R.

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1. Introduction:-

Human resources of a country represent the fundamental factor for its development. Other factors as capital and material may be obtained in a short time from other sources. Since unemployment and shortages of skilled manpower categories are the main features of the situation in developing countries, a well trained manpower should be available to promote and sustain any program of economic and social development.

Skill formation through education and training is a long term process where policies should be set, decisions should be taken and capital should be invested over long period of time.

Now, before preceding in the subject, it is essential to clarify manpower planning. The term "manpower planning" is used nowadays very frequently. It may mean different things to different people, each according to his knowledge and field of interest. People may look differently at manpower planning. They may look at it as a technique for creating employment opportunities, as a method for allocating human resources so that better and efficient utilization of manpower may be resulted, as an approach to develop certain categories of skilled manpower as engineers, scientists and physicians, as a useful tool for upgrading labor force or as a policy to plan the

education and training facilities as a whole. In fact manpower planning contains all of them.

Therefore we may define manpower planning as the process of determining the requirements of economic and social development programs from the different categories of manpower quantitatively as well as qualitatively at predetermined periods of time and the way of their better and efficient utilization.

Manpower planning involves a complete understanding of the targets of the nation and the policy, which is designed to achieve them. Future manpower requirements (all categories) may be then estimated for every sector of the economy. This may determine the burden on the education and training capacity during the plan period and what and when new capacities should be added to establish gradually the balance between manpower supply and needs. This requires an intensive study and analysis of the present social and economic situation in the country and its pattern of development in the future. Detailed investigation on the country's economic growth should be carried out which may be based on research concerning targeted increase in national income, technological progress and improvements in productivity that might take place in the future.

In earlier decades people thought that manpower skills and experience could be originated and adapted to any economic conditions at any level of technology and productivity. It was only since the three last decades that people have realized that manpower as a resource for economic development, requires investigation and planning. Since then new concepts of manpower, its utilization and planning have been resulted and projects on manpower planning and their vital importance on economic development have been emphasized and appreciated everywhere.

Manpower planning is still very new as a research subject. Although there are many publications everywhere in the world concerning this topic, very few scientific work has been done on it where different empirical approaches have only been applied in a number of countries.

Manpower planning is a very useful tool for both developed and developing countries. Developed countries resort to manpower planning to insure higher levels of productivity, further progress and prosperity. In developing countries the execution of economic development programs encounter in their first stages considerable shortages of the skilled categories of manpower to the

extent that these countries might attend to import some of their needs in the form of experts from other countries. Manpower planning enables these countries to set policies which establish the targeted balance between supply and demand of manpower as well as determines the expansion, or in general, the corresponding changes in the education and training systems.

Manpower planning may be carried out on the national regional, sectorial or enterprise level.

Most of the countries have different levels of development and progress among their regions which can be indicated by the difference in regional per capita income levels. This manifests itself in developing rather than developed countries. Without planning regional development, these regional inequalities are apt to increase as a function of time. Therefore regional planning is essential to decrease regional disparities and to equalize regional individual income levels. This is the reason why Aswan regional planning project has been originated. This necessitates from the very beginning the setting of a regional manpower policy to ascertain the availability of what the project needs from trained manpower. Aswan as a region can be distinguished from other regions in the U.A.R. This is through

its economic and social characteristics and features. To plan for manpower in Aswan region, the situation there at the present as well as over a number of years in the past, if possible, should be studied. This is to enable the policy maker to have an insight into the factors that may assess manpower resources and requirements for the regional development project. This comprises a number of elements that should be studied in Aswan region.

2. The study elements:-

2.1. Population:-

- 2.11. the annual growth rate of population.
- 2.12. the composition of population by sex and age groups as well as its projection during the plan period.
- 2.13. the distribution of population by education status.
- 2.14. the degree of urbanization of population and changes that might occur in the future.

This provides estimates on available manpower, labor force as well as the burden on the different activities in the services sector in the region.

The population of Aswan region and its future changes have a direct influence on the distribution and availability of manpower in the region. Considering only the population movement of the U.A.R. as a whole is not sufficient to indicate population changes in the region. This is because population changes differ from one region to another as can be noticed by comparing the different regional population density levels, measured by the number of inhabitants per km<sup>2</sup>.

These great difference among regions in the U.A.R. have different effects on regional manpower situation and development. Therefore a detailed analysis of the population of Aswan region and its future changes is emphasized.

Again regional migration presents another problem. People move from this region to other regions, where better working conditions exist, they may also move inside the region itself from one area to another. This influences the industrialization and development of the region. Accurate analysis of regional migration together with its causes should be considered to enable the planner to avoid its recurrence. Corresponding data concerning the persons themselves, their professions, the region where they live, and may be the enterprises where they work are of



great importance if they were possible to be collected. (they might be collected from civil registration or identity cards ... etc., data by the mobilization department should be consulted.)

Analyzing causes of movement from the region, the planner may be able to detect some economic and cultural justifications to the situation. Generally, he may detect some facts as when the region has been not yet industrially developed so that it has a slight contribution in the industrial production of the country and so on. Better working conditions in other regions attract the young and the more educated people to leave the region and move to other regions seeking better life. Therefore regional migration and its causes should be considered in the perspective regional plan. Also accurate forecast of population growth by sex and age groups can be taken as valuable basis for planning activities such as health, social, education, construction and communication in the region.

Population census at 1960 for Aswan province should be taken as the basis for the analysis as it comprises the only available source of data required.

## 2.2. Labor force:-

After estimating future population changes in the region, it is essential to estimate the labor force

and its future projection in the period of study. This determines the size of the labor force to be engaged in projects and production. Perhaps employment requirements in the region might exceed the supply of labor force available. In these cases policies concerning development of regional immigration, better utilization of manpower available and rapid increase in labor productivity should be investigated.

Since the last population census in the U.A.R. was at the year 1960, this year may be taken as the base year for the study. The ratio of labor force in the region to its population may then be studied for 1960 as well as for the last period (population census of 1947 and manpower sample survey .... etc.). Estimates of labor force should include its composition by sex and age groups. Contribution of females in the regional labor force and its future development should be considered. Great effort might be exerted to develop this contribution

Comparison with other regions can be used to great advantage to know present situation and to arrive at anticipated trends. Clear concepts and definitions for

the individuals to be included in the labor force is very important to avoid bias and misinterpretation. These concepts & definitions will clarify some questions that may arise, as for instance, whether including in the labor force unpaid family workers and workers who are still active although they are in the retirement age (...etc.

Such investigation provides the planner with past trends that might prevail in the future after certain adjustment and correction.

Further investigation on estimating labor force in Aswan region may comprise:-

2.21. Labor force distribution:-

2.211. Distribution of labor force by economic activities (agricultural as well as non-agricultural activities by major types and branches).

2.212. Distribution of labor force by regional areas. Statistical data on past period should be taken into consideration if possible.

This enables the planner to have an insight into past trends on the distribution of labor force among the economic sectors and branches of industry, that might

prevail in the future. Again, this provides data concerning those people who although they live in a certain area in the region they must move daily to other area, in the region or to other neighbouring regions to work there. This helps to estimate the regional labor force accurately. But as a matter of fact these people represent an economic problem. They may spend daily a considerable time (perhaps 2 or more hours) to go to their work places and return back. This is on the expense of their free time as compared with their colleges who live directly beside or near their workplaces. This decreases their relative average work intensity and productivity with respect to their colleges. They cannot participate in the evening courses and programs held after the daily working time which their enterprises may organize so that their upgrading through acquiring more knowledge & skill will be a problem. They will continue having lower qualifications as well as lower productivity. Absentism for one reason or another will become very high. This has a direct impact on production cost and productivity of the enterprises and projects they serve. Also this part of the

regional labor force represents a certain burden on the services' sector as communication for instance. This requires an intensive study and investigation on the part of the planner. He should try to decrease gradually their size as well as to redistribute them in such a way that no worker might live over than 20 km say far from his work place.

2.221. Labor force classification by occupation categories and education status:-

Classification of regional labor force by occupation categories and education status at the base year and over the past period (if such data are available) give trends which might be used in forecasting future changes in the occupation structure and structure of labor as well as labor requirements from the education and training systems.

The economic development of Aswan will imply certain rates of increase of labor productivity in all economic

activities. This will be accomplished by the application and utilization of new technologies and production methods. As a result new occupations based on more specialization and specific knowledge and qualifications will be created in the region.

According to the length of the period that is going to be accepted for manpower planning in Aswan region, one of the objectives of such a research is to develop and coordinate, to a certain extent the education and training facilities, with programs of economic development. Therefore the occupation structure of manpower that might be used should have the following objectives:-

1. to suite the economic development program in the region.
2. to be applicable in all economic activities in the region.
3. occupation categories included should be clearly defined to avoid any unnecessary erroneous interpretation and interference during application.
4. higher skilled occupation categories should be more detailed than other categories. This is particularly important as the cost of education and training of persons occupying such occupations