

ROLE AND FUNCTION OF DIRECTORATE OF EMPLOYMENT,ORISSA.

Employment Organisation in Orissa works under the direct supervision of the Labour & Employment Department, Govt. of Orissa. Under the Directorate of Employment, Orissa eighty (80) offices are functioning at different levels. There are thirty (30) District Employment Exchanges, five (5) Special Employment Exchanges, one (1) State Employment Exchange (Professional & Executive), four (4) University Employment Information and Guidance Bureaus, thirty three (33) Employment Sub-offices and seven (7) Rural Employment Bureaus. The Director of Employment is the head of the Employment Organisation in the State. It is basically a regulatory body that ensures effectiveness of work, implementation of policy & procedures and takes appropriate action to bring about necessary improvements in the employment scenario. Broadly with four Sections i.e. Vocational Guidance Section, Exchange Section, Employment Market Information Section and Occupational Information Section. The Employment Exchanges present in different pockets of the State carry out the job of Registration, Submission, Placement, Vocational Guidance, Collection and Compilation of Employment Market Information, Interpretation of Statistical Data, Verification of records of establishments under the provisions of the Employment Exchanges Compulsory Notification of Vacancies Act. 1959 and Rules 1960.

Detail statistics on Registration, Notification, Submission, Placement and Live Register of the State (**From 2000 to - 2007**) is as follows :-

Year	Registration	Notification	Submission	Placement	Live Register
2000	1,64,577	3,171	43,174	2,421	9,67,644
2001	1,30,586	2,620	37,128	2,412	9,06,112
2002	1,41,234	2,239	27,809	2,601	7,61,687
2003	1,68,824	2,325	22,138	1,529	7,37,803
2004	2,67,337	1,760	20,398	1,760	8,59,582
2005	1,43,323	1,876	26,953	1,908	8,34,435
2006	2,40,963	2,103	38,602	586	9,07,298
2007(up to OCT)	1,19,942	2,632	20,382	3,660	8,72,576

Due to shrinkage of job openings in Public Sector organizations there is gradual decline in placement over the years.

Apart from the routine works of Registration, Placement etc the Directorate of Employment has taken up the following schemes as new initiatives towards generation of employment/self-employment opportunities.

DISSEMINATION OF EMPLOYMENT INFORMATION AND ASSISTANCE TO JOB-SEEKERS

For information of job-seekers and students Employment Exchanges play a vital role, especially in far and remote areas of the State. The following measures have been taken up for information dissemination and employability of the job-seekers.

RECRUITMENT IN DEFENCE AND PARA MILITARY SERVICES :

Lack of salaried job opportunities in the organised sector has become the key concern of the State and hence there is an effort to explore alternate avenues. Defence and Para-Military Forces have a large opening for the jobseekers. For successful organisation of Recruitment Rallies Employment Organisation has been entrusted to provide logistics support to the Recruiting Team. Generally accommodation, transport, medical cover, law and other arrangements etc are provided during the Recruitment Rallies.

Advertisements from the Defence and Central Para-Military Forces are received in advance for making adequate publicity and arrangements for Recruitment Rallies. Massive publicity measures are being taken up to cover the remote areas of the State through Print and Electronic media in order to have maximum representation from Orissa.

Similarly, all possible logistics support is provided to '9' Airmen Selection Centre, Bhubaneswar for recruitment to Air Force whenever they organise recruitment tests and conduct educational and motivational programmes in schools and colleges.

Intimations are sent to all *Panchayats* in response to advertisements for Defence and Para-Military Recruitment Tests. At the local level, publicity measures are undertaken by the concerned District Employment Officers who display banners and

posters at prominent places of their district. This has resulted in tremendous response from remote areas of the state. As per the report received **1052** number of candidates have been selected in Defence Services during **2005-06** and **723** candidates during **2006-07**. **1236** number of candidates have been selected in Para-Military Services during 2005.

SETTING UP OF STUDENTS' INFORMATION BUREAUS AND MODEL CAREER CORNERS IN SCHOOLS AND COLLEGES OF THE STATE

This organisation has been providing Vocational Guidance to job seekers and students through Career Talks, Career Conferences, Career Exhibitions, publication of vocational guidance bulletins, dissemination of information on different careers and self-employment ventures etc. To promote Vocational Guidance activities in the State **22 Model Career Corners** (in Women's College and in Girl's High Schools in tribally dominated and backward districts) and **12 Students' Information Bureaus** (in leading colleges of the State) have been set up. **14,516** number of students utilised the Students' Information Bureaus and **10,145** students utilised the Model Career Corners in the year 2007(up to November.07).

FUNCTION OF VOCATIONAL GUIDANCE UNITS

For dissemination of information and to bring about awareness among the students and jobseekers of the State, the functions of Vocational Guidance Units cover the following areas of guidance activities:

- (i) To provide individual information to assist the jobseekers in choosing their careers.
- (ii) Collection and compilation of occupational information with a view to disseminate these information to the needy jobseekers, educational institutions, parents and teachers.
- (iii) To provide career information, career literatures, posters, highlighting various job opportunities and publishing career bulletins for the benefit of the jobseekers.

- (iv) To organise career conferences, career talks, career exhibitions etc. in educational institutions on different careers and self-employment ventures.

Details of the Vocational Guidance activities of the State is given below:

VOCATIONAL GUIDANCE FIGURES

Sl. No.	Item	2004	2005	2006	2007 Upto Nov. 07
1.	No. of persons received individual information	8491	12,155	22,843	20,156
2.	No. of applicants received Guidance at the time of registration	15406	22,313	24,654	23,118
3.	No. of Group Discussion conducted	1594	1,960	2,022	2,095
4.	No. of candidates attended Group Discussion	7720	9,775	10,573	11,170
5.	No. of Career talks given in Schools and Colleges	304	403	405	398
6.	No. of applications forwarded for apprenticeship	1045	3,997	1,059	930
7.	No. of Career Conference organised	42	45	69	65
8.	No. of Awareness Camp on Self Employment	4	4	15	15 Camps have been planned.
9	No. of Students utilized in Students' Information Bureaus	41,597	23,421	16,466	14,516
10	No. of Students utilized in Model Career Corners	15,416	17,019	11,858	10,145

In the present day context because of fast shrinkage of salaried jobs in the labour market, self-employment as a career assumes a momentous significance. With the vast reservoir of job-seeking labour force waiting on Live Register rolls, Employment Exchanges have got a key role to play in motivating the job-searching youth to opt for self employment as a career and identifying persons endowed with entrepreneurial potential.

EMPLOYMENT MARKET INFORMATION

Employment Market Information (EMI) Unit present in all District Employment Exchanges is responsible for collection of regular information about employment in Private Sector as well as in the Public Sector. This is being done under the “establishment reporting system”. All establishments in the Public Sector and selected establishments in the Private Sector (those employing 25 or more persons) engaged in non-agricultural

activities are required to furnish details about the numbers of persons they are employing, vacancies that have occurred therein and the type of persons they find to be in short supply regularly. The above information is collected under the provision of the Employment Exchange (Compulsory Notification of Vacancies) Act, 1959 which has made it obligatory on them to render to the local Employment Exchange employment and occupational returns prescribed under the Employment Exchange (Compulsory Notification of Vacancies) Rules, 1960. Information from smaller establishments employing 10-24 persons in the Private Sector is however collected on a voluntary basis. Detail statistics regarding number of Public Sector and Private Sector establishments and number of employees with male-female break-up for the **June, 2006** - Quarter is given below:

Employment Market Information- Quarterly Report- June-2006

EMPLOYMENT IN PUBLIC SECTOR JUNE.-2006 QUARTER				EMPLOYMENT IN PRIVATE JUNE-2006 QUARTER			
	Male	Female	Total		Male	Female	Total
Central Govt.	65696	3290	68986	Act	66238	8105	74343
State Govt.	289530	78948	368478	Non Act	7077	1270	8347
Central Govt. Quasi	94066	4848	98914	Total	73315	9375	82690
State Govt. Quasi	74708	6228	80936				
Local Body	14512	3813	18325				
Total :	538512	97127	635639				
ESTABLISHMENT IN PUBLIC SECTOR, JUNE-2006				ESTABLISHMENT IN PRIVATE SECTOR, JUNE-2006			
Central Govt.	281			Act	623		
State Govt.	4677			Non-Act	667		
Central Govt. Quasi	1309			Total:	1290		
State Govt. Quasi	2034						
Local Body	130						
Total:	8431						

The information so collected is compiled at the State EMI Unit in the Directorate of Employment and sent to different quarters like the Director General of Employment & Training, Ministry of Labour, New Delhi, Labour & Employment Department Govt. of Orissa etc. The Planning Commission of the country also relies on the EMI data as far as employment matter is concerned.

Activities Report of Employment Mission for 2007 – 08

1. Informal Sector Skill-Up-gradation Training through DTE&T in I.T.Is/I.T.Cs/Polytechnics etc:

During 2007-08, in the 1st phase so far, training of 7092 unemployed youth is being undertaken with the help of Industries Department and Director Technical Education & Training, Orissa. Govt. I.T.Is, Polytechnics and ITCs have been providing this training free of cost to the unemployed youth.

For 2nd phase Training Programme the selection process is over and the candidates are being admitted to different ITIs and ITCs of State.

2. *Atma Nijukti Paramarsha Mela* (Self-Employment Counselling Camps) in all the Blocks of the State:

To reach out to the youth and to bridge the communication gap between the job seekers and the opportunities available, special Counselling Camps were organized in each Block of the State last year. Similarly this exercise is being continued for year 2007-08 as well.

As reports available of 307 Blocks 56,276 candidates have attended these Camps.

3. Special *Atma Nijukti Paramarsha Mela* for the Differently Abled Persons:

In collaboration with the Women & Child Development Deptt. Special ANPMs are being organised in all Blocks of the State to reach out to the Differently Abled Persons. Apart from Self-employment Councelling and Training, Single Window system has been put in place to provide all possible support to the target group. As per reports available 44,770 differently abled persons have attended this Mela.

4. Financial Support by Banks for Self Employment & Meeting of the Regional Heads of leading Nationalised Banks:

As per previous year's commitment, Employment Mission is in constant touch with leading Nationalised Banks for taking up cases under Self Employment ventures.

A meeting was taken up on 20.08.2007 with the Regional Heads of the major Commercial Banks to discuss on the issues for providing financial assistance to 1,30,000 persons during 2007-08. So far, Banks have extended assistance of Rs.1,00,042 lakhs leading to employment generation for 1,27,675 persons.

5. Screening & Training of Candidates for Pre-Recruitment Training for Defence & Para- Military Services:

Last year districts have conducted screening of candidates to provide them pre-recruitment training so as to increase their possibility of intake into Defence and Para Military Forces. This year also funds have been placed with all districts for conducting screening & training of candidates. The exercise has already begun in some districts. As per reports available 579 persons have undergone this training during this year.

6. Support of the Mission for Computerization of Recruitment Rally for Army:

Presently candidates aspiring to join Defence Forces undergo a lengthy process of 3-6 months thereby leading to harassment, malpractices, financial burden etc. To reduce human interference and to speed-up the selection process, the State Employment Mission assisted the Army Recruiting Office, Cuttack for development & adaptation of the Computerized Methods during Recruitment Rallies. This method has been successfully implemented in the recently held Recruitment Rally at Puri & Bhubaneswar in 2007.

7. Free Advance Machinist Training to 80 I.T.I. Pass Candidates of KBK in Central Tool Room & Training Centre, Bhubaneswar & Rayagada:

Advertisement for One Year Certificate Course in Advance Machining for 80 ITI passed students in the trade of Fitter for KBK districts was published. Training session has started at Central Tool Room and Training Centre, Bhubaneswar & Rayagada.

This programme is entirely sponsored by State Employment Mission, which includes the expenses on admission fees, boarding & lodging and stipend to each student belonging to ST,SC & BPL category only.

8. Information, Education & Communication (IEC) Activities:

For dissemination of information and for creation of awareness among the youths of the state on various self-employment schemes and training programmes run by different Development Departments Employment Mission has published advertisements form time to time through leading Oriya and English dailies of the State.

Employment Mission participated in the exhibition held in December 2007 on the occasion of Consumer Week and in “Sisir Saras” Exhibition in January 2008 for a period of 10 days.

9. Meeting of the Nodal Officers of Development Departments:

In order to assess the target and achievement of ongoing self employment programmes 2nd meeting of the Nodal Officers of different Development Departments was taken up by the Director Employment Mission on 22.08.2007.

10. Training Through other Departments/Agencies:

Funds have been placed with the following agencies for self-employment/skill training:

- a) Basic Computer training to 24 Visually Challenged persons at CIPET, Bhubaneswar through Mahila Vikash Samabaya Nigam.
- b) Training of 35 girls in Home Nursing through Mahila Vikash Samabaya Nigam.
- c) Skill Training for 1000 weavers under Self-employment Programme through Textile & Handloom Deptt. (Boyanika).
- d) Skill Training through Implement Factory (Agri) for 60 candidates.
- e) Training in four foreign language through OCAC.
- f) Training of Business Development Service Providers through Mahila Vikash Samabaya Nigam.