

Introduction

24.1 Policies, standards and procedures for the National Employment Service are laid down by the Central Government in consultation with State Governments. A Working Group on National Employment Service comprising representatives of the Central and State Governments facilitates this consultative process. 35th meeting of the Working Group on National Employment Service was held under the Chairmanship of DG/ JS, DGET, Ministry of Labour and Employment, Govt. of India, at Hyderabad (Andhra Pradesh) during 24th & 25th Sept., 2008. The meeting was attended by the State Government's Labour Secretaries/ State Directors of Employment/ representatives of Directors of Employment/ other representatives and officers of DGE&T. The Working Group considered the present status of NES in different States/ UTs and made recommendations for speedy modernization of Employment Exchanges, timely release of EMI data to augment the process of placement to make the Employment Exchanges relevant to the people by using of e-governance to render Vocational Guidance and promotion of self-employment.

Salient Features of National Employment Service

- ◆ National Employment Service covers all the States and Union Territories.
- ◆ Day to day administration of the Employment Exchanges is with the State/ UT Governments.
- ◆ It has a network of 968 Employment Exchanges.
- ◆ As a part of administrative functioning, data are collected through 13 Employment

Exchange Statistical Returns, each return covering a specific field of activity like registration, placement, Employment Market Programme, etc. with different periodicity.

- ◆ As a part of Employment Market Information Programme, data are collected from the Organised Sector (all public sector establishments and all Non-agricultural private sector establishments with 10 or more workers) on employment, vacancies, occupational and educational pattern of employees, etc. in ER-I and ER-II returns prescribed under the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 and Rules framed thereunder. The establishments employing 10-24 workers are covered on voluntary basis.

Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959.

24.2 The Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 provides for compulsory notification of vacancies and submission of employment returns (ER-I and ER-II) by employers to the Employment Exchanges. It applies to all establishments in the Public Sector and such establishments in the Private Sector engaged in non-agricultural activities and employing 25 or more workers. Enforcement of the Act is the responsibility of the States and Union Territories. Majority of the States/Union Territories have special enforcement machinery for this purpose.

Performance of National Employment Service

24.3 The details of the network of 968

Employment Exchanges as on 31.12.2008 are given in **Table 24.1**. The main activities of the Employment Exchanges are registration,

placement of job seekers, career counselling, & vocational guidance and collection of employment market information.

Table- 24.1

Total number of Employment Exchanges(at the end of Dec, 2008)	968
Includes the following :	
University Employment Information and Guidance Bureaux (UEIGBx)	82
Professional and Executive Employment Exchanges	15
Special Employment Exchanges for the Physically Handicapped	50
Special Employment Exchange for Plantation Labour	01

24.4 The work done in regard to registration and placement during 2007 & 2008 are given in

Tables 24.2.A & 24.2.B respectively

Table-24.2.A
(In Lakh)

Number of Job-seekers on the Live Register as on 31-12-2007	
Men	279.72
Women	120.02
Total	399.74
Number of Job-seekers placed during 2007	
Men	2.17
Women	0.47
Total	2.64
Number of Job-seekers registered during 2007	
Men	35.99
Women	18.35
Total	54.34

Table-24.2. B
(In Lakh)

Number of Job-seekers on the Live Register as on 31-12-2008	
Men	267.85
Women	123.27
Total	391.12
Number of Job-seekers placed during 2008	
Men	2.53
Women	0.52
Total	3.05
Number of Job-seekers registered during 2008	
Men	35.60
Women	17.56
Total	53.16

24.5 Salient features of registration and placements are:

- ◆ As on 31.12.2007, maximum number of job-seekers (64.0 lakh) awaiting employment were in West Bengal while minimum (0.06) were in Dadra & Nagar Haveli. Whereas on 31.12.2008, maximum number of job-seekers (59.99 lakh) awaiting employment were in West Bengal while minimum (0.08) were in Dadra & Nagar Haveli.
- ◆ As on 31.12.2007 placement was maximum (178 thousand) in Gujarat, where as registration was maximum (946 thousand) in Tamil Nadu. Whereas on 31.12.2008 placement was maximum

(217.7 thousand) in Gujarat, where as registration was maximum (887.4 thousand) in Tamil Nadu

- ◆ As on 31.12.2007 placement was 7.2% of total submissions made by the Employment Exchanges. Whereas on 31.12.2008 placement was 9.1% of total submissions made by the Employment Exchanges
- ◆ As on 31.12.2007, 28.4% of the total job-seekers were Women. Whereas on 31.12.2008 31.5% of the total job-seekers were Women

Year-wise registration, placement, vacancies notified, submission made and Live Register for the period 2002 to 2008 are given in **Table 24.3**.

Table 24.3
(in thousands)

Year	Employment Exchanges, UEIGBX	Registration	Placement	Vacancies Notified	Submission Made	Live Register
1.	2.	3.	4.	5.	6.	7.
2002	939	5064.0	142.6	220.3	1748.8	41171.2
2003	945	5462.9	154.9	256.1	1917.3	41388.7
2004	947	5373.0	132.6	274.6	1801.4	40457.6
2005	947	5437.1	173.2	349.2	2402.0	39347.8
2006	947	7289.5	177.0	358.2	3029.5	41466.0
2007	965	5435.2	263.5	525.8	3666.1	39974.0
2008 (P)	968	5315.9	305.0	570.8	3344.0	39112.4

Central Employment Exchange, Delhi

24.6 The Central Employment Exchange, Delhi is responsible for the advertisement of vacancies of scientific and technical nature occurring in the Central Government Establishments with the basic pay of Rs.4500/- p.m (pre-revised). or above. From January 2008 to March, 2009, 496 vacancies notified by various Ministries/ Departments were advertised in the Employment News. It covers 66, 38, 119, 12 and 2 vacancies for SC, ST, OBC and Ex.-Servicemen respectively.

Employment Market Information Programme (EMI)

Scope, Coverage and Limitation

24.7 The Employment data in the organised sector is collected under the Employment Market Information Programme which initially followed a voluntary course of collection of information, has now been provided the statutory base by the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 and Rules framed

thereunder. The EMI programme now extends to all the States/ Union Territories. The programme covers all establishments in the Public Sector and non-agricultural establishments employing 25 or more workers in the Private Sector. The establishments employing 10-24 workers are covered on a voluntary basis.

24.8 The EMI Programme, however, does not cover employment in the agricultural establishments (other than Plantation and Agricultural Machine Operatives), self-employed or independent workers, part-time workers, Defence Forces, Indian Missions abroad, establishments employing less than 25 workers in the metropolitan cities of Mumbai and Kolkata and tiny sector establishments (employing less than 10 workers). The Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 makes it obligatory on the part of employers to render Employment Return (ER-I) and Occupational Return (ER-II) at quarterly and biennially intervals respectively. The employment returns are rendered at quarterly intervals showing employment on the last working day of each quarter January-March, April-June, July-September & October- December every year whereas the occupational returns are collected biennially as at the end of 30th September of the year alternately for Public and Private Sectors establishments. For the years ending with even figures 0,2,4,6 & 8, the Public Sector establishments are covered whereas for years ending with odd figures (1,3,5,7 & 9) the Private Sector establishments are covered. The Quick estimates for the quarter ended June, 2006, Quarterly Employment Review for the quarter ended March, 2005 and Annual Employment Review for the year 2006 have already been finalized & released.

Occupational and Educational Pattern Studies

- ◆ Occupational and educational profile of employees in organised sector is

attempted through the study.

- ◆ The data are collected under the Employment Market Information (EMI) Programme at biennial intervals, covering the public sector and private sector establishments in alternate years through ER –II returns prescribed under the Employment Exchange (CNV) Act, 1959.
- ◆ The Occupational composition and educational levels of all employees in organised sector, classified by industries and branches of public sector and by size of establishments in the private sector are brought out in the reports titled Occupational and Educational pattern in India. The report for the year 2003 has been finalized.

Evaluation of Employment Exchanges

24.9 The Programme of Joint Technical Evaluation of the Employment Exchanges and the University Employment Information and Guidance Bureaux is carried out in the country to ensure that:

- ◆ Agreed policies and procedures are followed;
- ◆ Standards maintained and Programmes implemented;
- ◆ Services rendered by the Employment Exchanges are made more effective;
- ◆ An effective Co-ordination with the States/ UTs is maintained.
- ◆ Training needs of the staff members and officers are looked into and
- ◆ Necessary measures for the improvement of these services suggested.
- ◆ Evaluation of 9 States/UTs has been proposed during 2008-09 and the targets are likely to be achieved.
- ◆ The compliance on the suggestions made therein in the Evaluation Reports is

followed effectively and the action on the same will continue during 2009-2010.

- ◆ Report on the Technical Evaluation as an effective measure of performance of Employment Exchanges based on the Evaluation Reports of 2004-05, 2005-06, 2006-07, & 2007-08 is proposed to be brought out in 2009-10
- ◆ compliance on the suggestions made in the Evaluation Reports are obtained from the concerned States.

Vocational Guidance and Employment Counselling

24.10 Vocational Guidance Units in Employment Exchanges and University Employment Information and Guidance Bureaux (UEIGBx): -

- ◆ Function within the Employment Exchanges/ University Campuses and render Vocational Guidance & Employment Counselling Services to the job-seekers.
- ◆ Collect and compile occupational information for dissemination to the students, teachers, parents and job-seekers (both individually and in groups) during career talks, individual counselling sessions, group discussions, career exhibitions and film shows, etc.
- ◆ Supply information to students about various training facilities available within the country and abroad including information about vocational training in the Industrial Training Institutes and Apprenticeship Establishments.

- ◆ As on March 2009, 392 Vocational Guidance Units in Employment Exchanges and 82 University Employment Information and Guidance Bureaux (UEIGBx) within the University Campuses continued to function in order to provide necessary guidance and information to the job seekers and university students.

Promotion of Self- Employment

- ◆ Self Employment Promotion Programme was undertaken due to general shortage of wage paid jobs.
- ◆ The Employment Exchanges have been assigned an important role in this area to motivate the unemployed youth for taking up self Employment as their livelihood.
- ◆ Presently 22 Self Employment Promotion Cells in 18 States/Union Territories are rendering special assistance to job seekers towards promotion of Self Employment. Upto the end of March 2009, the number of placement made was 106,700 out of which 84080 (78.7%) were men and 22620 (21.3%) were women. About 2 lakh persons were on the Live Register, aspirants for Self-Employment assistance during the period.
- ◆ All the State Directorates of Employment including Union Territories have been communicated to revitalize Self-Employment Promotion Programmes.

RELEASE OF DATA

24.11 The details of publications brought out by DGE&T are given in **Box-24.1**

Box 24.1

<i>Employment Exchange Statistics:</i>	This is an annual publication of DGE&T. It gives complete Employment Exchange statistics along with their detailed analysis.
<i>Quick Estimates of Employment.</i>	It gives quarterly Quick Estimates of employment in Organised Sector.
<i>Quarterly Employment Review:</i>	It gives major industry-wise employment situation in the Organised sector of the economy on quarterly basis <i>The publication for the quarter ending March,2005 has been brought out.</i>
<i>Annual Employment Review</i>	This is an annual publication based on EMI data. It gives comprehensive data at three-digit level classification of industry & complete analysis of employment situation prevailing in the Organised sector. The Annual Employment Review for the year 2006 has been finalized.
<i>Educational, Occupational and Industrial profile of employees in India</i>	This is an annual publication giving the profile of employees in Public & Private Organised sectors. Public & Private sectors are covered in an alternate year. <i>The Publication relating to public sector for the year 2006 has been finalised.</i>
<i>Trade Apprenticeship Training in India under Apprenticeship Training scheme</i>	This is an annual publication brought out by the Survey and Study Division of DGE&T. The publication presents statistics on Establishments engaged in Apprenticeship Training, intake capacity, output and their employability in the labour market alongwith brief analysis of present scenario. The Report as on 31.03.2005 on "Trade Apprenticeship Training in India" has been released. The Report for the year 2006 is under process
<i>Census of Central Government Employees:</i>	This publication gives the profile of the Central Government Employees working in various parts of the country. The census is carried out through the Employment Exchanges located in various parts of the country. The return on Census as on 31-3-2006 is under process. In addition, the Census as on 31-3-2008. is being launched.
<i>Bulletin on Job Opportunities in India</i>	This presents Job Opportunities available for persons possessing diploma, degree and postgraduate qualifications in various branches of engineering, technology, agriculture, medicine, natural sciences, social sciences and teaching etc. The report for the year 2005 has been brought out.