Chapter No. III:


- Introduction.
- Factors Responsible for Employment Generation.
- Growth in Employment Opportunities.
- Central and State Government’s Initiatives.
- Directorate General of Employment & Training DGE&T.
- Central Institute For Research And Training In Employment Service (CIRTES).
- Employment News.
- Machinery, Role and Structure.
- National Employment Service (NES).
- E-Governance Initiatives in Maharashtra.
- Employment Exchange.
- Types Of Jobs Available Through Employment Exchanges.
- Private Placement Agencies.
- Maharashtra Employment Exchange.
- Organizational Set-up of Self Employment Guidance Center.
- Employment and Self-employment Guidance Centers in Marathwada.
- Rojgar Mitra.
- Rojgar Wahini: Government to Citizens (G2C).
- Registration procedure.
- Employment Promotion Programme For Educated Unemployed Training Scheme.
**Introduction:**

India’s population is huge at 1.21 billion. It is fast expanding at a rate of 17 per cent and integrating rapidly into the global economy. India is among the young countries in the world, with the proportion of the work force in the age group of 15-59 years, increasing steadily. However, presently only 2 per cent of the total workforce in India have undergone skills training. India has a great opportunity to meet the future demands of the world, India can become the worldwide sourcing hub for skilled workforce.¹ The challenges for India get magnified, as it needs to reach out to the million plus workforce ready population, while facing an ever increasing migration of labour from agriculture to manufacturing and services. With the government launching a number of schemes to empower the young workforce, the challenges magnify as there is a need for effective implementation of the schemes at the grass root level with equal participation from all the stakeholders concerned.

**Factors Responsible for Employment Generation**

Society progresses by the development of new activities and their gradual integration with all other existing strands of the social fabric. Therefore, employment generation is not so much a question of finding out where to engage people in work, as it is how to stimulate the natural growth of the factors that result in job creation.² These factors are innumerable and their interactions are very complex. They include, for example,

- New products - motor vehicles, cell phones, cut flowers, designer clothes
• New services - Xerox, courier, yellow pages, Internet cafes, credit cards, neighborhood newspapers, various insurance products
• Growth in domestic demand - energy, motorcycles, cars, tourism, pharmacy, health care, insurance, financial services
• Growth in export demand - textiles, software, automotive components, mangoes, grapes, fish
• Technological innovation - Internet, mobile phones
• Higher quality or productivity - automotive and farm exports
• Organizational innovation - STD booths, World Wide Web, Internet cafe
• Higher skills - software, BPO, journalism, sales & marketing
• Better access to information - Internet job sites, E-choupals
• Increased speed - money flows, transport, communication, decision-making
• Legislation & law enforcement - e.g. safety and environmental regulations
• Administrative responsiveness - speed, transparency, less red-tape
• Environment/health consciousness - bottled water, recycling, organic foods
• Change of attitudes - regarding consumption, investment, entrepreneurship
Growth in Employment Opportunities:

The generation of employment opportunities is as natural for a society as the spontaneous growth. Every person born brings with him an assortment of material and other needs that natural create employment opportunities for him and others to meet. The problem of shortage arises only when the structure of society prevents the spontaneous growth of employment opportunities. Employment is a problem of reconciling the potential with the actual. Information about the actual process of employment generation in India is severely limited. We know that some seven to eight million persons are entering the labour force every year. We know that the rate of unemployment is relatively stable over time. The society is spontaneously creating approximately seven million jobs a year, of which only a few percent are in the private organized sector. This fact shows that the Indian economy is vibrant and fully capable of creating the additional employment opportunities necessary to absorb the unemployed and underemployed. Minor adjustments in the structure of laws, policies and institutions can accomplish it.

It was with this understanding that the International Commission on Peace & Food first proposed to the United Nations in 1994 that employment be considered a basic human right to be constitutionally guaranteed. At the time, the proposal appeared visionary and unlikely to be given serious consideration. Now, a brief decade later, the proposal has been endorsed by the Government of India and is in the process of being converted into law. Naturally, it is neither possible nor desirable that Government tries to directly create all the necessary jobs. What it can do is to
make the necessary adjustments in laws, policies and institutions and supplement them with some selected programme initiatives that will accelerate the creation of new employment opportunities by the society.³

The growth of any sector of the economy depends on the growth of and support it receives from other sectors and the extent of integration between activities in different sectors. Until now the growth of Indian agriculture has been severely constrained by the weakness of its linkages with other key sectors, including industry, agricultural education, banking, insurance, marketing and infrastructure. A conscious effort to strengthen these linkages can stimulate rapid growth in this sector resulting in rapid growth in employment opportunities.

**Central and State Government’s Initiatives:**

The Government of India shall establish in collaboration with State Governments national policies, standards and procedure to be followed by this Employment Service in the States:⁴

- co-ordinate the work of the Employment Service in the States; plan and formulate programmes for expansion and development of the Employment service in consultation with State Governments and examine local programmes and procedure, through appropriate officers with a view to ensure that agreed policies are being implemented, standards maintained and programmes followed;

- Conduct, whenever necessary, training programmes for Employment Officers and develop staff training materials for use by the Employment Service in the States;
• Provide central machinery for adjustment surplus and shortages of workers in different states;
• Collect and disseminate information concerning employment and unemployment and prescribe uniform reporting procedure;
• Plan, develop and carry out a continuous programme of employer and worker relations directed to employers and workers' organization at the national level and to employers who maintain establishments in several states;
• Arrange for co-ordination and consultation with the Ministries of the Government of India whose activities affect the employment situation in the country;
• Carry out at the national level, a public relations and information programme and develop informational material and provide Employment Service in the States with technical assistance in the operation of public relations and information programmes; and
• Carry out a continuous programme of evaluation of policies, procedure and working practices of Employment Exchanges in the States with a view to assess and advise the State Government on the progressive development of the service and to ensure that national policies, standards, and procedure are effectively implemented.
The responsibilities of the State Government are to:-

• Exercise full control over the Exchange in the States, including the power of appointment, control, promotion and punishment of all their staff as well as the staff of State Directorates;

• Carry out inspection of Employment Exchanges to assess the effectiveness of their work and take appropriate action to bring about necessary improvements;

• Organize and carry out training programmes for non-gazetted staff in accordance with national policies;

• Organize vacancy and labour clearing in Employment Exchanges at the State level and co-ordinate with the central machinery;

• Collect, compile, analyze and interpret statistical and employment market data in the prescribed manner and furnish such data and information to the Government of India as may be required;

• Provide and disseminate information to public and private bodies in the State interested in such information;

• Plan, develop and carry out at State and local levels a programme of employer and worker relations in accordance with national policies;

• Arrange for co-ordination and consultation with departments of the State Government whose activities effect the employment situation in the State;

• Set up, in accordance with national policies, Committees on Employment at State and local levels;
• Refer to the Government of India for consideration recommendations of Committees on Employment involving major changes in policy or procedure;
• Carry out at State and local levels, a public relations and information programme in accordance with national policies; and Provide full facilities to the authorized officers of the Government of India to evaluate the work of Employment Exchanges.

**Directorate General of Employment & Training DGE&T:**

The Directorate General of Employment & Training (DGE&T) in Ministry of Labour is the apex organization for development and coordination at National level for the programmes relating to vocational training including Women's Vocational Training and Employment Services. Employment service is operated through a countrywide network of Employment Exchanges. Industrial Training Institutes are under the administrative and financial control of State Governments or Union Territory Administrations. DGE&T also operates Vocational Training Schemes in some of the specialized areas through field institutes under its direct control. Development of these programmes at national level, particularly in the area concerning common policies, common standards and procedures, training of instructors and trade testing are the responsibility of the DGE&T. But, day-to-day administration of employment Exchanges and Industrial Training Institutes rests with the State Governments/Union Territories Administrations. Distribution of responsibilities between Central Govt., State Governments and Industry has been shown in the following table.
<table>
<thead>
<tr>
<th>Training Scheme</th>
<th>Govt. of India</th>
<th>State Govt.</th>
<th>Industry</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Craftsmen Training</strong></td>
<td>Policy and Procedures. Standards, duration etc. in consultation with the NCVT. Conduct final trade tests on behalf of NCVT.</td>
<td>Day to day administration of the institute</td>
<td>Advise Central and State Governments at national, State and institutional level. Assist in the final trade tests.</td>
</tr>
<tr>
<td><strong>Craft Instructors Training</strong></td>
<td>Policy and procedures, standards, duration etc. in consultation with the NCVT. Implementation and administration of the programme in CTI / ATIs. Conduct final Trade Tests on behalf of NCVT.</td>
<td>Depute ITI instructors for training in CTI/ATIs</td>
<td>Advise Central Government at national and institutional level. Assist in final trade tests.</td>
</tr>
<tr>
<td><strong>Apprenticeship Training</strong></td>
<td>Policy, procedure, notification of industries, designation of</td>
<td>Assist, co-ordinate and regulate programmes in State public and</td>
<td>Implementation of the practical training programme in accordance with</td>
</tr>
</tbody>
</table>

**Table No. 3.01:**

Distribution of responsibilities between Central Govt., State Governments and Industry
<table>
<thead>
<tr>
<th>trades, syllabi, standards etc. in consultation with the Central Apprenticeship Council.</th>
<th>private sector industries. Impart related instructions. Impart basic training in the case of those industries in the private sector which employ less than 500 workers.</th>
<th>the Apprentices Act and the rules made thereunder. Arrange for basic training (by employers, employing more than 500 workers). Advise the Central and the State Governments at the national and State levels.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assist, co-ordinate and regulate programmes in Central public sector industries. Concurrent jurisdiction with the States to assist, co-ordinate and regulate programmes in private sector industries. Conduct final trade tests on behalf of NCVT.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: Directorate General of Employment & Training Ministry of Labour Government of India.

The Directorate General of Resettlement and Employment (DGR&E) now known as Directorate General of Employment and Training (DGE&T) was set up in July 1945 for the purpose of resettling demobilised Defence service personnel and discharged War Workers in civil life. After Independence, the Directorate was
also called upon to handle work relating to displaced persons from Pakistan. Subsequently, the scope of the Directorate was extended to cover, employment services to all categories of job seekers in early 1948, and the training services to all civilians in 1950. In pursuance of the recommendations of the Training and Employment Service committee (*Shiva Rao Committee set up in 1952*) the day-to-day administrative control of the Employment Exchanges and Industrial Training Institutes (ITIs) was transferred to the State Governments/Union Territory Administrations with effect from 1.11.1956. Cost sharing by the Centre with the State Governments to the extent of 60 per cent of the cost of the organisation was continued up to 31-03-1969 after which the scheme was discontinued based on the decision taken by the National Development Council in May, 1968. Thus full financial responsibility for Manpower and Employment Schemes and the Craftsmen Training Scheme (Industrial Training Institutes) was transferred to the State Governments/Union Territory Administrations with effect from 01-04-1969. With each successive Five Year Plan there had been considerable expansion of the activities of the Employment Service and Training Service in the Centre and the States.⁶

**Central Institute for Research and Training in Employment Service (CIRTES):**

The CIRTES is responsible for imparting professional in service training to the officers of the Employment Service. It conducts various training programmes for the officers of the employment service to increase their working efficiency and improve the performance of employment service. The training
programmes which are conducted by the CIRTES include - Integrated Training Course; Refresher Training Course; Short Duration Condensed Courses and Specialized Courses in particular areas such as Vocational Guidance, Labour Market Information, Self-Employment etc. The State Directorate of Employment can make a plan for training of their Officers at CIRTES and sponsor their names from time to time for the training courses suitable to them. CIRTES is also responsible for conducting research in the fields of organizational, operational and procedural matters pertaining to employment service. The State Director of Employment may identify the problems/ areas of research and refer the same to CIRTES, if they feel necessary. In addition the Career Study Centre of the Institute is responsible for preparation and publication of Career Literature and other Occupational Information material.

**Employment News:**

Employment News was launched by former Prime Minister, late Smt. Indira Gandhi, in 1976. Its prime objective was to provide an effective platform on job vacancies, job oriented training programmes, admission notices relating to job oriented courses and result of recruitment examinations. In addition to job vacancies, Rozgar Samachar, in each issue, carries article on job opportunities in various sectors, including emerging sectors. It is a weekly journal and is published simultaneously in Hindi, English & Urdu. Since its launch, Employment News has proved useful for our young graduates, engineers, scientists and other qualified persons, looking for employment or seeking to improve their prospects with its combined monthly circulation of over 16 lakhs.
The weekly carries advertisement for job of Central, State Governments, Public Sector Undertakings, Autonomous Bodies, Universities, admission notices for professional courses, examination notices and results of organizations like UPSC, SSC and other general recruitment bodies and mid-level career promotion opportunities. In addition to this, there is also an Editorial segment, which carries articles on career opportunities. The article Career Guidance new and upcoming fields or professional activities with information on the employment prospects in the area, qualifications required to enter the profession and the institute to avail education and training.

Employment News has introduced new features every month in the first issue is a Field Report in which employment scenario/generation in specific projects especially those in NGOs, efforts of individuals & institutions and empowerment of women through employment are covered. The target groups of the weekly are basically the Civil Services aspirants, candidates appearing for competitive exams and interviews. The mandate of the weekly is to inform and educate the young people so that they can make an informed decision about their careers. It is pertinent to mention that besides fulfilling its social obligation for which the journal was started, Employment News/ Rozgar Samachar has been earning substantial profits regularly. The journal, which has earned the distinction of being one of the highest circulated weeklies, is available throughout the length and breadth of the country on every Saturday.
Government Schemes for Employment & Self Employment:

Various schemes have been launched by the Government of India to provide employment to youth of the country. The following are the three main schemes.

Prime Minister’s Employment Generation Programme (PMEGP):

- Prime Minister’s Employment Generation Programme (PMEGP) has been created by merging two schemes, Prime Minister's Rojgar Yojana (PMRY) and Rural Employment Generation Programme (REGP), which were in operation till 31.03.2008.
- It is a credit linked subsidy programme being implemented by Ministry of Micro, Small and Medium Enterprises.
- It aims at generating self-employment opportunities through establishment of micro enterprises by organizing traditional artisans and unemployed youth.
- The scheme will be implemented by Khadi and Village Industries Commission (KVIC) at the national level and by KVIC directorates, Khadi and Village Industries Board and Districts Industries Centres at the state level.
- The Government subsidy under the scheme will be distributed to the beneficiaries/entrepreuners through identified banks by KVIC.
- Individuals above 18 years of age, Self Help groups, Institutions registered under Societies Registration Act, 1860, Production Co-operative Societies and Charitable Trusts are eligible for subsidy to set up projects under PMEGP.
**Swarnjayanti Gram Swarojgar Yojana (SGSY):**

Swarnjayanti Gram Swarojgar Yojana (SGSY) started on 01.04.1999 is a major ongoing programme for self-employment for the rural poor. The programme was developed after reviewing and restructuring the erstwhile Integrated Rural Development Programme (IRDP) and allied programmes namely-

- Training Rural Youth for Self Employment (TRYSEM)
- Development of Women and Children in Rural Areas (DWCRA)
- Supply of Toolkits in Rural Areas (SITRA)
- Ganga Kalyan Yojana (GKY)
- Millions Wells Scheme.

The other programmes are no more in operation with the launching of SGSY. The basic objective of the SGSY is to bring the assisted poor families above the poverty line by providing them income-generating assets through a mix of bank credit and governmental subsidy. The SGSY is being implemented by the District Rural Development Agencies (DRDAs) with the active involvement of Panchayati Raj Institutions, the Banks, the Line Departments and the Non-Government Organisations. The programme is financed on 75 : 25 cost sharing basis between the Centre and the States. The SGSY aims to cover all aspects of rural employment, the chiefly the following:

- Social mobilisation i.e. organisation of the poor into Self Help Groups (SHGs)
- Activity Cluster, Planning and Selection i.e. identifying and selecting a key activity in terms of its economic viability.
- Financial Assistance in the form of credit and subsidy in which credit is a major component.
• Training of Swarozgaris through well-designed training courses.
• Infrastructure Development
• Marketing and Technology Support

**Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA):**

The National Rural Employment Guarantee Act, notified in 200 districts in the first phase on Feb 2, 2006 was renamed Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) on 02 Oct 2009. 130 districts were notified in 2007 and with the notification of the remaining districts on 01 April 2008, the entire country has been covered. Exception is given to district with a hundred percent urban population. The Act seeks to enhance livelihood security in rural areas by providing at least 100 days of guaranteed wage employment in a financial year. Salient Features of the programmes are:

• Adult members of a rural household willing to do unskilled manual work are eligible to seek employment under the act.
• Employment is to be given within 15 days of application for work, otherwise daily unemployment allowance has to be paid by the respective State.
• Wages are to be paid according to Minimum Wages Act 1948 for agricultural labourers in the State unless otherwise notified by the centre.
• Equal wages are to be paid to both men and women.
• At least one-third beneficiaries are to be women.
• No contractors and machinery is allowed.
The MGNREGA is a paradigm shift from previous wage employment programmes, the significant aspects which are given below:

- It provides a statutory guarantee of wage employment.
- It provides a rights-based framework for wage employment.
- The Act provides incentive to the State Govt for providing employment as 90% of the cost is borne by the Centre and at the same time disincentive in the form of Unemployment Allowance falls on the State Govt which fails to provide employment within the stipulated time of 15 days of applying for work.

Transparency safeguards are provided in the form of

- Job cards in the custody of workers which monitor entitlements.
- Issue of dated receipts on application for work
- Citizen Information Boards at worksites.
- Vigilance Monitoring Committees.

**Swarna Jayanti Shahari Rozgar Yojana:**

The Swarna Jayanti Shahari Rojgar Yojana (SJSRY) originally launched in Dec 1997 is a unified Centrally Sponsored Scheme launched a fresh in lieu of the erstwhile Urban Poverty Alleviation Programmes viz., Nehru Rojgar Yojana (NRY), Prime Minister's Integrated Urban Poverty Eradication Programme (PMIUPEP) and Urban Basic Services for the Poor (UBSP). The SJSRY has been comprehensively revamped with effect from 01.04.2009. The SJSRY has three key objectives namely: 12
1. Addressing urban poverty alleviation through gainful employment to the urban unemployed or underemployed poor.
2. Supporting skill development and training to enable the urban poor have access to employment opportunities provided by the market or undertake self-employment.
3. Empowering the community to tackle the issues of urban poverty through suitable self managed community structures and capacity building programmes.

The scheme is proposed to be implemented through Urban Local Bodies and community structures.

The revamped SJSRY has five major components, namely:

1. Urban Self Employment Programme (USEP)
2. Urban Women Self-help Programme (UWSP)
3. Skill Training for Employment Promotion amongst Urban Poor (STEP-UP)
4. Urban Wage Employment Programme (UWEP)
5. Urban Community Development Network (UCDN)

**Swarnjayanti Gram Swarozgar Yojana (SGSY):**

Swarnjayanti Gram Swarozgar Yojana (SGSY) is a major scheme for self-employment of rural poor. The basic objective of the scheme is to bring the assisted poor families (swarozgaris) above the poverty line by providing them income generating assets through a mix of bank credit and government subsidy. The scheme involves the organization of the poor into Self Help Groups (SHGs) and to build their capacities through a process of social mobilization, training, selection of key activities, planning
of activity clusters, creation of infrastructure, provision of technology and marketing support, etc. The SGSY is being implemented by the District Rural Development Agencies (DRDAs) with the active involvement of Panchayati Raj Institutions (PRIs), banks; line Departments and the Non-Government Organization’s (NGOs). 

The wage-employment scheme has been transformed into a rights-based programme through the path-breaking historic legislation, the National Rural Employment Guarantee Act, (NREGA) 2005, which guarantees 100 days of wage employment to every rural household whose adult members are willing to do manual work. National Rural Employment Guarantee Act (NREGA) was launched on February 2, 2006. The programme was expanded to 330 Districts in 2007-08 and covers the whole country from 1st April 2008. The primary objective of the scheme is to provide guaranteed work for 100 days for any household wishing to have such employment.

**Machinery, Role and Structure:**

The Ministries responsible for Employment at the Central level are

1. Ministry of Labour & Employment,
2. Ministry of Personnel, Public Grievances and Pensions,
3. Ministry of Housing & Urban Poverty Alleviation,
4. Ministry of Commerce & Industry,
5. Ministry of Micro, Small and Medium Enterprises;
6. Ministry of Rural Development. We also went through Ministry of Human Resource Development, as vocational, higher
and technical education falls under them and the Ministry of Social Justice & Empowerment, which is the nodal Ministry for disability.

Ministry of Labour & Employment (ML&E):

The responsibility of the Ministry of Labour & Employment is to protect and safeguard the interests of workers in general and those who constitute the poor, deprived and disadvantaged sections of the society in particular, with due regard to creating a healthy work environment for higher production and productivity and to develop and coordinate vocational skill training and employment services. The four attached offices are:

1. Directorate General of Employment & Training (DGET);
2. Office of Chief Labour Commissioner;
3. Directorate General of factory advice service and labour institutes; and
4. Labour Bureau

One of the responsibilities of DGET is to evaluate residual capabilities of disabled people and provide them adjustment training in order to facilitate their economic rehabilitation.

Infrastructure under the Ministry of Labour & Employment:

- There are 947 Employment Exchanges including 43 Special Employment Exchanges for disabled people.
- 38 Special Cells for disabled persons are functioning in regular Employment Exchanges in various States.
- There are 20 ‘Vocational Rehabilitation Centers for Handicapped’, out of which one center at Vadodara has been
set up exclusively for women with disability.

- 22 coaching-cum-guidance centers for Scheduled Castes and Scheduled Tribes.
- Central Institute for Research and Training in Employment Service (CIRTES), New Delhi.
- 5465 Industrial Training Institutes (ITIs) - 1913 in Government sector and remaining 3552 in private sector, imparting training in 110 trades.

Six Advanced Training institutes at Kolkata, Chennai, Kanpur, Hyderabad, Ludhiana and Mumbai; Central Training Institute for Instructors in Chennai; two advanced training institutes for electronics and process instrumentation at Hyderabad and Dehradun; Central Staff Training and Research Institute, Kolkata; six Regional Directorates of Apprenticeship training at Mumbai, Kanpur, Kolkata, Chennai, Hyderabad and Faridabad; National Vocational Training Institute for Women, Noida; ten Regional Vocational Training Institute for Women at Mumbai, Bangalore, Thiruvananthapuram, Hissar, Kolkata, Tura, Indore, Allahabad, Vadodara and Jaipur; two Foreman Training Institutes at Bangalore and Jamshedpur; Four model Industrial Training Institutes at Haldane, Calicut, Chowder, Jodhpur; National Instructional Media Institute, Chennai and Apex Hi-tech Institute, Bangalore.
Ministry of Personnel, Public Grievances and Pensions (MPPPP):

The Ministry of Personnel, Public Grievances and Pensions is a coordinating agency of the Central Government in personnel matters, especially in respect of issues concerning recruitment, training, career development, staff welfare and post retirement dispensation. The Ministry also works towards promotion of responsive, people-oriented and modern administration. The Departments of the Ministry of Personnel, Public Grievances and Pensions are:-

1. Department of Personnel and Training
2. Department of Administrative Reforms and Public Grievances
3. Department of Pensions and Pensioner’s Welfare

The Ministry of Urban Employment & Poverty Alleviation:

The Ministry is the apex authority at the national level to formulate policies, sponsor and support programmes, coordinate the activities of various Central Ministries, State Governments and other nodal authorities and monitor the programmes concerning all the issues of urban employment, poverty and housing in the country. As per 2001 estimates, the slum population is estimated to be 61.8 million. With a view to provide gainful employment to the urban unemployed or underemployed through encouraging the setting up of self-employment ventures or provision of wage employment, urban poverty alleviation programme, namely, Swarna Jayanti Shahari Rojgar Yojana (SJSRY) was launched on 1st December, 1997. SJSRY consists of two major components,
namely -

1. The Urban Self Employment Programme (USEP) and

2. The Urban Wage Employment Programme (UWEP).

USEP has three parts: (I) Assistance to individual urban poor beneficiaries for setting up gainful self-employment ventures. (ii) Assistance to groups of urban poor women for setting up gainful self-employment ventures. This sub-scheme has been titled as “The Scheme for Development of Women and Children in the Urban Areas (DWCUA)” and (iii) Training of beneficiaries, potential beneficiaries and other persons associated with the urban employment programmes for up-gradation and acquisition of vocational and entrepreneurial skills. UWEP seeks to provide wage employment to prospective beneficiaries living below the poverty line within the jurisdiction of urban local bodies by utilizing their labour for construction of socially and economically useful public assets.¹⁴

**Ministry of Commerce and Industry:**

The ministry comprises of two departments- Department of Commerce and Department of Industrial and Policy Promotion. The two departments function for betterment of the country’s economic growth. The Department of Commerce is handled by a Secretary. Three Additional Secretaries, ten Joint Secretaries and Joint Secretary level officers assist the Secretary. The Department of Commerce not only formulates and implements the Foreign Trade Policies but also sees to the bilateral and multilateral
commercial relations. The department also handles matters relating to export promotion measures and development, state trading and regulation of export oriented industries and commodities. The Department of Commerce is divided into eight functional divisions:

1. Administrative and General Division
2. Economic Division
3. Foreign Trade Territorial Division
4. Finance Division
5. Trade Policy Division
6. Supply Division
7. State Trading and Infrastructure Division
8. Plantation Division

The Department of Industrial Policy and Promotion was founded in the year 1995 by merging Department of Industrial Development. The department is entrusted with the following responsibilities:

1. Formulating Foreign Direct Investment policies and seeing to its promotion, approval and facilitation
2. Administration of Industries (Development and Regulation) Act, 1951
3. Focusing on the productivity, quality and technical cooperation
4. Encouraging foreign technology collaborations at enterprise level and making policies for the same
5. Making and implementing industrial policies and strategies for industrial development at par with the other developmental needs and national objectives
6. Advising and monitoring the growth of industries in general

The ministry is encompassed within the Central Government Ministries- India. Ministry of Commerce and Industry is entrusted with the responsibility of developing and promoting industrial growth thus shaping a better future. The various offices, through which the Ministry of Commerce and Industry functions, are mentioned below:

1. Office of the Economic Adviser
2. Directorate General of Foreign Trade (DGFT)
3. Office of the Controller General of Patents, Designs and Trade Marks (CGPDTM)
4. Directorate General of Commercial Intelligence and Statistics (DGCI&S)
5. Department of Explosives
6. Special Economic Zones
7. Directorate General of Supplies and Disposals (DGS&D)

**Ministry of Micro, Small and Medium Enterprises (MSME):**

The Micro, Small and Medium Enterprises constitute over 90 per cent of total enterprises and are credited with generating the highest rates of employment growth and account for a major share of industrial production and exports. This sector employs an estimated 31 million persons spread over 12.8 million enterprises and the labour intensity in the MSE sector is estimated to be almost 4 times higher than the large enterprises. The formulation and implementation of policies and programmes / projects / schemes is undertaken by the Ministry with the assistance of its
attached office, public sector enterprise, statutory bodies and autonomous organizations, namely, Micro, Small and Medium Enterprises-Development Organization (MSME-DO), the National Small Industries Corporation Ltd. (NSIC), the Khadi and Village Industries Commission (KVIC), the Coir Board and three national level entrepreneurship development institutes, viz. National Institute for Micro, Small and Medium Enterprises (NI-MSME), Hyderabad; National Institute for Entrepreneurship and Small Business Development (NIESBUD), NOIDA; and Indian Institute of Entrepreneurship (IIE), Guwahati.  

**Ministry of Rural Development:**

The Ministry of Rural Development implements schemes for generation of self-employment and wage employment, provision of housing and minor irrigation assets to rural poor, social assistance to the destitute and Rural Roads. The Ministry consists of the following three Departments:  

1. Department of Rural Development;  
2. Department of Land Resources and  
3. Department of Drinking Water Supply.  

The major programmes of the Department of Rural Development are Pradhan Mantri Gram Sadak Yojana, (PMGSY), Rural Housing (RH), Sampoorna Gramin Rozgar Yojana (SGRY) and Swaranjayanti Gram Swarozgar Yojana (SGSY).
Department of Higher Education, Ministry of Human Resource Development (HRD):

Main objectives of the Department of Higher Education of the Government of India can be stated to be the following: (1) Laying down of National Policy on Education, and overseeing its implementation; (2) Planned development (including expansion of access and qualitative improvement) of University & Higher Education, and Technical Education with special attention to disadvantaged groups, e.g. Scheduled Castes, Scheduled Tribes, Girls, Minorities and Disabled; (3) Development of Indian Languages; (4) Scholarships to deserving students; (5) Promotion of Books and (6) International Cooperation with UNESECO.

The Ministry of Social Justice & Empowerment:

It is entrusted with the welfare, social justice and empowerment of disadvantaged and marginalized section of the society viz, Scheduled Caste, Backward Classes, Persons with Disabilities, Aged Persons, and Victims of Drug Abuse etc. Basic objective of the policies, programmes, law and institution of the Indian welfare system is to bring the target groups into the mainstream of development by making them self-reliant. The activities of the Ministry are undertaken through Bureaus namely, (1) Scheduled Castes Development and Vigilance Bureau; (2) Backward Classes, Official Language, Parliament, Coordination, Media & Administration (3) Disability Bureau; and (4) Social Defense Bureau; and (5) Planning, Research, Evaluation & Monitoring Bureau. The Statutory bodies under the Ministry are
National Employment Service (NES):

The National Employment Service (NES) emerged in July 1945 for the purpose of resettling demobilized Defense service personnel and discharged War Workers through a network of employment exchanges controlled by the then Directorate General of Resettlement and Employment (DGR & E), now known as DGE &T. After independence, the Directorate was called on to handle work relating to displaced persons from Pakistan. Subsequently, the scope of the Directorate was extended to convert employment service to all categories of job-seekers in early 1948. In pursuit of the recommendations of the Training and Employment Service Committee (Shiv Rao Committee set up in 1952), the day-to-day administrative control of the Employment Exchanges was transferred to the State Government Administrations from 1956. The Employment Exchanges will be linked with Industrial Training Institutes, which will provide information about trained manpower available. This information can be accessed by industry to match vacancies.17

The Employment Exchanges (Compulsory Notification of Vacancies) Act was enacted in 1959 to provide for compulsory notification of vacancies to the Employment Exchanges and for the rendition of returns relating to Employment situation by the employers. This act came into force with effect from 1st May, 1960.
National Employment Service (NES) which functions within the framework of the Employment Exchanges Act, 1959 provides registration, placement, vocational guidance and career counseling services to the job seekers and is the joint concern of both the central and the State Governments. Administrative control of Employment Exchanges lies with the respective State Government. As part of their administrative functioning, employment exchanges collect data on various aspects of employment and unemployment and submit it to the Directors of Employment. The primary objective is settlement of job seekers either through regular jobs or through self-employment. To enhance the employability of job-seekers, NES collects employment market information, and career counseling and vocational guidance are inbuilt in the system. NES is not responsible for employment generation nor do they implement any employment generation scheme, the objectives of the NES are as follows:

a. To collect, compile and disseminate information on vacancies notified, employment in various industries, and types of occupations in existence, qualifications required for various occupations, emerging trend of employment in various industries, etc.

b. To have an assessment of demand and supply of labour in the labour market and adjust them.

c. Create requisite database for manpower planning and management, career counseling, and vocational guidance, with a view to effectively guide job-seekers.
In order to achieve the above objectives, the NES which operates through the network of employment exchanges carries out the following functions:

a. Registration and placement of job-seekers, so as to ensure a proper balance between demand and supply.
b. Collection of comprehensive Employment market Information on a quarterly basis for creation of a database for use in effective management of the demand and supply of labour, preparing career literature for counseling and vocational guidance.
c. Career Counseling and vocational guidance.
d. Conducting area specific, specialized studies / surveys to assess skills available and the marketable skills required for encouraging job-seekers to pursue self-employment, particularly in the rural informal sector.
e. Some of the State Governments arrange disbursement of unemployment allowance to certain, specific categories of job seekers out of their own resources, through the employment exchanges as registered with them.

NES should have played a proactive role within the overall perspective of the national plan. It was therefore necessary to tap the unorganized sector and create a database for informal activities, so as to guide the job-seekers for suitable self-employment ventures with proper co-ordination and banks giving credit for such purposes. Though, the poverty alleviation programme implemented through different agencies actually created casual employment, it was not sufficient for the permanent settlement of the job-seekers. Director General of Employment and
Training is responsible for laying down the policies, standards, norms and guidance for coordination of the National Employment Service. In addition, it also evaluates and monitors employment and unemployment situation at all India level using various sources of employment data such as census, labour force surveys conducted by National Sample Survey Organization, Employment Market Information Programme etc.

**E-Governance Initiatives in Maharashtra:**

A web portal http://ese.mah.nic.in Rojgar Wahini has been developed for the department of Employment and self-Employment (DE & SE), Government of Maharashtra. DE & SE provides free services like vocational guidance, job opportunities and self-employment guidance to the job seekers. It also collects, compiles and provides the statistical information to the planning commission and other planning bodies to be used for manpower planning. The portal design has six major sub-sites, Candidates’ Corner, Employers’ Corner, Self-Employment, About Us, Right to Information (RTI) and Kamgar Katta. It is a single point of contact for the services provided by the Department.18

The Candidates’ Corner provides registration and update facilities to the job advertisements, Departmental contact details, advice on possible jobs and occupations, special information for disabled persons. Candidates /registered youth can access references relevant to job seeking, like coaching classes for competitive Examinations, Books, Publications, Newspapers, TV & Radio programmes. The Self-Employment sub-site covers the Self-Employment guidance activities of the Department of E & SE,
providing information, guidance and advice to the unemployed youth regarding self-Employment schemes, small-scale businesses they can take up, and training details. The portal provides a comprehensive source of information covering all applicable schemes, businesses with their processes and details of documents, NOCs, agencies involved with complete contact details. The Bankers’ Corner gives advice on loans and related processes. Details of NGOs working for Self-Employment; details of Seva Societies registered with the Department are also available.

*Kamgar Katta* sub site similar to commercial job sites where workers like nurse, domestic helpers, drivers, data entry operators can post their profiles and search for job providers. Job providers can post their requirements, e.g. requirement of a gardener, domestic helper, nurse, watchman etc and contact the job seekers. The data of service providers and seekers can be searched on the basis of location and skill set. The portal can be accessed from service Delivery Points in rural areas. It is simple, easy to use, graphical user interfaces in the local language to serve semi-literate and even illiterate people. Interaction with the portal is through the click of a mouse with minimal or little interaction with the keyboard. There is interactive guidance as a user navigates through the pages making them simple and quick in use. The graphical user interface of the portal is touch screen enabled to facilitate the viewers to access it through kiosks.19

**Employment Exchange:**

An Employment Exchange is an organization that provides employment assistance on the basis of qualification and
experience. The Departments of Employment in various States of India allow unemployed educated youth residing in the respective States to pre-register for impending job vacancies occurring in different sectors of that State. The registered job seekers, in many States, can also check their status on the job waiting-list online. They also allow job seekers to search for suitable jobs and to update their resume. Employers can post their vacancies with these exchanges and choose from among the registered candidates as per their requirements. Unemployed persons as well as currently employed persons looking for more suitable jobs can register with the Employment Exchanges operating in their States to avail of job opportunities. At the initial stage, job-seekers registered with the employment exchanges and the placement made through employment exchanges compared well, due to the emergence of a large number of public sector undertakings and the existence of employment exchanges to meet the manpower requirements. At the initial stage, job-seekers registered with the employment exchanges and the placement made through employment exchanges compared well, due to the emergence of a large number of public sector undertakings and the existence of employment exchanges to meet the manpower requirements.

The employment service consists of about 968 employment exchanges in India run by State Government. Private placement agencies also operate on a limited scale, primarily in urban areas to cater to the requirements of specialized fields in the organized sector. Such agencies generally charge fees of varying amounts, both from the job seekers and employers. Subsequently, a large number of recruiting agencies like the Staff Selection Commission,
Railway Recruitment Boards, Banking Service Recruitment Board, etc. came up and restricted the area of operations of the employment exchanges. Today almost all the major establishments, both in government and outside, have their own recruitment agencies.

The Central Government has now decided to revamp 968 State Employment Exchanges by way of modernizing and upgrading their operations. In fact, the Employment Exchanges will be given a new name to reflect their changing character — Employment Promotion and Guidance Centre. As per latest information available, 39.97 million job seekers, all of whom may not necessarily be unemployed, are registered with employment exchanges in the country as on 31.12.2007. Employment Exchanges sponsor candidates against the vacancies notified by employers of both public and private sectors. About 2.64 lakh placements have been effected through the employment exchanges as on 31.12.2007.

Types of Jobs Available Through Employment Exchanges:

The Employment Exchanges sponsor the names of registered applicants for different types of jobs. The list of some of such jobs/posts for which the Employment Exchanges generally sponsor the names is as follows:

Aya, Meter Reader, Barber Motor Mechanic, Booking Clerk, Nurses, Caretaker Office Assistant, Carpenter Operation Theatre Technician, Data Entry operator, Peon, Doctors, Pharmacist, Electrician, Physiotherapist, Instructor (Steno / Steno typist), Plumber, Journalist, Programmer (Computer Software),
Laboratory Assistant Receptionist, Laboratory Attendant Safai Karamchari, Laboratory Technician Sales representative, Librarian Sanitary Inspector, Library Attendant/Assistant Security Guards, Lift operator Stenographer, Mali Teachers (Aided and Primary schools), Messenger Telephone Operator, Typist Travel Agent, X-Ray Technician Translator, etc.

**Private Placement Agencies:**

Private placement agencies, which normally consider placement in relatively large industrial establishment, utilize data collected through the NES, collected by their personal contact, through public notifications in newspapers and periodicals, the Internet, etc. These agencies generally charge fees from job-seekers as well as from the employers. These agencies function primarily in metropolitan cities, and a very rough estimate places its number at around 1000. These agencies again are very small and concentrate on placement only.

The Placement Agencies could be Private Employment Agencies or Management Consultants. Private Employment Agencies bring together the employers and suitable candidates available for a job. Private agencies advertise the vacancies in the newspapers, periodicals and Internet. They prepare the data bank of all the prospective employers and job seekers. This data bank helps them to find out the suitable employer for a job seeker and vice versa. They keep on informing the job seekers periodically about the employers and the availability of jobs according to their qualifications, skills and experience. Some placement agencies also
help the candidates in preparing their bio-data and other documents.

The placement agencies also screen the applicants against the requirements specified by the employer. They supply a list of candidates, and the organization only conducts the final round of interview. These agencies function primarily in the Metropolitan cities and they charge a fee from the employer as well as employee for their services. Fake placement agencies are also found in different parts of the country. These fake agencies collect money from the jobseekers and arrange fake interviews. Job seekers, therefore may be careful in utilizing their services.

Management Consultants specialize in the placement of executives at middle and top level of management. These are basically executive searching agencies. These agencies work at a nationwide level and they charge a substantial amount of fee from employer as well as employee. Some of the nationally known Management Consultants are ABC Consultants, Ferguson Associates, The Search House and Analytic Consultancy Bureau. The placement agencies basically help in informing the availability of jobs in private sectors. Most of the small and medium size business enterprises rely upon the placement agencies for all types of manpower requirement. The big enterprises often advertise the vacancies directly through newspapers and internet. The job seekers can register their name with the placement agencies for the post of office assistant, typist, salesperson, marketing executives, accounts assistant, computer operators etc.
**Maharashtra Employment Exchange:**

Unemployment among the educated Youths in the State is a great concern of the State Government. The problem is a gigantic one. The State Government hopes to solve this problem with the help of Employment and Self-employment Guidance Centers in the states. For this, it has formulated a scheme to draw the workers from among the relatively more educated job-seekers, and mould them as by giving them suitable training on the job and on the other, it helps the educated unemployed to stand on their own feet. The unique feature of this scheme is that the monthly stipend to trainees is paid by the Government.

*The Directorate of Employment & Training (DET)* is working under the Department of Labour and Employment, Government of Maharashtra. It was formed in Maharashtra State in 1961. DET provides employment services in the state through a network of Employment Exchanges/Offices. There are 54 employment exchanges in the state. Registration and placement services to all the jobseekers who are normal resident of that district are available at District Employment Exchanges. In order to facilitate employment registration and placement services in the vicinity of Scheduled Tribe majority areas in order to facilitate employment registration and placement services to those jobseekers having very high educational qualifications, there are 6 University Employment Information and Guidance Bureaus.
(UEBs) are situated at Aurangabad, Amravati, Pune, Mumbai, Kolhapur & Nagpur.

Table No. 3.02:
Number of Persons on the Live Register of Employment and Self-Employment Guidance Center in Maharashtra.
(As at the end of Dec. 2010)

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Qualification</th>
<th>Male (No’s)</th>
<th>Female (No’s)</th>
<th>Total (No’s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Non-SSC</td>
<td>394988</td>
<td>94689</td>
<td>489677</td>
</tr>
<tr>
<td>2</td>
<td>SSC</td>
<td>807787</td>
<td>249458</td>
<td>1057245</td>
</tr>
<tr>
<td>3</td>
<td>HSC</td>
<td>652723</td>
<td>235676</td>
<td>888399</td>
</tr>
<tr>
<td>4</td>
<td>ITI</td>
<td>163081</td>
<td>19786</td>
<td>182867</td>
</tr>
<tr>
<td>5</td>
<td>Diploma Holder</td>
<td>96335</td>
<td>11115</td>
<td>107450</td>
</tr>
<tr>
<td>6</td>
<td>Degree Holder</td>
<td>292850</td>
<td>155765</td>
<td>448615</td>
</tr>
<tr>
<td>7</td>
<td>PG Holder</td>
<td>24411</td>
<td>15163</td>
<td>39574</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>24,32,175</strong></td>
<td><strong>7,81,652</strong></td>
<td><strong>32,13,827</strong></td>
</tr>
</tbody>
</table>


As per the qualifications the number of persons (Male / Female) on the live register of Employment and Self-employment Guidance Centers as at the end of the year 2007 is given in the Table No.3.02.
Table No. 3.03: Registration in the Employment and Self-employment Guidance Centers in Maharashtra State.

*(Figures in thousands)*

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>No. of Registrations during the year</th>
<th>No. of Vacancies Notified</th>
<th>No. of Placements During the year.</th>
<th>No. of persons registered at the end of the year.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1991</td>
<td>591.8</td>
<td>64.8</td>
<td>3159.8</td>
</tr>
<tr>
<td>2</td>
<td>1992</td>
<td>596.6</td>
<td>55.9</td>
<td>3320.5</td>
</tr>
<tr>
<td>3</td>
<td>1993</td>
<td>599.7</td>
<td>55.4</td>
<td>3349.6</td>
</tr>
<tr>
<td>4</td>
<td>1994</td>
<td>635.8</td>
<td>52.1</td>
<td>3439.2</td>
</tr>
<tr>
<td>5</td>
<td>1995</td>
<td>720.1</td>
<td>49.7</td>
<td>3634.3</td>
</tr>
<tr>
<td>6</td>
<td>1996</td>
<td>688.7</td>
<td>53.7</td>
<td>3787.2</td>
</tr>
<tr>
<td>7</td>
<td>1997</td>
<td>692.8</td>
<td>47.4</td>
<td>3933.1</td>
</tr>
<tr>
<td>8</td>
<td>1998</td>
<td>729.3</td>
<td>37.9</td>
<td>4109.6</td>
</tr>
<tr>
<td>9</td>
<td>1999</td>
<td>861.1</td>
<td>50.9</td>
<td>4183.8</td>
</tr>
<tr>
<td>10</td>
<td>2000</td>
<td>750.8</td>
<td>43.9</td>
<td>4348.8</td>
</tr>
<tr>
<td>11</td>
<td>2001</td>
<td>623.2</td>
<td>32.3</td>
<td>4419.7</td>
</tr>
<tr>
<td>12</td>
<td>2002</td>
<td>622.7</td>
<td>30.9</td>
<td>4203.3</td>
</tr>
<tr>
<td>13</td>
<td>2003</td>
<td>819.1</td>
<td>59.6</td>
<td>4044.1</td>
</tr>
<tr>
<td>14</td>
<td>2004</td>
<td>880.3</td>
<td>43.4</td>
<td>4105.7</td>
</tr>
<tr>
<td>15</td>
<td>2005</td>
<td>645.2</td>
<td>44.2</td>
<td>4000.3</td>
</tr>
<tr>
<td>16</td>
<td>2006</td>
<td>608.1</td>
<td>68.3</td>
<td>3608.5</td>
</tr>
<tr>
<td>17</td>
<td>2007</td>
<td>616.7</td>
<td>97.5</td>
<td>3213.8</td>
</tr>
<tr>
<td>----</td>
<td>------</td>
<td>-------</td>
<td>------</td>
<td>--------</td>
</tr>
<tr>
<td>18</td>
<td>2008</td>
<td>681.28</td>
<td>88.41</td>
<td>3,284.39</td>
</tr>
<tr>
<td>19</td>
<td>2009</td>
<td>719.23</td>
<td>97.39</td>
<td>3,647.28</td>
</tr>
<tr>
<td>20</td>
<td>2010</td>
<td>767.28</td>
<td>92.58</td>
<td>3,928.37</td>
</tr>
</tbody>
</table>

*Source: Economic Survey of Maharashtra.*

The trend in number of persons newly registered, number of vacancies notified during the year, number of placements during the year and number of persons registered at the end of the year in the ESGC in the State during the last 17 years is shown in the Table No.3.03.

**Organizational Set-up of Self Employment Guidance Center:**

The Directorate of Employment and Self-employment headed by the Commissioner, had six divisional offices headed by Deputy Directors and 54 employment exchange units (35 district employment and Self-employment guidance centers), three additional employment and self-employment guidance centers, six university employment and self-employment information and guidance bureaus and employment and self-employment guidance center for the physically handicapped.

**Employment and Self-employment Guidance Centers in Marathwada:**

Marathwada has its eight district viz. Aurangabad, Beed, Jalna, Hingoli, Parbhani, Latur, Nanded, Osmanabad. In the entire district there are one Employment and Self-employment Guidance Center (Employment Exchange) except Aurangabad and Nanded. In Aurangabad and Nanded District there are two centers
established. The data relating to Registration and Placements up to Dec. 2006 are given in Table No. 03.04.

Table No. 3.04:
Status of Employment & Self Employment Centers in Marathwada Region
(At the end of 31st Dec. 2006)

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Districts</th>
<th>Registered</th>
<th>Placement in Public Sector</th>
<th>Placement in Private Sector</th>
<th>Total Placements</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Aurangabad</td>
<td>1,21,955</td>
<td>256</td>
<td>66</td>
<td>322</td>
</tr>
<tr>
<td>2</td>
<td>Beed</td>
<td>97,681</td>
<td>151</td>
<td>21</td>
<td>172</td>
</tr>
<tr>
<td>3</td>
<td>Jalna</td>
<td>61,174</td>
<td>199</td>
<td>2</td>
<td>201</td>
</tr>
<tr>
<td>4</td>
<td>Hingoli</td>
<td>27,225</td>
<td>11</td>
<td>0</td>
<td>11</td>
</tr>
<tr>
<td>5</td>
<td>Parbhani</td>
<td>52,824</td>
<td>19</td>
<td>2</td>
<td>21</td>
</tr>
<tr>
<td>6</td>
<td>Latur</td>
<td>95,007</td>
<td>125</td>
<td>5</td>
<td>130</td>
</tr>
<tr>
<td>7</td>
<td>Naded</td>
<td>1,20,797</td>
<td>30</td>
<td>23</td>
<td>53</td>
</tr>
<tr>
<td>8</td>
<td>Osmanabad</td>
<td>91,904</td>
<td>190</td>
<td>8</td>
<td>198</td>
</tr>
</tbody>
</table>

Source: District Socio-Economic Analysis - 2006-07.

Rojgar Mitra:
All the 45 employment exchanges in Maharashtra have been computerized using the software *Rojgar Mitra*. With this software, the exchange carries out candidate registration, employer registration, candidate renewal, vacancy order booking and submission of candidate lists to employers. The *Rojgar Mitra* data base is built to integrate the exchange data at a central server.
**Rojgar Wahini**, a web portal hosted on the central server, provides access to this accumulated data. The portal facilitates online candidate registration, profile updating, employer registration, filing EMI returns and searching for suitable candidates in the vast data of over 45 lakh registered candidates.\(^{21}\) The portal is also designed to cover the self-employment guidance activities of the Department of E & SE. The portal aims to disseminate information, guidance and advice to the unemployed youth regarding self-employment schemes, businesses they can take up, vacancies, courses and training details. The portal is a comprehensive source of information covering all applicable schemes, businesses with their processes and details of documents, NOCs, and agencies involved with complete contact details. Other features planned are a Bankers’ Corner to give advice on loans and related processes; details of NGOs working for self-employment; details of *Seva Societies* registered with the exchanges for service sector; and references relevant to unemployed youth.

**Rojgar Wahini: Government to Citizens (G2C):**

The candidate module allows an unemployed person to register with a particular exchange on the web.\(^{22}\) It allows the candidate to request renewal of their earlier registration, view and print their registration information, send a request for change of address and view their submission details. The portal publishes vacancy advertisements of departments of the government of Maharashtra. Private and central government job advertisements are also planned to be displayed on the portal. Candidates can get guidance for competitive examination coaching classes, useful books and magazines, and television and radio programmes.
relevant for job search. The grievance-redressal-related link gives contact information to a citizen about whom to call or write to for obtaining a service or placing a grievance. The self-employment sub-site provides information, guidance and advice to the unemployed/opportunity-seeking youth regarding self-employment schemes, small-scale businesses they can take up and training details. The Employer Corner allows small enterprises or individuals to search the candidate data base to find suitable candidates. There is a full sub-site on the RTI proactive disclaimers giving all the applicable information, including employee contact details.

**Registration Procedure:**

Employment exchange falls under the department of labour and employment and functions as an interface between employers and jobseekers. Registering with a regional employment exchange greatly enhances an unemployed individual's options of getting a job as the exchange proposes a list of potential candidates to employers seeking to fill vacant positions. This week we'll run through the process of registering with the employment exchange and the benefits it entails. The applicant needs to fill the employment exchange registration form that is available at all the regional employment exchange offices and submit the same along with the relevant documents mentioned above. The documents— that are to be produced in original—are only for verification purposes and are returned to the applicant the same day after their authenticity is confirmed. After confirming the credentials of the applicant, the regional employment exchange office generates a
registration number for the applicant and the registration process is complete.

Employment seekers who wish to update their records with additional qualification acquired after registration can do so by reporting to the registration section of the exchange on any working day. It is important to bear in mind to carry all the certificates in original. Provision is also available for persons already in employment for registering their higher qualifications to seek suitable and better opportunities by producing a "No Objection Certificate" from the employer. The registration at the employment exchange is valid for a period of three years. Candidates can renew their registration in person on any working day between 9.30am and 1.30pm. Candidates who fail to renew registrations in due time can apply for renewal within two months from the month during which the renewal falls due, failing this the registration is deemed lapsed. This concession can be availed only once.

**Employment Promotion Programme For Educated Unemployed Training Scheme:**

Unemployment among the educated Youths in the State is a great concern of the State Government. The problem as is a gigantic one. The State Government hopes to solve this problem. For this, it has formulated a scheme which on the one hand helps to draw the workers from among the relatively more educated job-seekers, and mould them as would by giving them suitable training on the job and on the other, it helps the educated unemployees to stand on their own feet. The unique feature of this scheme is that
the monthly stipend to trainees is paid by the Government. The main objective of the programme is that educated unemployed persons should be given on-the-job- training or such other practical training as makes it possible for them to stand on their own feet and that they may be assisted through stipends during this period and thereafter enabled to obtain gainful employment in organized sector. Where guaranteed possibilities of employment exist in non-governmental sector including co-operatives and public sector undertakings and especially in small enterprises which do not have capacity to train their own men for specific disciplines, formal institutional training may also be arranged under this programme for registrants of Employment Exchanges. The Employment Service is now the joint concern of the Central and State Governments.25
References:


2. Rural employment strategies for India - http://www.mssresearch.org


8. http://www.employmentnews.gov.in


18. https://www.maharojgar.gov.in


23. How to register with the employment exchange -
http://articles.timesofindia.indiatimes.com