

CHAPTER - 21

LABOUR WELFARE, MANPOWER PLANNING AND EMPLOYMENT PROMOTION

21.1 Employment growth in Rajasthan during the past two decades largely followed the national employment growth rate, though the growth in the major sectors like agriculture, industry and services was different. Employment grew at 2.2% per annum in the State as compared to 2.1% in the country. In Rajasthan, Agriculture & allied activities still provide over 60% of all jobs, with industry (mainly construction and manufacturing) and services (mainly trade, hospitality, Government and Community Services) accounting for the rest of employment.

21.2 The rate of growth of employment is lesser than the growth of labour force, thus creating a backlog of un-employment. As a result of rapid increase in the labour force, a small percentage of persons have been absorbed in the paid employment category in the organized sector. In March, 2007, only 12.21 lacs persons were engaged in organized sector in the State, comprising of 9.52 lacs under public sector and 2.69 lacs under private sector. The only solution to the problem of unemployment lies through promotion of substantial gainful employment opportunities in the un-organized sector. About 7.61 lakhs unemployed persons were registered in district employment exchanges as on 30th November, 2010.

Labour Force and Unemployment Estimates

21.3 According to 64th round survey of NSSO on employment and unemployment conducted from July 2007 to June 2008, about 55.9% of rural males and 29.2% of rural females belong to labour force of the country. The corresponding proportions in the urban areas were 57.6% and 14.6% respectively. About 41% of the population in the country was employed under usual status (principal + subsidiary).

21.4 In the context of Rajasthan, about 50.8% of rural males and 37.1 % rural females belong to labour force. Similarly, about 54.1% of urban males and 11.7% of urban females belong to labour force. Accordingly, labour force has been projected on the basis of projected population as on 1st March 2011 and 2012 and additional labour force has been worked out to 4.42 lakhs during the year 2011-12 as under:-

Projections of Labour Force

Total Population as on 1st March		Labour Force as on 1st March		Addition to Labour Force 2011-12
2011	2012	2011	2012	
678.30	688.92	283.62	288.04	4.42

(₹ in lakhs)

21.5 According to 64th round survey, unemployment rate was about 2% and as per projected population on 1st March, 2011 the backlog works out to 13.57 lakhs. Thus total labour force during the year 2011-12 in Rajasthan is estimated around 17.99 lakhs. The sex and residence wise break up of the additional labour force is as given below:

Estimated Additional Labour Force on Usual Principal and Subsidiary Status Participation Rate (As per 64th Round of NSSO)

Rural		Urban		Total
Male	Female	Male	Female	
As on 1st March, 2011				
13610	9209	4653	890	28362
As on 1st March, 2012				
13815	9345	4738	906	28804

21.6 It is estimated that around 8 lakh livelihoods needs to be created every year to keep up with rapid growth of the labour force and increasing unemployment. It is also necessary to increase the incomes of at least 20 lakh "working poor" in order to tackle poverty.

21.7 State Government will create employment opportunities for 10 lakhs youths in public and private sector, increase rate of minimum wage, give emphasis to welfare programmes for labours and agriculture labours of unorganized sector, computerize and network the employment exchanges, establish an Overseas Placement Bureau etc.

21.8 Government of Rajasthan is in the process of establishing an Overseas Placement Bureau to facilitate the persons who are willing to go abroad for employment.

21.9 Rajasthan Knowledge Corporation Limited (RKCL) has been set up as a joint venture with Maharashtra Knowledge Corporation Limited to create an institutional mechanism which will help in developing talented and skilled youth who can be absorbed in the IT / ITeS sector. RKCL will later expand its courses for skill development through Technology Development Programme, e-content Development Programme, and Finishing School Programme etc.

21.10 Society (RAJKAUSHAL) has been established. As part of it, an Institute of Animation Academy has been established at Jaipur under the banner of RAJKAUSHAL with collaboration of Government of Madhya Pradesh and leading animation company DQEL as knowledge partner. This Institute organizes various Diploma Courses regarding Animation/3D Animation. A 100% placement guarantee has been given to those students who complete courses successfully.

21.11 Against the provision of ₹ 103.79 crores for the Eleventh Five Year Plan for the Labour and Labour Welfare Sector, ₹ 70.84 crores were spent upto 2009-10 and ₹ 15.67 crores are likely to be spent during the year

2010-11. A sum of ₹ 15.52 crores is proposed for the Annual Plan 2011-12.

Craftsman Training (I.T.I.)

21.12 The craftsman training envisages skill development in the youths to enable them to work on industrial machines as also to equip them to venture into self-employment. Non-engineering training is also provided through the ITIs in certain areas.

21.13 At present 134 Govt. I.T.I.s and 715 Private I.T.I.s are running with the sanctioned seats of 100800 to provide technical training facilities with 26 engineering and 18 non-engineering trades in the State. One Leather Craft Institute is also running in Jaipur. There are Craftsmen Training Institutes at each district head quarter. Under the Craftsmen Training Scheme, District Rural Crafts and Entrepreneurship Training Centres have also been established in Jaipur, Jodhpur, Kota and Udaipur to provide technical facilities in 11 trades. From the year 2009-10, Vocational Training Improvement Project has been under implementation in 10 ITI's with World Bank Assistance in the state so that qualitative training will be possible in these institutions. At present there are various projects/schemes running under ITI's as detailed below:-

- Craftsman Training Scheme
- Estt. of ITI's in Panchayat Samiti Level
- Up-gradation of 1396 Government ITIs through PPP Scheme as per guideline of Government of India
- District Rural Craft and Entrepreneurship Training Centre
- Rural Engineering Scheme
- Apprenticeship Training Scheme
- Upgradation of ITI's into Centre of Excellence through 100% state share
- Vocational Training Improvement Project with World Bank Assistance
- ₹ 8.00 crores are likely to be spent during the year 2010-11. A sum of ₹ 13.36 crores is proposed for the year 2011-12.

Employment Directorate

21.14 The Department provides various services to the job seekers like registration of applicants, assimilation and dissemination of occupational information and vocational guidance to the aspirants, assistance to candidates opting self-employment, collection of job market information, placements of educated unemployed youth with private companies through Rozgar Sahayata Shivir (Job-Fairs) organized in Public Private

Partnership mode, survey and research regarding manpower potential, etc. Employment Exchanges are functioning in all the districts.

21.15 ₹ 735.65 lakhs are likely to be spent during the year 2010-11. An amount of ₹ 150.01 lakhs are proposed for the year 2011-12 for various activities.

Rozgar Melas

21.16 Keeping in view the felt need of the rural masses in getting exposure to suitable job opportunities, the department has joined hand with RMoL for organizing Rozgar Melas in all the districts of the State for which the mission contributed ₹ 2.00 lakhs for each Mela at district level and ₹ 4.00 lakhs at division level. During the year 2009-10, Rojgar melas were organized in all the districts in which 89273 candidates have been benefited and 75000 candidates likely to be benefited during the year 2010-11.

21.17 ₹ 0.51 lakhs is likely to be spent during the year 2010-11. An amount of ₹ 81.25 lakhs is proposed for the year 2011-12.

Akshat Kaushal Yojana

21.18 The scheme “Akshat Yojana” which was introduced in the year 2007 for providing unemployment allowance to unemployed graduate youths has been replaced by a new scheme named as “Akshat Kaushal Yojana 2009” with effect from 1.10.2009. The main object of this scheme is to provide benefit to such unemployed youths whose parent’s annual income is not more than one lakh rupees by giving skill development training from selected training institutes namely RMOL, RKCL and Employment Department. Under this scheme Employment Department will issue skill voucher redeemable in the training institutes in Rajasthan recognized by RMOL, RKCL and Employment Department.

21.19 ₹ 504.00 lakhs are likely to be spent on Akshat Yojana (old scheme) and ₹ 168.05 lakhs are likely to be spent on Akshat Kaushal Yojana during the year 2010-11. An amount of ₹ 0.03 lakhs are proposed for the year 2011-12.

Rajasthan Mission on Skill and Livelihoods (RMoL)

21.20 The State Government has set up the Rajasthan Mission on Livelihoods (RMoL) with a view to generate maximum number of job opportunities in the State so as to combat the unemployment situation. Government of India launched the National Skill Mission to generate 500 Million Skilled Manpower upto 2020. Government of Rajasthan has also established the Mission with change in the name of Rajasthan Mission on Livelihoods to Rajasthan Mission on Skill and Livelihoods (RMoL). The thrust areas of RMoL include rural farm and non-farm sector, urban informal sector, natural resources, out-of-state migration and skill building. It is a State level coordinating body for all livelihood related

interventions and performs more of the role of a planner facilitator; using the latest management tools and working against the focused time bound plan. ₹ 8.00 crores are likely to be spent during the year 2010-11. ₹10.00 crores are proposed for the year 2011-12 for following various activities:-

1. **Skill Training Programmes:** This is the flagship programme of RMoL which is presently running all over the state through 171 different skill training courses in partnership with various agencies like ITIs, KVKs, ITCs, DTDCs, academic colleges, large service providers and NGOs for enhancing employability of youth in the state. These skill courses have been able to contribute significantly in getting decent employment and thereby contributing immensely in enhancing livelihoods of unemployed youth.
2. **Establishment of Rajasthan Institute of Security Education (RISE):** As part of the Hon'ble CM budget announcement of 2009-10, seven Securities Education Training Institutes have been established at the divisional headquarters through collaborations with three implementing agencies, viz; Jaipur Ex-servicemen welfare society, CAPSI and SIS. In 2009-10, 1263 poor youth were trained and placed at different locations. Till June 2010, 2330 candidates have been trained and placed in different places. The annual training target is 5880 youth from rural and urban areas to be trained and given job opportunities. A promising part of this project is that it is implemented in PPP mode and ensures at least 80 % employment.
3. **Establishment of Construction Academies:** As part of the Hon'ble CM budget announcement of 2009-10, seven Construction Academies have been established in the premises of ITIs at divisional headquarters. In December, 2009, RMoL entered a MoU with National Academy of Construction (NAC), Hyderabad for transfer of know how and assistance in establishment of academies in the state. The Instructors and Foremen of these academies have undergone TOT in NAC itself. So far two batches of around 350 youth have completed their trainings in seven locations. The construction academies are expected to train at least 2100 candidates in a year in three different trades.
4. **RMoL Establishment:** RMoL is significantly contributing towards policy level interventions and innovating in the field. It has created a large base for imparting training to the youth in the state. For its regular works it needs supporting funds in certain heads of salary to contractual employees, maintenance, operational expenditure etc.
5. **Livelihood Promotion for Persons with Disability:** RMoL has taken up this challenging work of livelihood promotion for people having disability to mainstream them. In this regard, RMoL has

conducted the desk work for assessment of interventions done all over the country, organised a National level workshop inaugurated by the Hon'ble CM of Rajasthan and supported in designing the policy framework for Rajasthan. The CM has further announced for establishment of PWD cell in RMoL.

- 6. Establishment of Rural Employment Exchanges:** It is an innovative initiative to offer the employment as well as employability services to the rural youth through the IT-enabled Rural Employment Exchange (REX), Rajasthan. RMoL plans to establish REX model in 7 divisional headquarters of Rajasthan and provide large scale employment and employability services to the rural youths. REX will be based on Hub and Nodes model. It will be implemented through PPP mode. REX would provide the following services for youth; a) youth counselling/assessment services, b) Skill Training referrals for youth, and placement of youth. For Industries, REX will provide HR for Placement. The financial support from the government is awaited.
- 7. Revival of Jawaja Cluster:** The artisans of Jawaja are known for their craftsmanship and recognized worldwide for their leather and weaving work. To strengthen business in a more holistic manner, Jawaja Leather group and Jawaja Weavers group were formed in 1976. Involvement of IIM Ahmedabad and NID personnel since its inception helped in giving shape to this business. Off-late they have been facing issues of decline in export orders, no Design innovations, land Issues, burden of losses incurred in the past few years and marketing issues. RMoL proposes to help the groups in terms of efforts at policy level to make arrangements for the leased land, skill augmentation, Entrepreneurship Development Programs (EDPs), product & design development, market information and linkage and technology up-gradation.
- 8. Overseas Placement Bureau:** The mission of overseas placement bureau is to train, tune, equip, facilitate and develop human resources of the state for desired occupation/jobs in such a way that they are globally acceptable for employment. The bureau will work for registration of job aspirants, placement, employability skill trainings, language proficiency trainings, pre-departure orientation of emigrant workers, job forecasting, research and development, passport/visa/air ticketing assistance, occupational competency certification, information guidance and counseling and post employment labour welfare.

LABOUR WELFARE (LABOUR COMMISSIONER'S OFFICE)

21.21 The important aspect in the process of economic development of the state is the maintenance of good industrial relations and industrial

peace. Labour department is responsible for the maintenance of industrial peace and enforcement of labour laws in the State.

21.22 ₹ 30.00 lakhs are likely to be spent during the year 2010-11. An amount of ₹ 50.00 lakhs are proposed for the year 2011-12 for labour court and Vishwakarma Contributory Pension Scheme.

Vishwakarma Contributory Pension Scheme

21.23 The Vishwakarma Contributory Pension Scheme has been launched on 1st Sept., 2007. The beneficiaries of the scheme have been envisaged as 20 categories of unorganized sector workers excluding the agriculture occupations, small and marginal farmers and the workers who are being benefited by other pension scheme. The contribution of the State Government is equivalent to the contribution of the workers with the highest limit of Rs 1000 per worker per year. This scheme is being implemented through a private sector company Invest India Micro Pension Services (IIMPS).

21.24 Upto the end of financial year 2009-10, 44753 workers has been benefited in this scheme. It is expected to extend the benefit of the scheme for 50000 new workers during 2010-11.

21.25 ₹ 11.17 lakhs are likely to be spent during the year 2010-11. ₹ 31.17 lakhs are proposed for the year 2011-12.

FACTORIES AND BOILERS

21.26 There is a separate Inspector, Factories and Boilers department in the State. Its activities relates to ensuring industrial safety and health amongst the industrial workers, promoting labour welfare through industrial hygiene in the organized sector and enforcing effectively the statutory provisions relating to industrial safety and health. ₹ 14.40 lakhs is proposed for the year 2011-12.

BONDED LABOUR

21.27 The Bonded Labour System (Abolition) Act, 1976 prohibits the system of bondage in the country. Identification and the release and rehabilitation of bonded labour work are being done under bounded labour scheme. After identification, the bonded labours are being released and rehabilitated by providing financial assistance (shareable in the ratio of 50:50 between the Central and State Government). ₹ 1.00 lakh is proposed for the year 2011-12.