

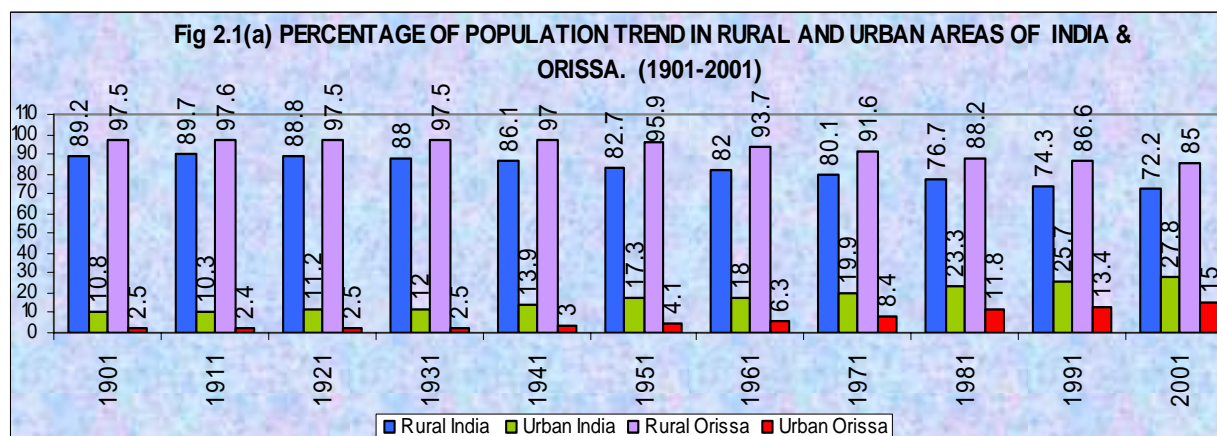
CHAPTER 2

MANPOWER AND EMPLOYMENT

2.01 Orissa is rich in natural resources, but still it groans under poverty and unemployment. While the Labour force shows an increasing trend over the years, the employment opportunity in the organized sector has already been saturated. In spite of introduction of a number of employment generation programmes by Central Government / State Government, the backlog of un-employment in the State by the end of Tenth Plan period has been estimated to be

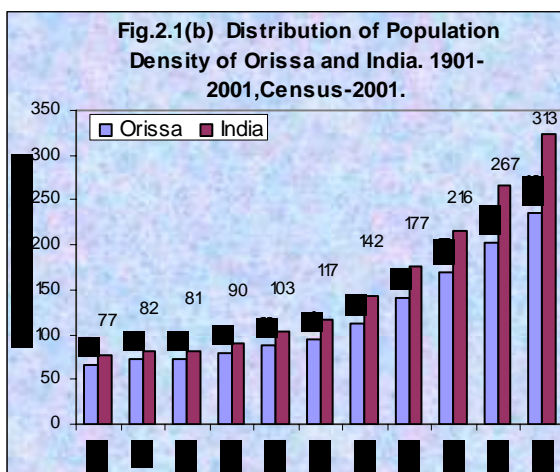
9.74 lakh. To fight the situation, focused attention is being given for creation of sustainable self-employment opportunities in the State.

2.02 The population of the State, according to the 2001 Census, is 368.05 lakh which is about 3.58% of the population of the country. The trend of percentage of population in both rural and urban Orissa and India over a period of 100 years i.e. from 1901-2001 is given in table 2.1(a).



2.03 The decennial growth rate depicts a declining trend i.e. from 20.06 to 16.25 within decade (1981-91 to 1991-2001). The growth of population in Orissa and India since 1901 has been shown in Annexure-2.1.

2.04 The density of population which was 203 per sq. km in 1991 has increased to 236 in 2001, as compared to the corresponding all India figures of 267 and 313 respectively. Fig. 2.1(b) reflects the density of population of Orissa as well as India since 1901 census.



2.05 The district wise decadal growth rate (DGR) and population density are given in Map-2.1 & Map 2.2 respectively.

Map – 2.1

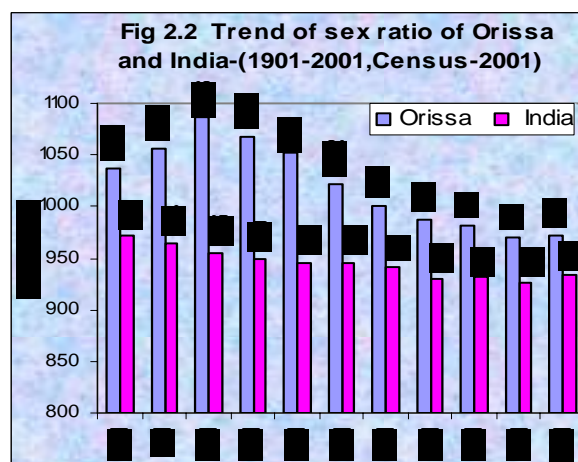
2.06 As regards DGR it was observed that, it is fairly high i.e. (17.5% to 25%) in 10 nos. of districts as compared to state average 16.3%. In 13 districts the growth rates have been lower than the State average. DGR in urban population has been very high i.e. 30% to 50%. The high growth rate may be attributed to either installation of different projects which attracted immigration to these areas or due to the development of more urban growth centres.

Map – 2.2

2.07 As regards population density the districts vary widely from 667 per sq. km. in Khurda district to as low as 81 per sq. km. in

Kandhamal district. It also reflected that the districts lying in the coastal plain have invariably higher population density than those lying in other regions.

2.08 The sex ratio has increased marginally from 971 during 1991 to 972 in 2001 which is much higher than the all India figures 927 and 933 respectively. Sex ratio since 1901-2001 is reflected in Fig 2.2 respectively. District wise population distribution, decadal growth rate, Sex ratio and population density as per 2001 census is given in Annexure – 2.2.



2.09 The total literacy rate in the State which was 30.5% during 1971 has increased to 63.10% in 2001 Census. The female literacy rate has also increased remarkably from 16.3% to 50.51% during the same period are reflected in Table 2.1.

Table 2.1
Literacy rate by sex in Orissa & India (in percentage).

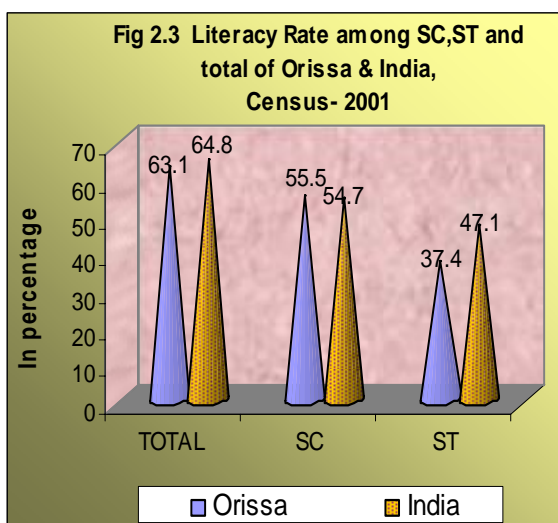
Census Year	Orissa			India		
	M	F	P	M	F	P
1971	44.5	16.3	30.5	46	22	34.5
1981	56.5	25.1	41	56.4	29.8	43.6
1991	63.1	34.7	49.1	64.1	39.3	52.2
2001	75.3	50.5	63.1	75.3	53.7	64.8

M = Male

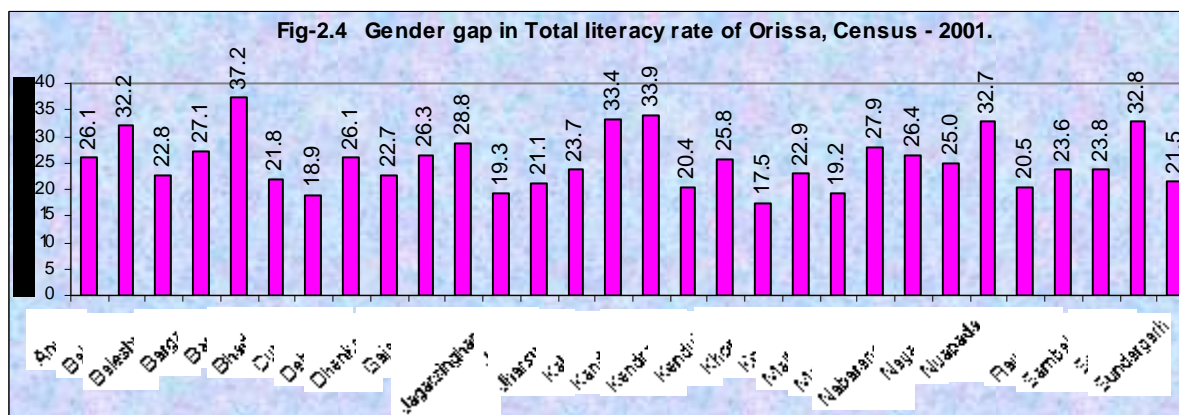
F= Female

P= Person

2.10 A comparison of literacy rate among SC, ST vis a vis total population of Orissa and India during 2001 has been presented in fig 2.3.



2.11 The STs have lowest level of literacy followed by SCs for Orissa as well as at all



2.12 The district wise total literacy rate and female literacy rate is given in Map 2.3 and Map 2.4 respectively.

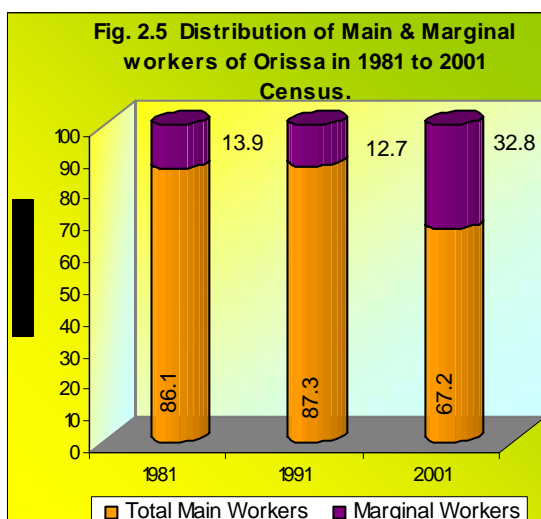
Map -2.3

2.13 As regards to total literacy rate 10 contiguous districts show a very high literacy rate i.e. 70% and above. But in southern part of Orissa 7 contiguous districts exhibits a very low literacy rate i.e. less than 46% even in Malkangiri district it is 30.53%.

Map – 2.4

2.14 Higher literacy rate among females is a better indicator for socio economic progress than over all literacy rate. The literacy rate among females is highest in Khurda (70.4%) and lowest in Nabarangapur (20.79%).

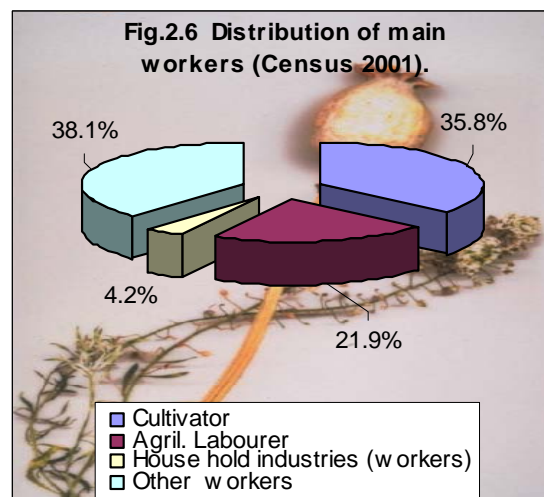
2.15 The Census data revealed that, the percentage of total workers to total population in the State has increased from 37.53% to 38.79% and at the same time, the percentage of main workers to total workers has declined from 87.33% to 67.17%. The distribution of main and marginal workers from Census 1981 to census 2001 is given in Fig.2.5.



2.16 This indicates that the extent of under-employment in the State has considerably increased along with the increase of work force. The proportion of male workers to male population and female workers to female population in the State, as per 2001 Census stood at 52.5% and 24.7% respectively while

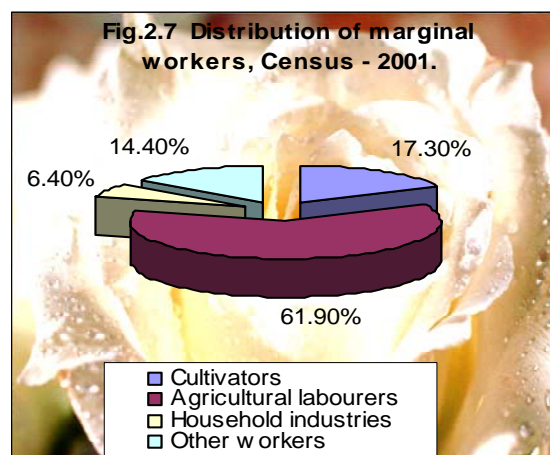
corresponding proportion at all India level remained at 51.7% and 25.6% respectively.

2.17 The number of main workers in 1991 was 103.78 lakh which declined to 95.89 lakh in 2001. This comprised 34.35 lakh (35.8%) cultivators, 20.98 lakh (21.9%) agricultural Labourers, 4.04 lakh (4.2%) workers in household industries, and 36.52 lakh (38.1%) other workers. Four fold classifications of main workers of Orissa in 2001 census in term percentage to total main workers has been depicted in Fig.2.6. The percentage of cultivators and agricultural labourers to total workers has reflected a declining trend from census 1981 to census 2001. This indicates that workers engaged in agriculture and allied activities preferred to divert to non-agricultural sector as their main activity.



2.18 As per 2001 Census, there were 142.76 lakh total workers out of which 95.89 lakh are main workers and 46.87 lakh marginal workers. The main workers and

marginal workers constitute 67.2% and 32.8% of the total workers respectively. District wise occupational classifications of the main workers, the marginal workers and the total workers according to 2001 census have been presented in Annexure 2.3. Out of 46.87 lakh marginal workers, 8.12 lakh (17.3%) were cultivators, 29.01 lakh (61.9%) agricultural labourers, 2.97 lakh (6.3%) workers engaged in house-hold industries and 6.76 lakh (14.4%) were other workers. Four fold classification of marginal workers of Orissa as per 2001 census in terms of percentage to total marginal workers of Orissa has been reflected in Fig.2.7.



2.19 Table 2.2 shows the economic classification of workers in Orissa since Census - 1981.

Table - 2.2
Economic Classification of Workers in Orissa.

(Number in thousands)

Sl. No.	Category of Workers	As per 1981 Census		As per 1991 Census		As per 2001 Census	
		Number	%	Number	%	Number	%
A.	MAIN WORKERS						
1.	Cultivators	4053	(40.4)	4599	(38.7)	3435	(24.1)
2.	Agricultural labourers	2397	(23.9)	2977	(25.1)	2098	(14.7)
3.	Live stock, forest, fisheries etc.	207	(2.1)	193	(1.6)	N.C.	N.C.
4.	Mining and quarrying	72	(0.7)	101	(0.8)	N.C.	N.C.
5.	Manufacturing and processing						
	i. Household industries	285	(2.8)	324	(2.7)	404	(2.8)
	ii. Other than household industries	313	(3.1)	364	(3.1)	N.C.	N.C.
6.	Construction	96	(1.0)	90	(0.8)	N.C.	N.C.
7.	Trade and commerce	355	(3.5)	558	(4.7)	N.C.	N.C.
8.	Transport, storage and communication	136	(1.4)	181	(1.5)		N.C.
9.	Other services / other workers	721	(7.2)	991	(8.3)	3652	(25.6)
	TOTAL MAIN WORKERS	8635	(86.1)	10378	(87.3)	9589	(67.2)
B.	MARGINAL WORKERS	1387	(13.9)	1505	(12.7)	4687	(32.8)
C.	TOTAL WORKERS (A+B)	10022	(100.0)	11883	(100.0)	14276	(100.0)
D.	TOTAL NON-WORKERS	16348	16348	19777		22528	

N.C. – Not compiled

N.B : Figures in brackets are percentages to total workers, **Source** : 1981, 1991 and 2001 Census.

* Other workers in 2001 Census – all workers except Cultivator, Agricultural Labourers and Household industries.

REGISTERED UNEMPLOYMENT

2.20 There are 80 Employment Exchanges in the State functioning under Directorate of Employment. These employment exchanges normally undertake registration of eligible unemployed with the aim to provide them possible placement in the existing vacancies under different public sector establishments. But the present ongoing reform process of the State Government to downsize the State Government establishments as well as PSUs has severely affected the placement initiatives. During 2005, about 1.43 lakh job-seekers including 0.26 lakh female applicants were registered in employment exchanges as against 2.67 lakh job seekers including 0.82 lakh females registered during 2004. Out of

1.43 lakh registrants during 2005, 20247 were SC and 15967 were ST which together constitutes 25.2% of the total registrants as against 42.4% recorded in 2004. During the year 2005 about 1876 vacancies were notified as against 1760 vacancies notified in the year 2004. During 2005, 1908 placements were made including the spill over vacancies notified earlier which constitute 1.3% of the registrations made during the year and 0.23% of the total applicants on the Live Register by the end of 2005. Out of 1908 placements made in 2005, 470 (24.6%) were SC and ST and 275 (14.4%) were females. Table 2.3 shows the status of registration, vacancies, and placements in the State since the year 2000.

Table 2.3
Registration, Notification of Vacancies and Placement made through Employment Exchanges.

Year	Registration made during the year	Vacancies notified	Placement made				Vacancies notified as % to registration made	Placement made as % to registration made
			Total	SC	ST	Female		
2000	164577	3171	2421	407	422	403	1.93	1.47
2001	130586	2620	2412	445	336	583	2.01	1.85
2002	141234	2239	2601	393	338	615	1.59	1.84
2003	168824	2325	1529	231	293	443	1.38	0.91
2004	267337	1760	1760	238	266	420	0.66	0.66
2005	143323	1876	1908	203	267	275	1.31	1.33

Source : Directorate of Employment, Orissa.

2.21 The total number of job seekers in the Live Register by the end of 2004 was about 8.59 lakh, which has declined to 8.34 lakh by the end of 2005; while the stock of female, SC and ST job seekers on the Live Register by the end of 2004 was 1.94 lakh, 1.73 lakh and 1.22 lakh respectively, which declined to 1.91 lakh, 1.70 lakh and 1.21 lakh respectively by the end of the year 2005. The L.R. position

also reveals that while the number of educated unemployed decreased from 7.45 lakh by the end of 2004 to 7.17 lakh by the end of 2005, the numbers of un-educated (below matric) job seekers has increased from 1.14 lakh to 1.17 lakh during the same period. The details on L.R. position have been reflected on Table 2.4.

2.22 Table 2.4 also indicates that the percentage of job seekers having educational background Matriculate and Under Graduate in the Live Register occupies highest position followed by Graduates and Post graduates

(general). While the percentage of Matriculates and under graduates was 72.9% of the total educated job seekers by the end of 2005, it was 74.1% by the end of 2004.

Table 2.4
Live Register Position in Orissa.

(In thousand)

Year	Total applicants	Below Matric	Matriculate and under graduate	Graduate and post-graduate (general)	Graduate and post-graduate (technical)	Other diploma holders	Total educated unemployed (col.4+5+6+7)
2000	968	187	587	175	5	14	781
2001	906	169	559	160	5	13	737
2002	762	146	462	133	8	15	616
2003	737	127	454	107	34	15	610
2004	859	114	552	138	39	16	745
2005	834	117	523	163	6	25	717

Source : Directorate of Employment, Orissa, Bhubaneswar.

2.23 Table 2.5 indicates that while the Live Register position of technical graduates and postgraduates in the State was in increasing trend up to the end of the year 2004, it has

declined in 2005. While the number of technical graduates has decreased by 9.6% over the year 2004, the number of technical post-graduates has increased by 16%.

Table 2.5
Live Register Position of Technical Graduates and Post-graduates in the State.

(In numbers)

Category	Job seekers by end of the year					
	2000	2001	2002	2003	2004	2005
1. Technical graduates						
a) Engineering						
i. Civil	403	364	359	392	396	424
ii. Electrical	808	938	830	873	912	687
iii. Mechanical	501	430	458	672	823	907
iv. Electronics	271	334	306	373	499	445
v. Chemical	37	36	43	42	54	57
vi. Metallurgical	28	25	19	19	18	15
vii. Agril. Engineering	106	93	73	58	71	80
viii. Computers	48	52	81	188	281	323
ix. Others	141	169	229	174	185	162
Total (a)	2343	2441	2398	2791	3239	3100
b) Medical						
c) Veterinary	4	43	47	53	11	19
d) Agriculture	558	529	440	393	413	422
e) Pharmacy	7	-	-	-	-	-
Total (1)	4696	4842	5030	5470	5600	5064
2. Technical Post-Graduates						

a) Engineering	14	12	16	28	30	28
b) Medical	10	10	20	20	15	133
c) Veterinary	5	4	3	3	3	3
d) Agriculture	241	247	303	327	372	323
Total (2)	270	273	342	378	420	487
Grand Total (1+2)	4966	5115	5372	5848	6020	5551

Source: Directorate of Employment, Orissa, Bhubaneswar.

EMPLOYMENT IN ORGANISED SECTOR

2.24 According to employment market area information available with the Directorate of Employment, the employment in the organized sector is in a declining trend. While there were 8.06 lakh employees in the organized sector in 2001, it came down to 7.45 lakh by the end of 2005, showing a decline of 7.57%. Further, while the employment in the public sector has decreased from 7.17 lakh in 2001 to 6.55 lakh in 2005, registering a decrease of 8.6%, the employment in the organized private sector has increased marginally from 0.89 lakh to 0.90 lakh during the same period. Organised private sector in the State contributed only 12.1% to the total employment in the organized sector. Emphasis is being given to increase the women employment in the organized private sector in the State.

2.25 The State Govt. are giving high priority for women employment in Public sector as well as in Private sector establishments. Orissa is also one of the few pioneering states to reserve 30% jobs for women in all Govt. Departments and Public Sector Undertakings.

As a result, in spite of down sizing the public sector establishment, the women employment in the Public sector establishments is showing an increasing trend while total employment in the Public sector is in a decreasing trend. While the total employees in the public sector decreased from 7.11 lakh during 2000 to 6.55 lakh by the end of 2005, the women employees in the public sector has increased from 0.89 lakh to 1.00 lakh during the same period. The percentage of women employees in the public sector to total employees in that sector was 12.5% during 2000 which has also increased to 15.3% by the end of 2005. In the organized private sector, the total number of employees has increased from 0.87 lakh in the year 2000 to 0.90 lakh in 2005 showing a marginal increase of about 3.4%, while during the same period the women employees in the organized private sector has increased from 0.10 lakh to 0.11 lakh showing a marginal increase of about 10%. Table-2.6 indicates details of the employment in the organized sector in the State since 2000.

Table 2.6
Employment in the Organized Sector.

(In thousand)

Year	Public sector		Private sector		Total Organized sector employment	Women employees in Organized sector	Percentage of women employees to total employees
	Total	Women	Total	Women			
2000	711	89	87	10	798	99	12.4
2001	717	92	89	10	806	102	12.7
2002	692	93	79	10	771	103	13.4
2003	680	96	87	10	767	106	13.8
2004	657	96	89	11	746	107	14.3
2005	655	100	90	11	745	111	14.9

Source: Directorate of Employment, Orissa, Bhubaneswar.

2.26 In order to create greater employment avenues for women, both in organised as well as in un-organised sectors, it has been proposed to continue the following measures during the Tenth Plan period.

- ♦ *To eliminate gender bias in recruitment and to improve working condition for women employees.*
- ♦ *To organize women's associations in the form of societies to enable them to get part-time employment in the productive sectors.*
- ♦ *To keep a close watch on change of occupational structure of women workers and improve their educational standards.*
- ♦ *To explore new areas of employment for women.*
- ♦ *To provide vocational training in various fields to improve employability by developing skills of educated as well as un-educated women.*
- ♦ *To develop new job opportunities and higher skill levels in the tertiary sector for educated women by providing training in specific fields.*

EMPLOYMENT IN UNORGANISED SECTOR

2.27 A number of self employment and wage employment schemes/ programmes initiated during earlier Plans are continuing during the Tenth Plan period.

2.28 The scheme "Swarnjayanti Gram Swarozgar Yojana" (SGSY) is being implemented in the State since 01.04.1999 by amalgamating the earlier schemes like I.R.D.P. (Integrated Rural Development Programme), TRYSEM (Training of Rural Youth for Self Employment) and DWCRA (Development of Women and Children in Rural Area). The objective of "SGSY" is to bring every assisted poor family above the poverty line within a period of three years. 63,904 swarozgaries were assisted for self employment under this programme during 2005-06 with an expenditure of Rs.80.74 crore as against 65,712 swarozgaries assisted with an expenditure of Rs.82.82 crore during 2004-05. Out of 63904 swarozaries benefited during 2005-06, 17105 belong to SC, 18584 belong to ST and 57307 were women beneficiaries.

2.29 In order to create employment avenues for the unskilled labourers of rural areas, Sampoorna Gramin Rojgar Yojana (SGRY), a Centrally Sponsored scheme is being implemented by Government with effect from 25.9.2001, restructuring the erstwhile

"Jawahar Gram Samrudhi Yojana (JGSY)" and "Employment Assurance Scheme (EAS)".

The main objective of the scheme is to provide additional wage employment in rural areas, ensure food security, create durable community assets and develop rural infrastructure. As against the target of generating 589.91 lakh mandays of employment, 556.02 lakh mandays could be generated during 2005-06 with an investment of Rs.354.44 crore showing an achievement of about 94.3%. Besides, a new scheme "National Rural Employment Guarantee Programme" is in operation since February'2006. During March'2006, about 355 lakh mandays of employment has been created with an expenditure of Rs.347.17 crore.

2.30 Prime Minister's Rozgar Yojana (PMRY) is being implemented in the State since 1993-94 to provide employment to the educated youth having minimum qualification of Class-VIII and annual family income Rs.40,000/- or less. Rs.642.35 crore has been disbursed to 1,03,182 educated unemployed youth and 91,175 micro enterprises have been promoted till July, 2006 since inception and 1,88,818 persons have been provided employment under the scheme. Out of these Rs.93.73 crore has been disbursed in 15,768 cases during 2005-06 and employment for 27,925 persons could be generated.

CHILD LABOUR

2.31 In spite of the imposition of Child Labour Act and implementation of different child welfare programmes, there is a large number of child Labourers in the State. As per 2001 population Census, the child population in the State in the age group of 5-14 was 86.34 lakh, of which 3.78 lakh (4.4%) were engaged in various economically gainful activities and 94.4% of them were engaged in rural areas. Out of total 3.78 lakh workers in the age group 5-14, 1.10 lakh (29.1%) were categorized as main workers while 2.68 lakh (70.9%) were marginal workers. Out of total 3.78 lakh workers in the age group 5-14 the percentage of girl workers was 51.5%. Further, Census sources also reveal that about 26.3% of the total child workers were illiterate.

2.32 Eighteen National Child Labour Projects are in operation in 18 districts for rehabilitation and elimination of child Labour from hazardous occupation. Under the scheme 20/40 nos. of special schools are opened for 50/100 Child Labour in each school, which are providing non-formal education and vocational training. By the end of 2005, about 31,748 Child labourers have been admitted in 609 special schools opened under National Child Labour Project. Project proposal for opening of 12 new National Child

Labour Projects in the remaining 12 districts have been submitted to Government of India.

2.33 As recommended by the Technical Advisory Committee on Child Labour headed by the Director, General, ICMR, Govt. of India have imposed ban on employment of children as domestic help or servant at the road side dhabas and such recreational centres under the Child Labour (prohibition & Regulation) Act, 1986 has high effect from October'2006.

BONDED LABOUR

2.34 Bonded Labour system, a heinous arrangement, was more or less prevalent in the State which has been tackled by implementing Bonded Labour Act and rehabilitating the released bonded Labourers with financial support from Government of India. 50,790 bonded Labourers including 13,904 SC and 20,424 ST have been identified in the State by the end of March 2005 of which 41.4% belonged to undivided KBK districts. Highest number of bonded Labour has been identified in Bolangir district (4931) followed by Mayurbhanj district (3496) while lowest number in Deogarh district (115). By the end of March, 2005 about 49,011 bonded Labourers were released and 47,044 including 13,121 SC and 18,357 ST were rehabilitated with an expenditure of Rs. 18.24 crore. During the year 2004-05, only 19 bonded labourers have been rehabilitated with an expenditure of Rs. 10.41 lakh. An outlay of Rs. 0.50 lakh has been provided in the Annual

plan, 2006-07 as State share for rehabilitation of Bonded Labourers as against Rs. 51.79 lakh State share proposed for the Tenth Plan period.

Special drive for self employment

2.35 The State Govt. has mounted a special drive for creation of self-employment opportunity for 14.34 lakh persons during the Tenth Plan period, against which the achievement in the said period up to December, 2006 is estimated to be 10.06 lakh. Now innovative important schemes included in this drive were the establishment of Agro-service Centres /Agri Business Enterprises including Horticulture & Floriculture, Cultivation of medicinal plants, shopping complex in identified urban centers, I.T. Kiosks and promotive of small scale industries.

2.36 A State Level Steering Committee has been constituted under the chairmanship of the Development Commissioner to monitor proper implementation of self-employment schemes. Similarly at the district level, District Level Committee has been setup to review the progress of Self Employment Programmes (SEPS).

Employment Mission

2.37 To solve the problem of unemployment, Government have put in place the State Employment Policy, 2005. As a part of the Policy a High Power Employment

Mission under the Chairmanship of Hon'ble Chief Minister has been constituted on 31.03.2005. The Mission is facilitating generation of adequate employment opportunity through the policy framework. The Executive Body of the High Power Employment Mission (HPEM) is headed by the Chief Secretary. Five steering committees of the HPEM Agriculture and Allied activities, Industries and Allied activities, Capacity Building, Finance and Communication have been constituted under the Chairmanship of the Hon'ble Chief Minister. Director, Employment is functioning as the Mission Director of the Employment Mission. The Orissa State Employment Mission Society (OSEMS) has been constituted since February 2006. Development Commissioner

–cum- Addl. Chief Secretary, Commissioner – cum- Secretary of Labour & Employment Department and Director, Employment-cum-Employment Mission are functioning as President, Vice-president, and Member Secretary of the OSEMS.

2.38 Grant in Aid to the tune of Rs.1.5 crore and Rs.7.95 crore have been placed with the OSEMS during 2005-06 and 2006-07 respectively for skill up gradation / self employment training programmes and anguative self employment opportunities in the State. During 2005-06, 4516 unemployed youth have been imparted skilled up gradations training by the OSEMS through the DTET.