

CHAPTER 2

MANPOWER AND EMPLOYMENT

2.01 According to 2001 population census, Orissa comprises 4.7% of India's landmass and 3.58% of the India's population. Through the state is endowed with vast natural resources like large coastal line, huge forest cover, plenty of water resources and rich mineral deposits, it is still identified as one of the poorest state in the country. Poverty and unemployment are two burning problems for the state. The percentage of population below poverty line in the state is highest in the country i.e. 39.9% as compared to 21.8% at all India level as per 2004-05 NSS report. 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 Eleventh Five Year Plan period has been estimated to be 13.93 lakh. To fight the situation, focused attention is being given for creation of sustainable self-employment opportunities in the State through rapid industrialisation along with due weightage to agriculture.

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.

2.03 The decennial growth rate of population at 16.25% during the decade 1991-2001 was much lower than the corresponding growth rate of 20.06% during the previous decade (1981-91). 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.

2.05 As regards Decadal Growth Rate (DGR) it was observed that, Khurda district has the highest DGR i.e. 24.99% followed by Nawarangpur (21.15%) and Bhadrak (20.61%). Lowest DGR has observed in Bolangir district (8.63%). The DGR for Orissa stood at 16.25% while it was 21.54% at all India level as per 2001 population census. Further 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 centers.

2.06 The density of the population of the districts of Orissa vary widely from 667 per sq. km. in Khurda district to as low as 81 per sq. km. in Kandhamal district. It also reflects that the districts lying in the coastal plain have invariably higher population density than those in other regions.

2.07 The sex ratio has increased marginally from 971 in 1991 to 972 in 2001 which is much higher than the all India figures 927 and 933 respectively. District wise population distribution, decadal growth rate, sex ratio and population density as per 2001 Census is given at Annexure – 2.2.

2.08 The total literacy rate in the state which was 49.1% in 1991 has spectacularly increased to 63.1% in 2001 census which is nearer to the all India average of 64.8%. The female literacy rate in the state has also increased remarkably from 16.3% in 1971

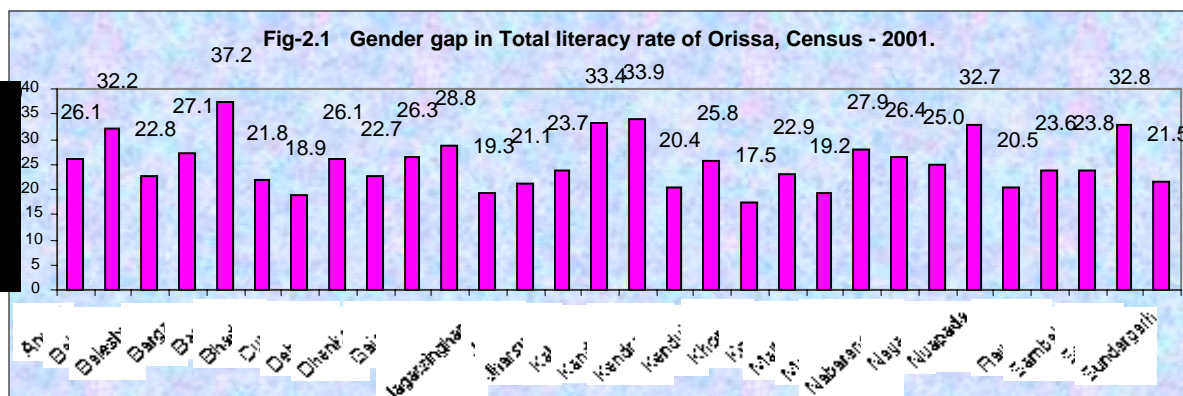
census to 50.51% in 2001 census. The STs have lowest level of literacy followed by SCs for Orissa as well as at all India level. As per 2001 census, the literacy rate for ST & SC recorded as 37.4% and 55.5% respectively. The corresponding literacy rate at all India level is 47.1% and 54.7% respectively.

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

Census Year	Orissa			India		
	M	F	P	M	F	P
1971	44.5	16.3	30.5	46.0	22.0	34.5
1981	56.5	25.1	41.0	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

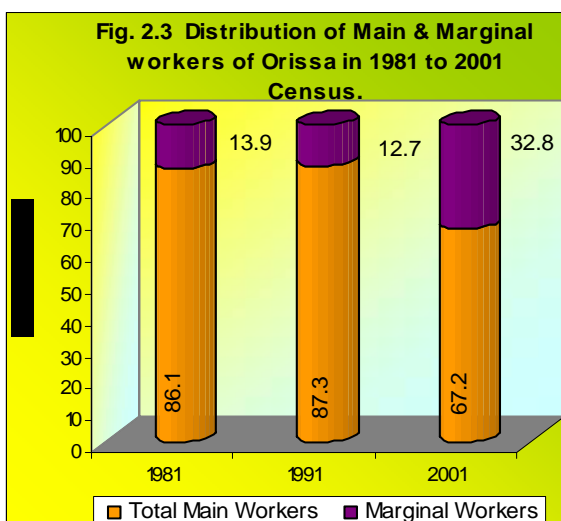
M = Male F= Female P= Person

2.09 The male literacy rate over female literacy rate is reflected in Fig 2.1 where Boudh (37.2%) tops the rank and Khurda (17.5%) records minimum.



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

2.11 Census, 2001 data reveals that, the percentage of total workers to total population in the State has increased marginally 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.2.3.



2.12 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 national level remained at 51.7% and 25.6% respectively.

2.13 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. 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 mainly due to rapid industrialisation which offers stable occupation.

2.14 As per 2001 Census, there were 142.76 lakh total workers out of which 95.89 lakh were 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 household industries and 6.76 lakh (14.4%) were other workers.

2.15 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		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

2.16 There are 80 Employment Exchanges in the State functioning under Directorate of Employment. These employment exchanges normally undertake registration of eligible unemployed persons with the aim to provide them possible placement in the existing vacancies under different public sector establishments. During 2006, about 2.41 lakh job-seekers including 0.62 lakh female

applicants were registered in employment exchanges as against 1.43 lakh job seekers including 0.26 lakh females registered during 2005. Out of 2.41 lakh registrants during 2006, 27,280 were SCs and 19,936 were STs which together constitutes 19.6% of the total registrants as against 25.2% recorded in 2005. During the year 2006 about 2103 vacancies were notified as against 1876 vacancies notified in the year 2005. During

2006, 586 placements were made including the spill over vacancies notified earlier which constitute 0.24% of the registrations made during the year and only 0.06% of the total applicants on the Live Register by the end of 2006. Out of 586 placements made in 2006,

224 (38.2%) belong to SC and ST community and 111 (18.9%) 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
2006	240963	2103	586	106	118	111	0.87	0.24

Source : Directorate of Employment, Orissa.

2.17 Table 2.4 presents the live register position in Orissa from the year 2000 to 2006. Total applicants on the live register by the end of 2005 were 8.34 lakh which has increased to 9.07 lakh by the end of 2006, showing an increase of 8.7% over previous year. Out of total 9.07 lakh applicants on the live registrar

3.23 lakh (35.6%) belong to SCs & STs and 2.17lakh (23.9%) were female applicants. The table also reveals that 83.35% of the total applicants on the live register were educated unemployed (matric and above qualification) and 61.6% applicants having qualification with Matric and under graduate.

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
2006	907	151	559	171	5	21	756

Source : Directorate of Employment, Orissa, Bhubaneswar.

2.18 Table 2.5 shows the number of technical post graduates showing an increasing trend. Over all, the total number of technical graduates and post graduates on the live registrar in Orissa from the year 2000 to 2006. It is observed that while the number of technical graduates on the live registrar showing a declining trend from the year 2004 and decreased by 2% over the year 2005.

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					
	2001	2002	2003	2004	2005	2006
1. Technical graduates						
a) Engineering						
i. Civil	364	359	392	396	424	366
ii. Electrical	938	830	873	912	687	715
iii. Mechanical	430	458	672	823	907	881
iv. Electronics	334	306	373	499	445	474
v. Chemical	36	43	42	54	57	51
vi. Metallurgical	25	19	19	18	15	12
vii. Agril. Engineering	93	73	58	71	80	72
viii. Computers	52	81	188	281	323	346
ix. Others	169	229	174	185	162	134
Total (a)	2441	2398	2791	3239	3100	3051
b) Medical	1829	2145	2233	1937	1523	1227
c) Veterinary	43	47	53	11	19	77
d) Agriculture	529	440	393	413	422	515
e) Pharmacy	-	-	-	-	-	-
Total (1)	4842	5030	5470	5600	5064	4870
2. Technical Post-Graduates						
a) Engineering	12	16	28	30	28	112
b) Medical	10	20	20	15	133	150
c) Veterinary	4	3	3	3	3	3
d) Agriculture	247	303	327	372	323	308
Total (2)	273	342	378	420	487	573
Grand Total (1+2)	5115	5372	5848	6020	5551	5443

Source: Directorate of Employment, Orissa, Bhubaneswar.

EMPLOYMENT IN ORGANISED SECTOR

2.19 Table 2.6 shows the employment in the organized sector basing on the employment market area information available with the Directorate of Employment. While the employment in the public sector shows a declining trend, the employment in organized private sector shows an increasing trend. During the year 2000 there were 7.11 lakh employees in the public sector establishment which declined to 6.49 lakh by the end of 2006. On the other hand the number of employees in the organized private sector increased from 0.87 lakh to 0.92 lakh during

the same period, i.e. while the public sector employment decreased by 8.7% over 2000, organized private sector employment increased by 5.75% over the year 2000. Similarly, while the women employees in the public sector increased from 0.89 lakh during 2000 to 1.00 lakh during 2006, showing an increase of 12.4%, women employees in the organized private sector increased marginally from 0.10 lakh to 0.11 lakh during the same period. The percentage of women employees to total employees which was 12.4% during the year 2000 has increased to 14.9% by the end of 2006.

Table 2.6
Employment in the Organised 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
2006	649	100	92	11	741	111	14.9

Source: Directorate of Employment, Orissa, Bhubaneswar.

2.20 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.

- ◆ 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

2.21 A number of self employment and wage employment schemes/ programmes initiated during earlier Plans are continuing during the Eleventh Five Year Plan period.

2.22 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. 68,687 swarozgaries were assisted for self employment under this programme during 2006-07 with an expenditure of Rs.86.11 crore as against 63,904 swarozgaries assisted with an expenditure of Rs.80.74 crore during 2005-06. Out of 68687 swarozgaries benefited during 2006-07, 17278 (25.2%) belong to SCs, 20411 (29.7%)

belong to STs and 63126 (91.9%) were women beneficiaries.

2.23 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 183.60 lakh mandays of employment, 183.61 lakh mandays employment could be generated during 2006-07 with an investment of Rs.132.23 crore showing 100% achievement. Besides, a new scheme "National Rural Employment Guarantee Programme" is in operation since February'2006. During 2006-07, about 799.34 lakh mandays of employment have been created under this programme with an expenditure of Rs.733.47 crore.

2.24 Prime Minister's Rozgar Yojana (PMRY) is a central plan scheme is being implemented in the state since 1993-94 for providing employment opportunities to educated unemployed youth within the age group of 18-35 years (relaxation of 10 years in

upper age limit for candidates belonging to SC/ST/Women/PH/Ex-service men category) having minimum qualification of class-VIII pass and annual family income of Rs.1,00,000 or less. Rs.725.40 crore has been disbursed to 1,17,708 educated unemployed youth and 1,04,620 micro enterprises have been promoted till the end of July 2007 since inception and 2,16,189 persons have been provided employment under the scheme.

CHILD LABOUR

2.25 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 of 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 of 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.

2.26 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 2006, about 32388 Child labourers have been admitted into 632 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.

2.27 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 centers under the Child Labour (prohibition & Regulation) Act, 1986 with effect from October'2006.

BONDED LABOUR

2.28 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. 50,792 bonded labourers including 13,904 SCs and 20,424 STs have been identified in the State by the end of March 2007 of which 41.4% belonged to undivided KBK districts. Highest number of bonded Labourer have been identified in Bolangir district (4931) followed by Mayurbhanj district

(3496) while lowest number in Deogarh district (115). By the end of March, 2007 about 49,013 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.2.50 lakh and Rs.0.50 lakh have been proposed towards state share of CSP for rehabilitation of bonded labourers during Eleventh Plan Period and Annual Plan, 2007-08.

Special drive for self employment

2.29 As the scope of employment opportunities in the organised sector is limited, Govt. has accorded very high priority for employment generation through self employment ventures and providing financial and marketing support, appropriate training, to the unemployed youth. During the year 2005, state government has framed "State Employment Policy" and constituted a "High Power Employment Mission" under chairmanship of Hon'ble Chief Minister and an Executive Body of the Employment Mission under the chairmanship of the Chief Secretary of the State.

2.30 A sum of Rs.1.50 crore and Rs.7.95 crore was provided in the year 2005-06 and 2006-07 respectively under state plan to Orissa State Employment Mission Society

(OSEMS) for training programmes for skill up gradation and augmentation of self employment opportunity in the state. During 2005-06 and 2006-07 about 4516 and 7700 unemployed youths have been imparted self employment training in various trades in informal sector respectively. An amount of Rs.50.00 crore has been proposed for the 11th Five Year Plan to provide skill up-gradation training and augmentation of self employment opportunities in the state.

2.31 It was targeted to generate self employment opportunity for 14.34 lakh persons during 10th Five Year Plan Period (2002-07). Against this target employment for 11.68 lakh persons could be created by the end of 2006-07 under various self Employment Programmes with an achievement of 81.45%. It has been targeted to create 20.30 lakh self employment during 11th Five Year Plan period including 4.06 lakh person during 2007-08. In addition, W & CD department also providing self employment to women beneficiaries through SHGs under Mission Shakti Programme since 2001-02. By the end of 2006-07 about 2,16,547 SHGs were formed, providing self employment to 27.16 lakh women in group mode, including 25,762 SHGs formed with 3.13 lakh beneficiaries during 2006-07.

Employment Generation during 11th Plan Period

2.32 By utilizing the Current Daily Status (CDS) approach and NSS data, a fresh estimate of labour force, work force and unemployment in the state has been prepared. The backlog of un-employment has been estimated as 14.13 lakh person years in the state at the beginning of 11th Five Year Plan Period (2007-08). During 11th Five Year Plan period (2007-12) about 10.53 lakh additional labour force are likely to join in the labour market, while 10.73 lakh person years of employment is likely to be generated. Thus

additional employment generation during 11th Plan Period may exceed the projected additional labour force by 0.20 lakh. Thus the back log of employment which was estimated to be 14.13 lakh at the beginning of 11th Plan period (2007-08) may be reduced to 13.93 lakh person years by 2011-12. Similarly, in the annual plan 2007-08, 2.05 lakh persons years of additional labour force is likely to be added to the labour market as against employment to the extent of 2.08 lakh person years is likely to be generated leaving a back log of 14.10 lakh person years at the end of the year.

