CHAPTER 22
DIRECTORATE GENERAL OF EMPLOYMENT (DGE)

Background

22.1 The Directorate General of Resettlement and Employment (DGR&T) and Directorate General of Employment and Training (DGE&T) now known as Directorate General of Employment (DGE) was set up in July, 1945 for the purpose of resettling demobilized Defence Service personnel and discharged War Workers in civil life.

22.2 After Independence, the Directorate General was also called upon to handle work relating to displaced persons from Pakistan. Subsequently, the scope of the Directorate was extended to cover employment service to all categories of job seekers in early 1948, and training services to all civilians in 1950.

22.3 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 01.11.1956 on cost sharing basis between Centre and States.

22.4 Cost sharing by the Centre with the State Governments to the extent of 60% of the cost of the establishment 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.

22.5 With each successive Five Year Plan, there has been expansion of the activities of the Employment Service and Training Service in the Centre and the States. The total number of Employment Exchanges functioning at the end of October, 2015 is 978 (including 75 University Employment Information and Guidance Bureaux); and the total number of Industrial Training Institutes (both Government and Private) is 10,341 with a seating capacity of around 14.53 lakh.

22.6 The Directorate General is presently headed by the Principal Labour and Employment Advisor (PLEA). The organizational setup of the Directorate General consists of two principal wings, namely, Directorate of Employment and Secretariat Wing.

Responsibilities

Employment Directorate

▶ Plans and formulates programmes for expansion and development of National Employment Service in consultation with State Governments.

▶ Coordinates the work of Employment Service in States/UTs.

▶ Conducts training programmes and develops staff training material for the Employment Service personnel.

▶ Carries out periodic programme of evaluation of policies, procedures and working practices of Employment Exchanges in the States with a view to assessing and advising the State Governments on the progressive development of the service and to ensure that National Policies, Standards and Procedures are effectively implemented.

▶ Provides a central agency for adjusting surpluses and shortages in certain specified areas where recruitment requires wider circulation.
Infrastructural available

Employment Service

With State Governments

- 978 Employment Exchanges (including 40 Special Employment Exchanges for Handicapped) throughout India as on 31.10.2014;
- 38 Special Cells for Handicapped persons are functioning in 40 Employment Exchanges in various States as on 31.12.2013;
- The State Directorates of Employment are generally located in the State Capitals.

With Central Government

- 21 Vocational Rehabilitation Centres (VRCs) for Handicapped out of which one Centre at Vadodara is exclusively for women with disabilities;
- 24 Coaching-cum-Guidance Centres for Scheduled Castes/Scheduled Tribes;
- Central Institute for Research and Training in Employment Service (CIRTES) located at NOIDA (U.P.) has been renamed as National Institute for Career service (NICS);
- Central Employment Exchange under Directorate of Employment at New Delhi

Highlights

Employment Service

22.9 DGE does not implement any employment generation scheme. Its role is to coordinate and oversee the employment generation taking place in the country through the National Employment Service in India. The network of Employment Service has expanded from 18 Employment Exchanges in 1951 to 978 Employment Exchanges as on 31.10.2014.
22.10 A key role played by the Employment Exchanges is to motivate and guide the unemployed youth for taking up self-employment ventures in view of shrinkage in wage paid jobs. In 22 selected Employment Exchanges, Special Cells for Promotion of Self-Employment have been working.

22.11 As on 31.10.2015, 409 Vocational Guidance Units in Employment Exchanges and 75 University Employment Information and Guidance Bureaux (UEIGBX) within the University Campuses have been functioning in the country to render Vocational Guidance and Employment Counseling to job-seekers.

22.12 In order to maintain regular & reliable Employment Market Information, Employment Service in the States has been implementing the Employment Market Information (EMI) programme. The programme covers all establishments in the Public Sector and non-agricultural establishments in the Private Sector employing 10 or more workers.

22.13 Twenty four Coaching-cum-Guidance Centres for SC/STs have been set up in 24 States. Vocational Guidance and training in Confidence Building is provided to SC/ST job seekers through these centres. Besides, the facilities for typing and shorthand are provided to SC/ST job seekers in 14 Coaching-cum-Guidance Centres. These Centres have also been arranging Pre-Recruitment Training Programme for SC/ST candidates to improve their employability in competitive examinations conducted by Staff Selection Commission and other Recruitment Boards for Group 'C' and equivalent posts. During 2015-16, till September, 2015, 9747 candidates could make use of facilities provided at CGCs to practice typing and shorthand and 1174 candidates participated in the Pre-Recruitment Training Programmes organized by CGCs.

22.14 Twenty One Vocational Rehabilitation Centres (VRCs) for Handicapped are functioning in the country, out of which, one Centre at Vadodara has been set up exclusively for women with disabilities. One VRC at Ranchi has been established during 2013-14 and in the process of operationization. These Centres evaluate residual capacities of persons with disabilities and provide them adjustment training and skill training with a view to integrate them in the economic mainstream and make them productive citizens of the country. These Centres play pro-active role in creating public awareness and community participation in the rehabilitation of people with disabilities. During 2015-16 (upto 31.10.2015), these centres registered 19,943, evaluated 19,878 and rehabilitated 7354 persons with disabilities. Construction of barrier free buildings for VRC Guwahati has been completed. Training under Skill development Initiative Scheme based on Modular Employable Skills have been conducted in VRCs for imparting training to Persons with Disabilities. To synergize the link between demand and supply of skilled workforce, the Government has decided to transform VRCs into Model Career Centres for PWDs. The Centres will focus on career counseling as key activities for youth with disabilities to pursue skill enhancement courses that the market drive. The officers of the VRCs are being trained on professional counseling techniques. Outreach counseling sessions and job-fairs will be a key activity in these career Centres.

22.15 Placement Service to the disabled Ex-servicemen/Border Security Force personnel and their dependents is provided through an Ex-servicemen Cell set up in DGE (Hqrs.). At the end of October, 2015, there were 259 disabled soldiers and 2,475 dependents awaiting employment assistance through the Ex-Servicemen Cell.

22.16 Central Institute for Research & Training in Employment Service (CIRTES) is responsible for imparting training to officers of the Employment Service and conducting research in matter relating
to various activities of NES and develop tools and techniques for better implementation of NES programmes. It also prepares career literature for vocational guidance and career counselling. During 2015-16, one Training course on National Career Service for young professionals and officers of Employment Directorate was conducted in the month of October, 2015 (05-23.10.2015). One training programme on NCS Portal management for officers of VRC was conducted (17.11.2015 and 18.11.2015). A joint programme of CIRTES with NIELIT was organized for training of trainers on NCS Portal during 17-19th December, 2015 before the direct training of employment officers in January-February 2016.

**Annual Report to the People on Employment**

22.17 In a address on 04.06.2009 to the Joint Session of both Houses of Parliament, the President of India announced that the Government will bring out five Reports to the People on education, health, employment, environment and infrastructure. Ministry of Labour and Employment was entrusted with the responsibility of bringing out the report on employment, being the nodal Ministry on employment related matters.

- The first Annual Report to the People on Employment was released in July 2010.
- The Second Annual Report to the People on Employment was released in September 2012.
- The Third Annual Report to the People on Employment was released in May 2013. The main focus of the Annual report was on youth employment and unemployment.
- The Fourth Annual Report to the People on Employment was prepared in October 2013. The focus of the report was on Skills and Skills development with usual thrust of the Report remaining the same as of previous three reports.

- The Fifth and final Annual Report to the People on Employment was prepared in October 2014. The focus of the report was on ‘female labour force participation’.

**National Career Service**

22.18 The Ministry is implementing the National Career Service (NCS) Project as a Mission Mode Project for transformation of the National Employment Service to provide a variety of employment related services like career counseling, vocational guidance, information on skill development courses, apprenticeship, internships etc. The progress of this project is summarized below.

22.19 The Mission Mode Project was appraised and approved in November-December, 2013 with an outlay of Rs. 148.70 crore for the 12th Five Year Plan To give shape to the Government's intention of establishing Career Centres, the Project outlay has been raised upwardly in November, 2014 for an outlay of Rs 292.20 crore. The approved outlay for the project for the Financial Year 2015-16 is Rs 69.66 crore.

22.20 The services under NCS are available online and can be accessed directly, through Career Centres, Common Service Centres, mobile devices, cyber cafes etc. The various stakeholders on the NCS platform include job seekers, industries, employers, employment exchanges (career centres), training providers, educational institutions and placement organizations.

22.21 The NCS Portal (NCSP) has been made functional at the URL www.ncs.gov.in. The portal was dedicated to the Nation by Hon’ble Prime Minister of India on 20.07.2015 in Vigyan Bhawan, New Delhi. The NCSP is supported by a dedicated helpdesk (multi-lingual) available from Tuesday to Sunday (8.00 AM to 8.00 PM) on 18004251514 for assisting users. It has a rich repository of career content of over 3000 occupations. The portal also
facilitates organization of job fairs where both employers and job seekers can interact. The brief statistics of NCS Portal are given below:

**As on 31.10.2015.**

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Activity</th>
<th>Number on Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Number of Job Seekers</td>
<td>2.85 crore</td>
</tr>
<tr>
<td>2</td>
<td>Number of Employers</td>
<td>9 lakh</td>
</tr>
<tr>
<td>3</td>
<td>Information of Career Occupations</td>
<td>3000</td>
</tr>
</tbody>
</table>

**22.22** With the increased focus of Government on Career Counseling, the Ministry proposes to create a network of Career Counselors by which the Career Centres will become the hub of Career Counseling in their respective areas.

**22.23** For promoting the use of NCS Portal among various stakeholders, publicity is being made through electronic, print, radio, social media, etc. The features of NCS Portal were also exhibited during various workshops/conferences held on 20.07.2015 (Vigyan Bhawan, New Delhi), on 11-13 June, 2015 at CIRTES, NOIDA (NCR), on 15-16 October, 2015 at Karkardooma, New Delhi and on 23.10.2015 at Hyderabad.

**22.24** A series of consultations with State Governments were held on various occasions for the NCS project. Key Ministries, Academia and Industry have been involved in designing the framework of the National Career Service and Career Centres. Under the NCS, it is proposed to create Knowledge Repository of Career Counselling content, by digitizing the existing Counseling literature and making it amenable for periodic updation by stakeholders and made accessible to various users. Multi-stakeholder Expert Groups have been constituted for various aspects under NCS like, network of career counselors, assessment tools, rural outreach strategies etc. Committees have also been constituted for steering the project.

**22.25** In a parallel exercise, the Ministry has initiated a programme for capacity building of officers of the National Employment Service and Young Professionals being deputed at Model Career Centres under a multi-pronged strategy of orientation, refresher and specialized training in the area of National Career Services.

**22.26** The NCS Project also envisages setting up of Model Career Centres (MCCs) to be established by States to deliver employment services using technology. The Government has approved establishment of 61 Model Career Centres so far. Funds for 49 MCCs have been released during the Financial years 2014-15 & 2015-16 and release of funds for remaining 12 MCCs is in process.