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## Special Issue on TalimRojgar.org

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## Talimrojgar.org

### Web Application of Directorate of Employment and Training



Gujarat is one of the most progressive and affluent States of India. Gujarati business community is well known for its entrepreneurship skills and it has a strong presence in several parts of the world. Availability of good infrastructure facilities, peaceful conditions and abundance of trained manpower has made this State as one of the most favored destination for setting up of industries.

The Directorate of Employment & Training (DET) , Gujarat is one such government organization that has been entrusted with the task of providing skilled manpower to the industries and providing training to the youth in industrial skills and craftsmanship. Providing Employment/Placement services to the Job Seekers of the State is one of the most important activity of this Organization and the promotion of the website [www.talimrojgar.org](http://www.talimrojgar.org) is a promising step in this direction.



## The Need

Currently, the Employment Exchange Setup in Gujarat is as follows:

- 25 District Employment Exchanges
- 17 Special Employment Exchanges
- 7 University Bureaus
- 5 Exchanges For P.H.
- 5 Exchanges For Tribals

But, we also know that the biggest challenge before us is the problem of Unemployment, which is evident from the following facts:

- Presently exchanges have over 1 million registered jobseekers, but annually, only 40,000 are placed while 300,000 seek fresh registration.
- Longer job seeker's queues, and wait period growing into double-digit
- Job opportunities are disappearing from government, semi-government and

organized sectors.

- Globalisation and liberralisation has made our industries leaner & competitive.
- Job vacancies are compulsorily notified to exchanges under CNV ACT by organised sector (having 25 or more employees) while no such law exists for the unorganized sector.
- Service sector has shown robust growth, but this sector is substantially unorganized

The present Exchange setup cannot cater to the sector where the opportunities are most i.e the unorganized sector and again the Employment Exchanges are sitting on the minefield of Jobseekers database. Hence, there was a need to put the Exchange database in public domain through some medium so that the distance between the employers and jobseekers is reduced without any third party intervention and this was made possible through

[www.talimrojgar.org](http://www.talimrojgar.org)

## Profile

The Directorate of Employment & Training (DET) is working under the Department of Labour and Employment, Government of Gujarat. It was formed in Gujarat State in 1971 by amalgamation of the Employment Wing, functioning under the Labour Commissionerate, and the Vocational Training Scheme under the Directorate of Technical Education.

DET functions with the major objectives of providing Vocational Training and Employment Services to the youths in Gujarat State. To achieve these objectives the DET runs a variety of long-term and short-term training programmes in Industrial Training Institutes/ Centers in the State. It also registers the youths looking for employment and provides placement services to them through Employment Exchanges that also



maintains the list of prospective Employers. In the year 2003, the State Government has decided to extend these services through Private – Public Partnership i.e. authorized Rojgar Sahay Kendras (RSKs) across the State.

**Rojgar Sahay Kendras** are to be set up in different areas including cities, talukas, etc. jointly by the government and the private sector. These centers will be empowered to discharge most of the functions which are presently being performed by the employment exchanges. Also, Exchange's Job-seeker database will be made available to these centers in an interactive manner. These centers will be manned by well-trained persons who can perform the roles and functions of the Employment Exchanges and take up suitable publicity measures in their areas for marketing their services.

## Employment Services

DET provides employment services in the state through a network of 42 Employment Exchanges/ Offices.

For the ease of administrative supervision of the functioning of employment exchanges/offices, the state has been divided in 4 regions and the **Regional offices** are at Ahmedabad, Vadodara, Surat and Rajkot.

Again, **Rojgar Sahayak Kendras (RSK)** is a unique concept for extension of employment services through public- private partnership.

### Functions of the

#### Employment Exchanges

For Jobseekers, the following facilities are currently offered by the Employment Exchanges:

- Online Renewal of Registrations and Fresh Registration through [www.talimrojgar.org](http://www.talimrojgar.org)
- Online Vacancy notification

- Online updation of Employment Market Information by the various establishments.
- Availability of Vocational Guidance to the jobseekers through the Career and Vocational Guidance' module of the website.

In addition to the above mentioned employment services at Special Employment Exchanges, for Physically Handicapped persons, various other schemes and incentives are also provided by other departments of the Government like Railway concessions, Free Travelling by buses, Self Employment Financial Assistance. Also 2 Vocational Rehabilitation Center for physically handicapped Women are currently functioning in Ahmedabad & Vadodara under Ministry of Labour,GOI.



Time to time DET also announces various schemes for the benefit of jobseekers like:

- Organizing Recruitment (in Armed Forces) Rallies for Gujarati Youths.
- Specially prescribed tests for Recruitment in the Indian Air Force.
- **Industrial 'Bharti Mela'** (Recruitment Drive in Industries): With an objective of bringing suitable jobseekers and the potentially prospective Employer together and face-to-face, Industrial Bharti Mela's are organised in the industrial estates for skilled-unskilled, technical candidates and trainees with the active co-operation of the Industrial Associations, Chambers of Commerce and Productivity Councils. The Employment Officer, who plays a pro-active role, contacts the industries in the private sector for their requirement of personnel.

and then calls the registered jobseekers at the exchanges having required qualifications to the Bharti Mela, where the private employers take their interviews. Advertisements of these Bharti Melas are released in the local dailies as well as the information of these Melas are available at the concerned Employment Exchanges.

- **Pandit Deendayal Swalambit Sankalan Yojana** : Various departments of the government do undertake self-employment schemes for different sections of the society. This schemes aims at integration of such self-employment oriented schemes with the jobseekers registered with employment exchanges. Since 1998, this scheme has been implemented on a pilot basis in the state. So far as DET is concerned, this is a non-fund based scheme, as the respective departments along with the financial institutions and the banks are required to utilise their resources for providing self-employment assistance/ loans. Except co-ordination amongst

the Govt. departments and the job seekers, Employment Exchanges have no other role to play.

- **Self Employment Motivation Camps (Prerna Shibirs)**: These camps are arranged in every Taluka (smaller administrative division of a district) by the Employment Exchanges of the concerned district. In these camps information and guidance regarding self-employment opportunities available through various loan/ subsidy assistance schemes run by different government departments is given to the local jobseekers registered with the exchange. Similarly, guidance is also provided to the jobseeker regarding skill development opportunities in ITIs and other training institutions in the state.
- **Career Corners**, has been set up in schools and colleges across the state to provide career and vocational guidance to the students and jobseekers.



# Training Services

DET's Training Wing has initiated various schemes for the benefit of the jobseekers. These schemes aim at providing vocational training to the jobseekers so as to improve their employability. Some of the important schemes are:

- **Craftsmen Training Scheme (CTS):**

The main objective of this scheme is to provide semi-skilled workmen to industries. It also helps the jobseekers in improving their employability in terms of either wage employment or self-employment. This scheme is implemented in the State through 127 Government owned Industrial Training Institutes (ITIs), 113 Grant-in-Aid Industrial Training Centers (ITCs) having 54,432 and 11,993 sanctioned seats respectively.

- **Apprentice Training Scheme (ATS):**

The objective of this scheme is to provide an opportunity to the jobseeker or the semi-skilled graduate from

ITI/ ITC to get on-the-job training as an apprentice in an industrial environment having production/ service based activities. ITI pass candidates who join the Apprenticeship Training Scheme are also eligible to get rebate of training period in accordance with their ITI trade and the apprenticeship trade so selected by them.

- **Advance Vocational Training Scheme (AVTS):**

In order to keep pace with the rapid changes in the production technologies and modern equipments employed by the industries; it becomes necessary to upgrade the skills of the existing workers on a continuing basis. To achieve this objective, Advance Vocational Training Scheme has been introduced. This scheme is functioning at Ahmedabad, Vadodara, Surat, Rajkot and Ankleshwar centers of the State and the duration of the training ranges from 2 to 12 weeks.

- **Short Term Programmes:**

DET has also started 3-month duration computer related training

programmes in several ITI's in the state, keeping in view the demand for skilled labour on account of technological developments, etc. All registered jobseekers are entitled to get admissions in such courses subject to the applicable admission terms and conditions.

### Government Industrial Training Workshop (GITW)

Industrial Workers Training Centers have been established at Vadodara, Ahmedabad and Rajkot to cater to the training needs of the workers of the industrial units.

### Instructor's Training Center (ITC)

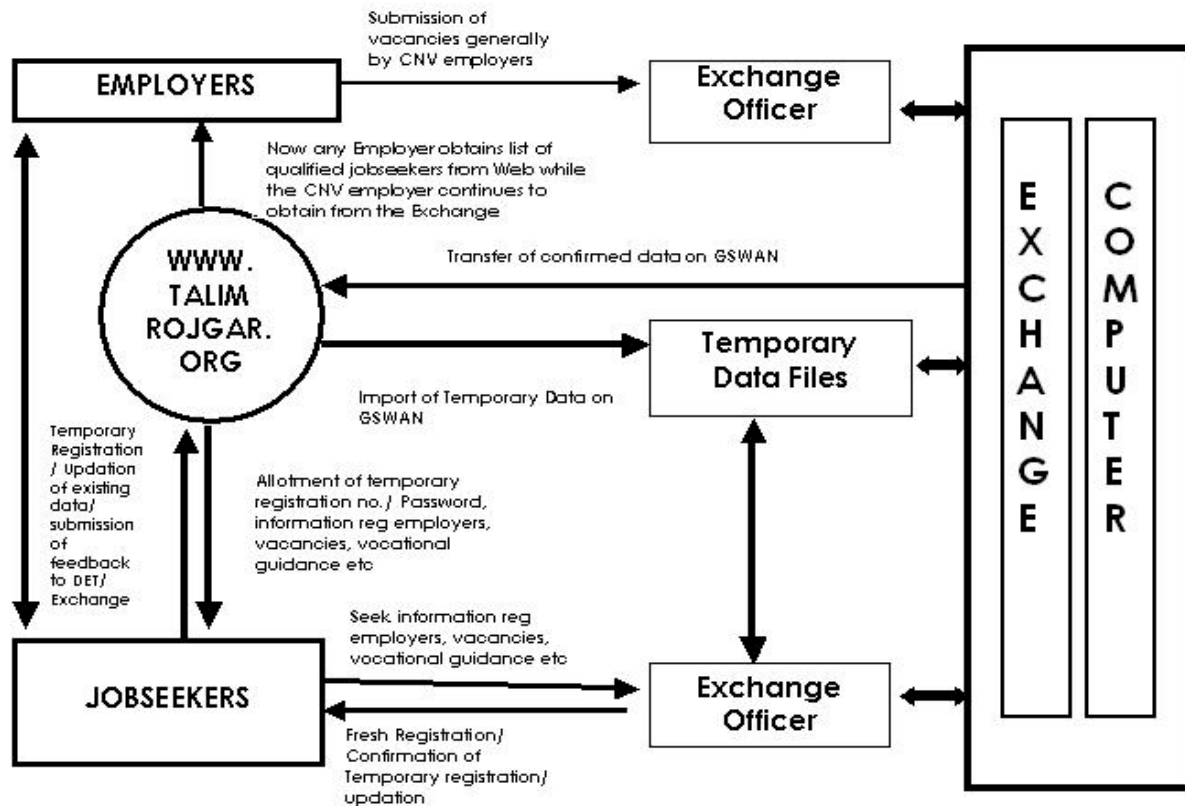
Trainers training center is functioning at Vadodara where Craft Instructors under CTS scheme are given training in Methodology and Principles of Training (POT) etc.

# Application Functionality

The application flow of the Talimrojgar.org can be explained with the help of the diagram below. Here we will find that this application acts as an interface between the employers and the prospective employees. The jobseekers or the prospective employees

has been empowered to interact with the application for registrations, job notifications, guidance and availing various schemes which has been announced by the State Govt. or departments. The Exchange Officer plays an important role in the system and is responsible for collection of information

from the employers and disseminating those information to the jobseekers and guiding them. He is also responsible for maintenance and updation of the information in the information exchange servers for easy and timely access by the end users.

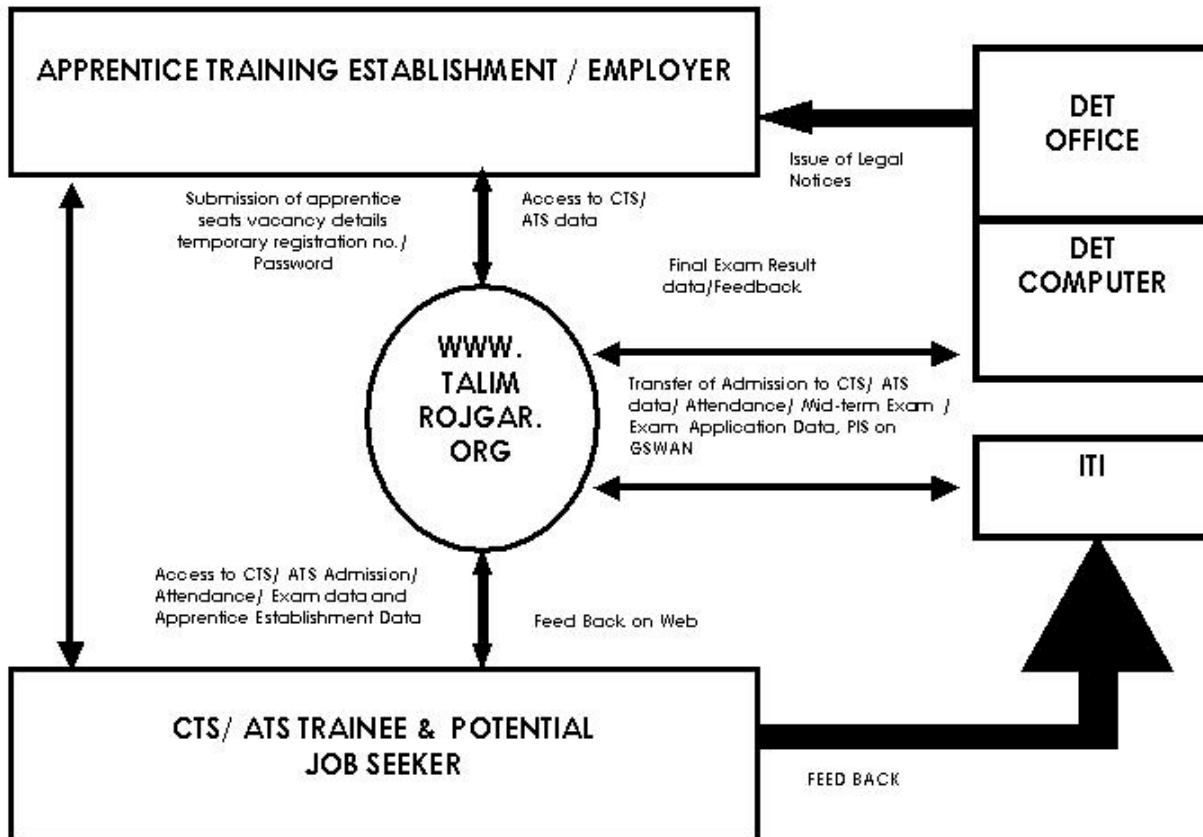


Information flowchart of web enabled employment exchange services to employers and the jobseekers in Gujarat.

Again, the Information flow of CTS/ATS trainees between DET/ITI & apprentice training establishments can be well understood by the diagram below. Here also we will find that the application, talimrojgar.org acts as an interface between the apprentice

training establishments and the CTS/ATS trainee or potential jobseeker. The DET office here acts as a regulatory body for the employers and issues legal notices to them. They also use to publish the results of the exams in the website and the feedback. Again there are information transactions

between the ITI's and the application, through the GSWAN backbone. The ITI's also receive feedback from the CTS/ATS trainees.



Information flow chart of CTS/ ATS trainees between DET/ ITI & apprentice training establishments

# Salient Features

The salient features of **www.talimrojgar.org** can be summed as follows:

- Online Registration with the Employment Exchange
- Online Updation / Renewal of Employment Registration
- Online Placement Status of Job seekers
- Online Data of Job seekers for Prospective Employers
- Online Submission of Employment Market Information (EMI)
- Online latest copy of vernacular Rojgar Samachar as well as the articles relating to Career & Vocational Guidance modules.
- Online Admission Status in Industrial Training Institute (ITI)
- Online ITI's Trade, Staff & Trainee Information
- Online Submission of Apprentice Vacancy
- Online Trade & Trainee Information for Apprentices
- Links to Leading Recruitment related web sites

## Some Screenshots



The Main Page



Career & Vocational Guidance



Feedback Form

This web application has not only facilitated reduction in service availing cost by way of live participation by stake holders i.e. job seekers, employers through passwords but has also helped in improving communication through "feed back" system on the web site.





# Rojgar Sahay Kendra

In 10th Plan, Planning Commission of India has set a target of creating 10 million jobs each year. Also, it is widely recognized that service sector is offering majority of such new job opportunities but these are mainly in the unorganized sector. In respect of such jobs, a mechanism is required to facilitate placement opportunities to the large number of unemployed mass of youths in the country. Existing set up of Employment Exchanges is neither designed for nor capable of taking upon these challenges. Innovative approach, using modern information technology and public private participation is required to carry out the expansion of employment services in some more visible and measurable manner.

Government of Gujarat has already taken the lead and issued guidelines for setting up of Rojgar Sahay Kendra (RSK) in the state.

## Concept of RSK

### • *Decentralisation of placement services.*

Employment Exchanges are having a rich database of more than a million job seekers across the State but do not have a very effective and efficient system of collecting information on available job avenues especially in the private sector. If we can set up area-wise centers for collection of job vacancies data in the private sector and link it with the job seeker's database available at the Exchange (s), then it would be possible to offer placement on the local job opportunities to the job seekers at a faster pace. Also these centers can help us in keeping the job-seekers

database updated. Further, these centers would provide personalized services and act as a direct and active link between job seekers and the employers.

### • *Private Participation:*

Such centers can be set up in different areas including cities, talukas etc. by the government as well as in the private sector. However, to tap the maximum benefit of the private initiative, enterprise and capacity etc., we have preferred the same in the private sector.

### • *Empowerment of RSK's:*

These centers should be generally empowered to discharge all those functions as are presently being performed by the Employment Exchanges. Also Exchange's job seeker's database should



be made available to these centers in an interactive manner. Further, centers should be authorized so that their credibility is established among the job seekers and the employers of the area.

• **Marketing & Publicity of RSK's**; These centers should be manned by well-trained persons who can perform the roles and functions of the Employment Exchanges and take up suitable publicity measures in their areas for marketing their services.

### Present Exchange System's

#### Preparedness for RSK

• **Use of Information Technology**: Gujarat has one of the finest IT infrastructures in the country. All the Exchanges have been computerized and interconnected and their databases have been put up in the public domain by the government. DET has set up a web-based dynamic portal capable of

performing many of the Exchange functions with suitable safeguards. Thus, virtual Exchanges are already available on the net throughout the State and in fact, the world.

• **Talimrojgar Portal**: The URL: \\www.talimrojgar.guj.gov.in, (also www.talimrojgar.org) is the web-based platform for virtual employment exchange, operational since January 2002. It not only provides the full database of jobseekers in terms of age, qualification, location, sex, caste, experience etc but also allows fresh registration by a job seeker besides renewal and updation of data by existing jobseeker through password. It also has query-based modules and provides information on vacancy notified by the employers on different exchanges along with features like Career and Vocational Guidance module, Rojgar Samachar etc.

• **RSKs to complement Portal Services**: Though, presently

any one can access the job seekers database from the above mentioned URL, yet not many jobseekers or the employers possibly have known or used it. This may be so due to lack of publicity of the URL or low level of Internet penetration in the State or even the lack of capacity to use it. RSKs can help the users in obtaining maximum benefits of the services available on this URL.

RSKs concept of public private participation in the delivery of government services should be further extended across the board for all other government services too; as well as for the collection, updation and maintenance of databases. RSKs have a promising future as one stop shop for all such government services.



# Present Status

- In Gujarat State, there are 25 District Employment Exchanges, 7 University Employment & Guidance Bureaus, 5 Town Employment Exchanges in Tribal Areas and 5 Special Employment Exchanges for Physically Handicapped Persons.
- Over 11 Lakh jobseekers are currently registered with these Exchanges and out of these more than 8 lakhs are educated unemployed (approx. 80%). However, exchanges secure placements to only about 75,000 jobseekers each year.
- Out of 75,000 placements, only 20-25,000 jobseekers (approx. 25%) in educated and skilled category get quality jobs while the balance get jobs in unskilled low paid category which is almost inverse to their numbers.

## Web Corner

Information Department

<http://www.gujaratinformation.net>

Gujarat Science City

<http://www.scity.org>

Gujarat High Court

<http://www.gujarathighcourt.nic.in>

Please look out for this section for  
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