

GOVERNMENT OF ORISSA
LABOUR, EMPLOYMENT & HOUSING
DEVELOPMENT

No. 19479-L.E.H.

RESOLUTION

The 19th November, 1975

Subject- Compulsory notification of vacancies and recruitment through Employment Exchange.

The Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959, requires that all vacancies occurring in establishments coming within the purview of the Act should be notified to the local Employment Exchanges. With a view to carrying forward to purposes of the Act, the State Government have issued instructions from time to time directing Government Departments, Local Bodies, Quasi Government Agencies and statutory bodies not only to notify the vacancies, but also to utilise the agency of the Employment Exchanges for actual recruitment. Political & Services Department Memo No.18489-(77)-Gen., dated the 24th December, 1962, clarified in that Department Memo No.3613-(88), dated the 10th March, 1964, clearly lays down the policy that recruitment to all posts except those required to be filled in consultation with the Public Service Commissioner, or on the basis of competitive examinations prescribed under statutory rules should be made from among candidates sponsored by the Employment Exchange recruitment from the open market can be made only where the Employment Exchange fails to sponsor suitable candidates within the specified period. Government with the reaffirm this policy and with a view to promoting better utilisation of the agency of the Employment Exchanges desire that the following instructions should be scrupulously followed.

2. All vacancies whether permanent, temporary, casual, workcharges, to be filled otherwise than in consultation with the Public Service Commission or on the basis of competitive examination prescribed under any statutory rules, must be notified to the local Employment Exchange. While reporting the vacancies, the qualifications prescribed for filling them

and reservations, if any, in respect of Scheduled Castes, Scheduled Tribes, etc. The probable date of interviewing the candidates should also be indicated, as far as possible, to facilitate time pre-submission screening by the Employment Exchange wherever necessary. The Employment Exchange shall submit nominations or if suitable candidates are not available a non-availability certificate, within three weeks of the receipt of requisition from the appointing authority. Recruitment should be made only from among the candidates sponsored by the Employment Exchange. Where Employment Exchange fails to sponsor suitable candidates within the specified period, recruitment can be made from the open market after obtaining non-availability certificate from the Exchange. These instructions apply not only to the State Government offices but also to all Local Bodies, Quasi Government establishments and statutory bodies.

3. Public sector enterprises which are owned and controlled by the State Government are also required to follow the instructions indicated above, except that it may not be obligatory on their part to confine recruitment to the candidates sponsored by the Employment Exchange where the post carries monthly basic pay exceeding Rs.1,000/-. The Departments administratively concerned with the Public Sector enterprises may issue appropriate directives to the enterprises to follow these instructions.

4. Government feel that the procedure outlined above in respect of public sector enterprises is suitable for adoption by the private sector also, and expect that private sector establishments would adopt this procedure with a view to rationalising their recruitment policy, and making it fair and equitable in the context of the prevailing unemployment situation in the country. Government hope that private sector establishments, employing more than 1,000 persons would provide the lead, by indicating to the Director of Employment, Orissa, Bhubaneswar, their willingness to adopt the recruitment procedure outlined above.

ORDER - Ordered that this resolution be published in an extraordinary issue of the Orissa Gazette for information and copies thereof endorsed to all Departments of Government, all Heads of Departments and Collectors, all Public Sector Enterprises, all Chambers of Commerce and Industries.

By order of the Governor

S. KANUNGO

Secretary to Government.