CHAPTER VIII
The employment machiner, if handled wisely becomes a boon to the working class and the national economy of the country, but if handled carelessly, it may become a curse to the society. We shall discuss here, the difficulties and defects in the working of employment exchanges in Uttar Pradesh. These are discussed below:

(A) SLOW ECONOMIC DEVELOPMENT

We have an important defect in our economy itself. The pace of economic growth in our country is very slow. As a result of it the employment opportunities in our country are not increasing as fast as the number of unemployeds because of increasing population in the country. As we know the function of employment exchange is simply to help in filling up the vacancies and not to create the employment opportunities. Employment Exchanges thus in our country from the very beginning are facing a serious problem which lies outside their scope but which hinders the development of employment exchanges.
(B) MALADJUSTMENT IN THE DEMAND AND SUPPLY OF LABOUR FORCE:

The process of recruitment is in fact buying and selling of human labour. Just as the commodity market functions to match the supply of and the demand for the commodities, so, also, the labour market functions to match people and jobs. For the efficient working of an industry and to improve its productivity, it is necessary that the right man for the right job should be as per demand and supply of labour. The importance of these maladjustment has continually grown with the passage of time in view of the fact that the process of production in economy, today has become more complicated and requires men of specialised skill to undertake the job. The success of economy is now largely dependent upon the proper and efficient system of recruitment and of placing the right man at the right job.

Demand of proper and efficient labour depends largely on the existence of an organised and efficient labour market. If the supply of labour in the market is adequate, the industries would be able to employ labour of the desire skill and efficiency, but if there is paucity of labour supply in the market, the industries
would face the pinch of labour scarcity due to which both the level of production and productivity would tend to fall. It becomes, therefore, necessary for the accurate supply of labour of different categories. Same situation would take place in the case of demand of labour.

If the demand of labour in the market will be high, wages of labour will be more than normal and mediators role will be more dominant. If the demand is less than supply, then labour will be available at low level. They will be compelled to accept low wages and factory owners start to exploit them, because, they can arrange substitute of labour easily. So the demand and supply of labour force should be perfect. The most important difficulty that the employment exchanges are facing in the state is that there is maladjustment in demand for and supply of labour force. Trained and technical personnel fall short of the required number. Under such circumstances the employers have to wait for long for such staff and the exchanges can not help them. On the other hand, we have abundant of unskilled and untrained labour force. They out number the demand for labour force. Naturally employment exchanges cannot assist them unless they trained themselves with the necessary skill for their recruitment.
So the main problem before the employment exchange is to overhaul and correct the labour mechanism itself to meet the requirements of the labour market. But it is a very complicated and burden some task for the employment exchanges.

(C) **FAVOURATISM & CORRUPTION IN RECRUITMENT**

It is said that the ways adopted by the employment exchanges are in no way better than the methods adopted by the jobbers and middlemen. It is alleged that the officials are of the doubt full honesty and take under advantage of the illiteracy and ignorance of the job seekers. It is said that the employment seekers cannot get job unless they can manage to bribe the staff of the exchanges.

A sound organisation and scientific method of recruitment will help to promote efficiency, contentment and stability of the workers and haphazard recruitment procedure and the malpractices involved their in may cause discontentment and instability in the working force.

It is a matter of great shame that the corruption, at least in these organisation, which have to deal with the shivering specimen of humanity indulge in action of doubt full validity.
Some people also alleged that it is not the length of qualification, but the length of the purse, that can secure the employment. It is also said that the practices of shady characters are adopted at the time of submission of names against any vacancy. The names of the resource-full persons are submitted first. Employers themselves come in the Exchanges office & personally ask for submission of the name of their friends or relations and employment officer often agree to forward their names.

There are many persons who are registered for last 9 years, but have never been called even for a single time. One person's example is given below:

<table>
<thead>
<tr>
<th>Registration No.</th>
<th>C-18566/83</th>
</tr>
</thead>
<tbody>
<tr>
<td>Name</td>
<td>Rajjan Lal</td>
</tr>
<tr>
<td>Father's name</td>
<td>Shri Dev Dutt</td>
</tr>
<tr>
<td></td>
<td>C/o Shri Anil K. Sonker</td>
</tr>
<tr>
<td></td>
<td>Village/Post 155</td>
</tr>
<tr>
<td></td>
<td>Barry</td>
</tr>
<tr>
<td></td>
<td>Kalyanpur</td>
</tr>
<tr>
<td>Education</td>
<td>High School</td>
</tr>
<tr>
<td>Date of Birth</td>
<td>15-12-1965</td>
</tr>
<tr>
<td>Caste</td>
<td>SC</td>
</tr>
</tbody>
</table>
EMPLOYMENT OFFICERS DO NOT CONTACT WITH JOB SEEKERS:

Employment officer is an incharge of employment exchange. He must keep an eye on every function of the employment exchange. But when a job seeker goes to employment exchange for getting an employment through exchange most of them couldn't get their desired things, because all the channel of work are at the lower levels. Employment officer is never free from seeing the registration list and number of vacancies, because no body claimed to him.

Although in rules of employment exchanges there is a provision for job seekers to meet the employment officer Employment Officer's duty is to mention person's extra activity, his ability, his interest etc. at the time of registration. He should also take interview on the basis of their academic qualifications earrer etc. He has also duty to remove problems of job seekers, if job seekers complained against their ministerial staff or any other problem. Employment Officer must reduce their problems. But inspite of all these activities which are mentioned in the duties of employment officer, there is no regularity in it, because employment officer does not contact directly the job seekers.
PERSONALLY JOB SEEKERS HAVE TO WASTE THEIR PRECIOUS TIME
FOR THEIR REGISTRATION WITH THE EMPLOYMENT EXCHANGES:

The job seekers visit the exchange only for registration and they have to wait for the whole day in the exchange compound. Some time many job seekers are not in position to get their name registered the same day and they have to come next day for the same. There is no efficient and proper management up to the mark to deal with the registration work speedly. Even an inquiry may cost them several hours.

LACK OF PUBLIC CO-OPERATION:

Any public organisation can not work efficiently without the co-operation of the public. Unfortunately, the Employment Exchanges in our country do not get any public support and sympathy. People in India have not understood the importance of employment exchanges which are necessary to place right man on the right job. Inspite of all this, the exchanges in our country have achieved good result which most of the employment services abroad could not achieve within a such short time.

INADEQUATE PUBLICITY:

Moreover, the general public was neither of that
time, nor as at present fully informed about its work and utility. Efficient and competent persons are hesitant to avail of the services of the Employment Exchanges. They have formed a wrong notion about it. They consider it for those who are not getting jobs on account of their having no qualifications. Thus the qualified persons also need proper understanding and cleany of thought about the function and usefulness of the Employment Exchanges. The publicity department of the Directorate General therefore, should take proper steps to propagate its work and make the public aware of its usefulness.

**WRONG INFORMATION BY THE JOB SEEKERS**

The function of an Employment Exchange is to match the person with the job suiting to his qualification and abilities. A right man should be provided a right job. This can only be achieved by the correct knowledge, qualifications and experience of the employment seekers. But the job seekers in our country never indicate correct facts of their qualification, trades etc. They often exaggerate their statements in their own favour causing inconvenience to the placement staff in the long run.

Similarly, if an employer requires a worker for
a job, he is expected to notify full qualifications, terms and conditions of the job and type of person he will like to employ with remuneration and all other facilities which he will like to give the worker. But the employers also try to conceal the facts in their own favour. A wrong information may affect the efficient working of the Employment Exchange machinery. Both employers and employment seekers like to blame the employment service without realising their own fault.

**INADEQUATE AND UNTRAINED STAFF:**

The Organisation is managed by inadequate and untrained staff. They are always over worked like other sectors. The Employment Exchanges in our country, whose basic function is to place a right man on a right job, did not get right man for their own offices. They, therefore, were forced to recruit untrained people to work on responsible posts whose function was to remove the maladjustment in the labour mechanism of the country. But how can they be successful in their task when they themselves have not been posted on the same principle viz. right man must be posted on a right job. However, they are trying to remove their own staff by offering proper training facilities but in a developing economy of
a country, they are not able to meet the demand of their own staff. Naturally untrained and inefficient people are required to work in the exchanges hindering their development.

THE INADEQUATE NUMBER OF EMPLOYMENT EXCHANGES:

Most important difficulty in our country is that we have few Employment Exchanges seeing the present population growth and thereby increasing the number of unemployed. In 1947 when country was freed we had only 70 exchanges out of which 17 were transferred to Pakistan.

By the end of VII Five-Year-Plan. The number of Employment Exchanges has risen to 755 at the December end of 1987*.

The Planning Commission is now aware of the usefulness of the services of the Employment Exchanges, it is therefore, making all possible efforts to have a wide network of Employment Exchanges in the country. The present number of Employment Exchanges show the continuous effort of Planning Commission in this

direction. But considering the area, population and unemployment in our country, this number too is not much and exchanges in our country are heavily worked and the job seekers find it inconvenient to attend the offices located at distant places.

In Uttar Pradesh we have 94 Employment Exchanges at the end of 1989 Dec. In Kanpur which is called the 'Mainchester of Northern India.' we have only 5 sub Employment Exchanges but seeing the area, population and number of unemployeds this number too is not sufficient number in Kanpur. Therefore, an effort should be made to expand the organisation to all over the country.

POLITICAL INTERFERENCE:

India being a democratic country, there are number of political parties with different ideology. Though political awareness among the youths is a healthy sign of a healthy democracy but when youths themselves or under the direction of some other persons involve in unhealthy practices in day to day working of any institution or establishment become a source of obstruction and hurdle to the smooth functioning of administration and hereby hampering the economic growth.

It is often seen in the Employment Exchanges that
they are also not free from internal as well as external politics. The Employment Exchanges staff complaints that political leaders use pressure to favour them. Similarly, unemployeds youth who are registered there generally complained that only such candidates get the help and facilities of Employment Exchanges who have some political or administrative approach. The need of the time is that the Employment Exchanges should be made free from all type of political interference.

**WRONG PLACEMENTS, CORRUPTION ETC.**

Our economy is suffering from fever of source & corruption. So is the case with Employment Exchanges, which are also not spared from this gigantic evil. While placing the candidates for job as required by an employer, all the rules and regulations are violated and nearest & dearest or who can satisfy the staff, are sent for interview etc. Employment Exchanges were opened with a view to help the employers for finding a right man for a right job & also to help the job seekers to get a job without much difficulty, but the present working of these exchanges has put a bad example & ruined all hopes of providing good service to the nation.
CONCLUSION:

We see that the Employment Exchanges in our country are facing so many difficulties and suffering from a number of defects hampering the proper development of the country in general and organisation in particular. Therefore, an effort is being made in this study to analyse the working of Employment Exchanges, point out its defects and suggest a proper line of action for the reorientation and reorganisation of the national employment service in the country so that it may work more effectively and successfully in the future.