CHAPTER - IX

AN APPROACH FOR REORIENTATION & REORGANISATION OF EMPLOYMENT EXCHANGE

Balanced economic growth demands, in addition to material investment, a policy for the fullest and most rational use of human resources. One of the instruments of such a policy is manpower planning. Employment Exchanges play a vital role in the effective utilisation of the manpower resources of the country. But if the Employment Exchanges are to serve a useful purpose, it is necessary that they should have a sound footing. We have seen that the Employment Exchanges in our country are facing so many difficulties and suffering from a number of defects which have hampered the economic development of the country in general and the organisation in particular. In the present chapter, therefore, an attempt is made to suggest a proper line of action for the reorientation and reorganisation of the Employment Exchanges in the state.

The most important material available on unemployment in the country, is the Employment Exchange statistics. At present there are Employment Exchanges working in all important cities of our country. These
Exchanges are confined to urban areas only. Even in urban sector there is neither compulsion for the unemployed to get them registered in the Employment Exchange rolls nor is there any obligation on the part of the employers to recruit labour only through these Exchanges. Thus, the information even about the urban areas, is incomplete. For the present state of unemployment, it would be a step in the right direction, if the employers are compelled to make all their recruitments through the Employment Exchanges only.

In the Employment Exchange there is also, to some extent, registration of persons who are already in employment and desire to get better jobs. It is very clear that the figures furnished by the Employment Exchanges can best serve as a rough index of general unemployment. They cannot give an idea of the extent and nature of educated unemployeds only. The unemployeds and seekere of change in jobs should be clearly differentiated. These branches of the exchanges should look at the problem from all aspects and should try to provide right job to right person.

University Employment Bureaus, as part of Employment Exchanges, have started functioning in the
country. These may fulfill to some extent, the needs of the young educated persons who are in search of jobs. But its scope has also to be extended to make it more effective for the unemployeds. Such bureaus should be in close coordination between the Employment Exchange service and all educational institutions. The seats in the training institutions should be limited according to the informations given by the employment bureaus regarding the vacancies in that profession. This may help in improving the condition of the educated unemployeds in the country. The following are some of the suggestions made;

**SUGGESTIONS:**

(A) **Balanced Economic Development**:

High labour manpower planning and economic planning are interdependent. High level manpower economy depends primarily on its structure and level of development. We have seen that Employment Exchange do not create employment and, therefore, they can not be of any use without proper economic development. We will have to create employment ourselves. But the employment opportunities in our country are not speeding so fast as the number of unemployeds because of increasing population
An effort, therefore, should be made for a more speedy economic development of the country to provide more employment opportunity to our unemployeds. Fortunately, the Planning Commission of the country is making all the possible efforts through economic planning for the most effective and balanced utilisation of country's resources.

Right from the First Five-year-plan up to Seventh Five-year-plan an emphasis has been laid down on the development of all the three sectors of Indian economy.

1. During the first Five-year-plan (1951-56), India faced three problems - influx of refugees, severe food shortage and mounting inflation. India had also to correct the disequilibrium in the economy caused by the Second World and the partition of the country. So the First plan attempted a process of all-round balanced development which could ensure a rising national income and a steady improvement in the living standards over a period of time. It laid emphasis on Agriculture, irrigation, power & Transport to pave the way for rapid economic development.
2. The Second Five-year-plan (1956-61) was conceived in an atmosphere of economic stability and it was felt that Indian economy had reached where agriculture could be assigned a lower priority and a forward thrust made in the development of heavy and basic industries of the economy for a more rapid advance in future. So the basic philosophy was to give a big push to the economy so that it enters the take-off stage.

3. Third Five-year-plan (1961-66), now entered in the heavy industries and also the rate of growth of agricultural production was the main factor of India's economic development. But later on, plan was shifted from development to defence and development, because of war with China in 1962 and with Pakistan in 1965.

4. The three Annual Plans (1966-69) describe as Plan Holiday.

5. The Fourth Plan (1969-74) aimed the 5.5 rate of growth in the national income and the provision of national minimum for the weaker sections of the community. Later on, Plan emphasised mainly growth with justice and Garibi Hatao (Removal of Poverty).

6. The Fifth Plan (1974-79) was introduced at the time
when country was reeling under a variable economic crisis. So the plan laid mainly on two objectives that is removal of poverty and attainment of self-reliance.

7. There were two Sixth Plans,
   (a) The Janata Party Sixth Plan 1978-83 was enlargement of the employment potential in agriculture and allied activities, encouragement to small and cottage industries and to raise the incomes of the lowest classes through various programmes.
   (b) Second Sixth Five-year-plan was introduced by the Congress(I), and aimed a direct attack on the problem of poverty the creating conditions of an expanding economy.

8. The Seventh Five-year-plan (1985-90) was mainly emphasised on the growth in the foodgrains production, increase employment opportunities and raise productivity.

(B) **Comprehensive Training Facilities**:

For the development of Employment Exchanges, it is necessary we should provide comprehensive training facilities to our workers in the country. In our country we have mostly unskilled type of labour. For which we
have no demand, on the other hand, we have paucity of skilled & technical labour and the Employment Exchanges have a problem to cope with a demand of such worker in the planned developing economy of the country. It is, therefore, necessary that we should first of all remove this maladjustment between the demand for and supply of labour. Comprehensive training facilities will do a lot to improve this situation. It is therefore necessary, that the Employment Exchanges should undertake more training scheme and increase the number of seats in the existing scheme keeping in view the population of state.

**Honest Staff and Due Regard to the Complaints of Job Seekers:**

For an efficient functioning of the employment service, it is necessary that we should have an honest placement staff. The main function of the Employment Exchange is to place right man on the right job. But it is alleged that ways adopted by the placement staff, in our exchanges, are no better than the methods adopted by the jobbers and middleman. Officials are alleged to be of doubtful honesty and integrity. They favour their friend and relatives in recruitment. It is therefore, necessary that the honest person should be appointed on these responsible posts. The officers should themselves realise
their responsibility and consider it as a part of duty. They should help, by their honest dealing, the efficient man to obtain an efficient job. Then alone the Employment Exchange will achieve their objective and be successful in their mission.

**Expansion of Employment Service:**

The Government should take solid steps for the expansion of employment services. There is quite a low percentage of people who know the services of Employment Exchange. There is a thinking, that there is no benefit to get registered their name in Employment Exchanges, because they do not find jobs, through Exchanges quickly and easily and so they, instead of registering their names in the Exchanges, seek private jobs through private agencies. They receive attractive salaries in private jobs too, but it is not true practically. Employment Exchange data shows that how much unemployed persons got employment through these Exchanges.

In this respect, we agree with the view of Dr. Radha Kamal Mukherjee, that now as Employment Exchanges have passed through the initial stage, the organisation should be put on the national basis through the Government of India passing an Employment Exchange Act
for the establishment of integrated network of Employment Exchange throughout the country, under the Ministry of Labour, Government of India, should have such legislation so that all the towns with the population over 20,000 should be required to set up Employment Exchange and maintained registers of employment seekers and vacancies.

ORGANISATION OF SPECIFIC EMPLOYMENT EXCHANGES :-

1. University Employment Information and Guidance Bureaux:

   This Bureau was first set up in 1958 at the University of Delhi. Except Delhi University, other Universities also have this Bureau in their campus. This bureau is doing so many good things in the field of employment. Inspite of all these, Government should made it compulsory to private firms to take workers only through the Exchanges because these Exchanges have highly educated and technical personnel.

2. Professional and Executive Employment Office :-

   This special type of Exchanges maintains scientist and technical record. It also maintains a special register of scientists and technical personnel returning from abroad and of persons with high Indian qualifications in technology and science subjects. But this type of Exchanges is established only in few states.
It should be open in all states. Government should also open such exchanges near International Airports.

3. **Special Employment Exchanges for Physical handicapped**:

All over India, there is separate section for physically handicapped in the Employment Exchanges. In some Exchanges, there is a separate section for this purpose.

The first Employment Exchange for physically handicapped was set up at Bombay in January 1959. This Exchange attempts at securing jobs for the disabled persons, but for the registration in Employment Exchange a handicapped person must fulfill some conditions such as-

(a) he must be of working age,

(b) he must be capable of employment, with or without training and have reasonable prospects of obtaining and keeping employment and,

(c) he must be desirous of entering employment.

These special Employment Exchanges follow, the selective placement principles in referring and placing physically handicapped persons in various jobs, based
on their ability and residual skills. This special type of Exchange also covers the some areas which—

(a) are studying or have studied, in normal educational and training institutions.

(b) are recommended by a recognised institution for the handicapped,

(c) have had some industrial commercial or job-experience.

Some special Physically handicapped Exchanges covers some special cases also, which are—

1. Mild neurological cases.
2. Respiratory cases non-infections and
3. Paraparesis and hemiparesis.

A board of medical experts has also been formed for advise on the suitability for employment of the handicapped. There are also vocational guidance to the registrants. In Kanpur, there is also separate section for the Physically handicapped in Regional Employment Exchange.

4. **Special Project Employment Exchanges**:

The special project Employment Exchange was set up in 1956, with the collaboration of Ministry of Irrigation and Power. It is established for the needs of
the major river valley projects such as Bhakra-Nangal etc. This Exchange also covers industrial projects like the steel and heavy electrical plants etc. Main objects of these Exchanges are to coordinate all recruitment of workers in the projects and to check flight and use their experience from one project to another. By these Exchanges, surplus labour force can be transferred from one project to another. An advisory committee, consisting of a representative each of the Ministry of Irrigation and Power, the Central Water and Power Commission, and Directorate-General of Employment and Training advises the project authorities and the employment officer on the functioning of the Project Employment Exchanges.

5. **Colliery Employment Exchange**

This Employment Exchange was established to regulate the recruitment of colliery workers. By reducing the waiting period of unemployed colliery workers, and effecting speedy re-employment of experienced surplus labour before new hands are engaged, the waste of manpower is avoided, resulting in efficiency and better productivity. It was set up in 1958, at Jharia, Bihar and Raniganj West-Bengal. The registration and submission procedure at these Exchanges is based on badli system.
and decasualisation of labour. This is based on the normal turnover and rate of absenteeism, seasonal and other variations.

6. The special agencies are necessary, because of the special nature of occupation mentioned. In the case of seasaers, for instance, employment is never continous and lasts only for a specific period at a time. According to the Voyage of Ship. A seaman, therefore, requires help of an Exchanges every time this term of engagement, on a particular ship is completed. In the case Dockers, employment is casual and consequently decasualisation is absolutely necessary in the interest of the workers and also of industrial efficiency.

7. Many house hold in every big city require the services of domestic servants and also there are many people in search of such type of jobs. It is, therefore, necessary to have special Employment Exchange for this purpose.

ORGANISATION OF RURAL EMPLOYMENT SERVICE:

Most of the people migrate from rural areas to urban areas, because more employment opportunities are centralised in towns and cities. There is an other cause
of migration, in rural areas there is lack of skill which is required for industrial and development programmes. So the need of residents in rural areas for manpower the Central Committee on Employment established a committee in 1959 and after this Government issued the instruction for settlement of Bureaux in March 1960. These bureau have two main objectives:

1. Dissemination of occupational information about the state of the employment market in urban and rural areas and about the facilities available for training, retraining and apprenticeship the aim being to check unnecessary movement of labour from rural to urban areas, and

2. Providing employment assistance to applicants residing in local rural areas.

These bureau are located in the Block Development offices, functioning under the Community Development Programme and the Block Development officer.

These employment services bring nearer home the persons living in the rural areas and provide a link between the Employment Exchange at the district headquarters and employment seekers residing in villages. They also take part in surveys of their respective blocks.
Gram Sabhas and Panchayats can be of real service to the rural masses. The Gram Sabhas have the idea of the manpower in their respective villages. They also keep the record of the holdings of the inhabitants. In this way holdings available, the number of the landless labourers semi-labours & pure labourers will be known to the Sabhas. Farm holders can, in this way, very well fullfill their requirements of labour through the Surpunch of Gram Sabha. The Sarpanch is the head of the village and is aware of the financial condition of the every villager. It will be his legal and moral duty to assist and help the poor labourers and peasants in every possible way, and the authorities will know from him the true conditions of the masses. There must be a parent Employment Exchange in every Tehsil to look after the entire employment work in rural areas. It should be the duty of Tehsil employment officer to look after the level of employment. He should also see that no injustice is done to the labourer.

WIDE PUBLICITY :

The publicity work of the department is not sufficient to its requirement. Moreover, it is not systematic as well. There should be an improvement in the publicity majors undertaken by the department and efforts
should be made to make the masses exchange minded. It has been never seen or head of any documentary film based on the working of activities aims and objects of the Employment Exchanges. Documentary film should be produced and exhibited in every cinema house. These documentary films should clearly exhibit the detail working of the Exchanges. A short film was produced about the working of Exchanges in 1946. Since then, I think, no attention has been paid in this connection.

Publicity is required in villages and labour colonies also. Short films should therefore, be exhibited in these places also so that these illiterate and ignorant people may understand the utility and importance of this organisation. Cinema slides should be run in regular cinema houses. Wide publicity should be done in newspaper, radio Television network etc. In a country where mass illiteracy prevails, publicity an indispensable major. The Government must, therefore revise policies in this respect.

CO-OPERATION FROM JOB-SEEKERS AND EMPLOYERS:

It is also necessary for most effective working of Employment Exchanges that they must get a close cooperation from the employers as well as from the job
seekers. The employers must notify all their vacancies to the Employment Exchanges and must fill them up through Exchanges. Fortunately, Employment Exchange compulsory notification vacancies Act, compels them to notify all their vacancies to the Employment Exchange but this is not enough. They must be asked to compulsorily fill in their vacancies also through these Exchanges. Compulsory Notification of Vacancies is not much important. The placement through Exchanges should be made compulsory.

Similarly, job seekers should also cooperate in proper functioning of the Employment Exchanges. They should first of all be exchange minded and after their registration should wait particularly for their turn and not try to influence the placement staff unduly in their own favour. The cooperation of job seekers will improve the functioning of the Employment Exchanges and will not mar the efficiency of Employment Exchanges.

**ISSUE OF DISCHARGE CERTIFICATE**

Very often candidates give exaggerated and wrong information about their capabilities and their past employment. Hence, often the submission made on the basis of information given by the candidates are faulty. The employer should, therefore, issue discharge certificate
to their worker, when they release them. In this certificate they should mention clearly the qualifications and jobs on which the candidates were working together with the experience and duration for which, they had worked and the pay they were getting at the time of discharge. Thus the placement staff will be greatly helped in getting full and correct information about each and every worker. It should be made compulsory for the employers to issue discharge certificates to all workers. Staff and commercial establishment Act may be amended to implement this scheme. A discharged worker should not be given any job unless he produces a certificate from his previous employers. The organisation of Employment Exchanges will thus be saved from all botheration and wrong submission.

**COMPULSORY REGISTRATION OF THE UNEMPLOYEDS:**

The Compulsory Notification of Vacancies Act 1959, has made it compulsory to notify all the vacancies to Employment Exchanges. Thus, it will be possible to have a complete statistical information of the total jobs in the country.

But this is not enough, it is also necessary, that the country should have complete statistical
information to the unemployeds in the country. For this it must be made obligatory on the part of every man who is unemployed to register himself with the Employment Exchange. In this way we will have full statistical information of the unemployed human resources in the country which if properly utilized may help in increasing in the national dividend in the country.

EMPLOYMENT EXCHANGE SHOULD PLAY A VITAL ROLE IN FIELD OF SOCIAL SECURITY ALSO:

The Employment Exchange should play a significant role in the sphere of social security. The Employment Exchanges in addition to their placement activity should undertake the task of paying sickness benefit and introduce 'One-system' as practiced in the foreign countries. Employment Insurance Scheme can well be launched under the able guidance of the employment officers and Directors.

SPECIAL SECTION FOR RESERVE CATEGORIES:

The Government of India has made certain reservations for Schedule Castes and Schedule Tribes applicants for appointment in public services. So Coaching Cum-Guidance centres were set up in 1970. The main aim of these sections was to improve their chances of selection in various services.
The scheme is jointly operated by the Ministry of Home Affairs and the Directorate General of Employment and Training. This scheme is supervised by the State Directors of Employment. In Kanpur, this facility is also available. Schedule caste and Schedule Tribe persons can be registered in Kanpur Regional Employment Exchange. There is also separate section for them.

The centres have also to review the cases of such registrants who have remained on the live registers of Employment Exchanges for a long time who have to make a grade in the interviews before employers. During review sessions counselling is also provided to them. These centers also keep a close liaison with the employers in their areas to ensure proper representation for these applicants against reserved posts. The centres also arranged dissemination of occupational information including the distribution of occupational literature.

CONCLUSION:

It is expected that the efforts of the writer would not go a waste and full weight will be attached to the suggestions made. It is also hoped that organisation will be receiving greater and greater support from all employers and employment seekers as well as the general
public so that, it may render still greater service to the nation. It is further expected that the National Employment Service will continue to strive to make its contribution, however, humble towards the solution of India's complex economic problems and will neither relent nor relax in playing its allotted part in the service of the country.
Balanced economic development in any country demands, in addition to material investment, a policy for the fullest & most rational use of human resources. One of the instrument of such a policy is manpower planning. Manpower planning is a relatively recent concept. Its aim is the development of human resources. Manpower planning must explore the relationship between education and employment is for greater detail. Manpower is required in every sector of the economy whether it is, agriculture, industry or any other services. Manpower planning is an essential element in any policy of national development whether as a means of building up the skills required for economic progress or as a means of providing individuals with productive and socially grainful employment. Inspite of all efforts made, to develop and use human resources, during 1980-85, the total rate of unemployment 7.75% and backlog of unemployed in the year 1980 was 12.20 millions. Employment Exchanges can be a source of all types of manpower. Apart from ensuring the manpower requirements, it would also help to eliminate the peculiar position of the educated unemployed and will help to rectify the imbalance between the shortages of personnel incertain areas & regions & surpluss elsewhere.
The growing need of employment exchanges for the optimum utilisation of manpower resources of a country is being recognised all over the world in an increasing measure. The manpower resources of India are no doubt a great national assets but at the same time, they are a crushing liability. In India, with her unlimited supply of unskilled labour and her acute deficit of skills, technical and scientific personnel, planning cannots optimum utilisation of available resources in terms of men and material for which employment exchanges are very useful. In India, Employment Exchange is the only source by which every one whether educated or uneducated, skilled or unskilled, technical or non-technical and handicapped etc. can be registered for required job. Sometimes through employment exchange, a person can get better job than his required job. Employment Exchanges also provide vocational guidance for every job seeker. There is also provision for proper training.

Sometimes Employment Exchanges also arrange special type of training, if any job seekers demand. Employment Exchange Officers also take interview of the applicants. It is very essential for every applicant in India, as entire education is completed without any interview. As a result of it, educated person does not learn anything for success in face to face conversation.
So by taking interview, Employment Exchanges also provide knowledge regarding different occupations to every class.

The necessity of employment exchanges was felt at quite an early stage of industrial development abroad. Newzealand was the first country who started employment exchange in 1891. The use of the employment services voluntary and the majority of job seekers do not find it necessary to use its facilities in order to find work. The first employment exchange was established in 1885 at U.K. Here exchanges provide vocational guidance and training. In 1940, a wide network of vocational training schools, known as the Labour Reserve System, was established. The main functions of the common wealth employment service are to assist people seeking employment to obtain position best suited to their training experience, abilities and qualification, and to assist employer seeking labour to obtain employees best suited to the demands of the employers particular class of work. In most of the countries, under study employment services are available to its citizens through one or other agency of employment exchanges not only in the development economics but also in the under developed economies.

The chain of the Employment Exchanges spread all over the country and known as the National Employment
Service was set up by the Government of India in 1945, but before it, the International Labour Organisation was established. Regional Employment Exchanges of Kanpur started functioning from 1945. In the beginning, 2998 persons were registered. Out of these, registrations, 933 got the employment through employment exchange and 2452 persons remained waiting to be called for employment. So the Govt. realised the utility and importance of the employment exchanges. The planning commission also realised the utility of the employment service, as we needed technical personnel for the successful completion of the various development projects under the Five-Year-Plans. The planning commission is therefore, giving due attention for the organisation and the development of the employment service in our country.

Unemployment means, a condition in which a person, who is capable of doing work, is without work but is in search of work. In India, mainly following typed of unemployment are significant in the contest of the economy of the country (i) agricultural under employment and unemployment (ii) industrial unemployment (iii) unemployment in the general category of occupation namely unemployment among the educated class and unemployment in domestic unskilled and other services.

Employment Exchanges in the country can play a
vital role in removing the unemployment from the country. They simply make an adjustment between the demand and supply of labour. Employment Exchange are only the link between the worker in search of job and the employer who is in search of an efficient worker. Employment Exchanges provide sufficient information of the labour market and mobilise the workers to a more productive employment. The employment exchanges also provide certain training facilities and guidance to the workers to have such training which is conducive to employment. But that is not enough. The backlog of unemployeds at the end of each Five-Year-Plan is increasing. It is, therefore, necessary that we must have an efficient employment service to provide all possible help, to the unemployeds of the country. We must also submit a vivid statistical picture of the problem to the planners of the country.

Kanpur, a Manchesture of Northern India, is an industrial capital of Uttar Pradesh. Uttar Pradesh has also the Directorate of Training and Employment, Lucknow who is looking after the working and functioning of the employment exchanges. It also provides vocational training.

Vocational training is important from the point of view of economic development and employment. It brings employment to millions of young persons and it also provides many opportunities for self employment. The
Government of India provides training for short and long term schemes time to time. The manpower requirements of the various training programmes are among the most important aspects of any plan of economic advancement. Trained manpower along with the use of materials and machines, technical training not merely increase the efficiency, and skill of worker but also accelerates the path of economic development.

The internal working of employment exchange is technical and scientific to ensure uniformity and correct adherence to the procedure laid down. Employment Exchanges working is very easy. Any person can be registered in it. In 1991, 35,269 persons were registered in Regional Employment Exchange of Kanpur and 6,48,031 persons were registered at Central Employment Exchange of U.P. The Employment exchanges classified applicants according to their technical and educational qualifications. The Employment Exchange also provide the placement of the registered persons, the term placing means the procurement of a suitable vacancy by the employment exchange. 3,484 persons were placed from the Regional employment exchange Kanpur in 1991. There is also provision for the registration and placement of women personnel were registered while, 47 were placed and 19,067 women personnel were on live register in Regional
Employment Exchange Kanpur. In 1991, 53,777 women personnel were registered, in which 1,452 women personnel were placed and 2,12,889 are on live register. There is a separate cell for physically hand capped persons. In 1991, 449 persons were registered and 40 persons were placed at the Regional Employment Exchange Kanpur. Employment Exchanges are usefull on the aggregate to every man of the country, where he is employee or employer, but it has become more usefull for women and physically handicapped.

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 so fast as the number of unemployeds because of increasing population in the country. 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. Nowadays, one thing is also prevailed about the employment exchanges that the officials are of the doubt full honesty and take in due advantage of the illiteracy and bit knowledge of the exchanges. But it is also true that Employment Exchanges in our country do not get any public support and sympathy. For this purpose the publicity department of the Directorate General should take proper steps to propogate its work and make the public aware of its usefullness.
Employment Exchanges are also not free from the our politics, India being a democratic country. There are number of political parties with different ideology.

Employment Exchanges play a vital role in the effective utilization of manpower resources of a country. But if the Employment Exchanges are to serve a useful purpose, it is necessary that they should have a sound footing. Therefore, it is essential that the Employment Exchanges should be reoriented a reorganised according to the present day demand. The following are some of the suggestion made:-

(i) As we know that the Employment Exchanges do not create employment opportunities but they simply place the person for the job. Therefore, for better service of the unemployers proper economic development in the country is essential.

(ii) For the development of the Employment Exchanges it is necessary we should provide comprehensive training facilities to our worker in the country as skilled workers are needed in the every field of economy.

(iii) For an efficient functioning of the employment service, it is necessary that we should have an honest placement staff. Only honest persons should
be appointed on the responsible posts.

(iv) The Government should take solid steps for the expansion of the employment service. A network of employment exchanges should be opened in all the towns with the population over, twenty thousand.

(v) Special employment exchanges should be organised and be made effective to serve the people in that category. Such employment exchanges may be for example - Collieny Employment Exchanges, special Employment Exchanges for physically handicapped etc.

(vi) For checking the migration of people from rural areas to urban areas in search of employment it is necessary to organise rural employment service in the country. So that the rural people who are in search of jobs, can get this help nearer to their home.

(vii) For wide publicity of the employment exchanges an effort should be made to make the masses exchange minded. For this, documentary films should be produced and exhibited in every cinema house and hoardings should be installed at the site of every chauraha.

(viii) It is also necessary for most effecting working of employment exchanges that they must get close
cooperation from the employers as well as from job
sectors.

(ix) To check the candidates from giving exaggerated and
wrong information about their capabilities etc. They
should be asked to submit discharge certificate from the previous employers if any. The employers should take it as a binding to issue discharge certificate when they relieve any worker.

(x) The country should have complete statistical
information of the unemployeds. For this it must be
made obligatory on the part of everyman who is
unemployed to register himself with the employment
exchanges.

(xi) The employment exchanges, in addition to their
placement activities should also undertake the
task of social security measures.

(xii) In each employment exchange there should be a
separate on special section for the reserve
categories of candidates.

It is expected that the efforts of the writer
would not go a waste and full weight will be attached to
the suggestions made. It is also hoped that organisation
will be receiving greater and greater support from all
employers and employment-seekers as well as the general
public so that, it may render still greater service to the nation. It is further, expected that the National Employment Service will continue to strive to make its contribution, however, humble towards the solution of India's complex economic problems and will neither relent nor relax in playing its allotted part in the service of the country.