CHAPTER III
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EMPLOYMENT EXCHANGES ABROAD

The necessity of Employment Exchanges was felt at quite an early stage of industrial development. At first they were run by private agencies on a commercial basis for making profits or on public utility lines by philanthropic association like the Y.M.C.A. State controlled Exchange were a later development and New-Zealand was the first country to start them in 1891. We shall now discuss in short the development of Employment Exchanges service in some important countries of the world.

UNITED STATE OF AMERICA

Generally speaking 'an employment agency is any person or corporation engaged in the business of finding positions or employment.' It is an agency for the brokerage of labour for a fee paid either by the applicant seeking employment or the prospective employer. Under a particular statutory definition an employment agency has been held to include an agency which undertakes responsibility to furnish help to employers.

1. American Jurisprudence
for a fee to be paid directly or indirectly by the latter. Ordinarily the term is not restricted to agencies for the engagement of labourers and domestics within the borders of one state only, and hence it includes an emigrant agent which has been defined as one in the business of hiring labourers within a state to be supplied beyond the limits of the state.

The United States Employment Service Bureau has been established by Congress in order to promote the establishment and maintenance of a national system of public employment offices for men, women and juniors, including handicapped person, who are legally qualified to be engaged in gainful occupations. It has also maintained a veterans employment service bureau and a farm placement service bureau.

The bureau also functions co-ordinating public employment offices throughout the country, by developing minimum standard of efficiency. It furnishes pertinent information and statistics regarding employment opportunities, by maintaining a system for supplying labour to several states.

The states may be establishing suitable state agencies authorized to cooperate with the United states
Employment Service, obtain the benefit of certain federal appropriations and acquire certain federal properties used by the United States Employment Service, and provision is made for the Secretary of labour to certify to the Secretary of the Treasury the amounts payable to states having suitable unemployment compensation laws which are necessary for the proper and efficient administration of the state public employment offices. In order to share in the federal funds, the states must meet certain minimum conditions, and reports of their operations and expenditures must be handed over to the Secretary of labour, who is empowered to make rules for carrying out the purposes of the Act. There are State employment agencies, also who have power to establish free employment agencies. Indeed, the states have established public employment services to co-operate with the United States Employment Service. Nevertheless, it has been decided that a statute establishing such agencies which prohibits those in charge of them to furnish help to employers who have caused a strike or lockout for good reasons or without any reason or to permit them to have access to the names of applicants for service, while expressly entitling other employers to their services, is void as discriminating between two classes of employers and depriving applicants of the
privilege of working for such employers, and as interfering with the freedom of contract. It has even been held that the invalid provisions render void the entire statute, if from the entire Act, it is evident that the free agencies persons whose employers were on a strike or were locked out could be excluded from the benefit of such agencies.

**UNITED KINGDOM**

The first Employment Exchange was established in 1885 in England. No fee was charged but a contribution was accepted from those who got job. Labour Bureau Act (London) was passed, which gave authority to local bodies to establish such Bureau. As a result of the Unemployment Work-men's Act of 1905, District committee set up about 25 exchanges. But these exchanges were criticised. The first Employment Exchange run by Government through the Board of Trade was set up in 1910 as a result of the recommendations of the Royal Commission of poor law, 1909.

The country was divided in 11 regions with a Central office at London, and the number of exchanges increased from 61 to 214 within a month and by 1912 the number rose to 414. In 1916 the ministry of labour was
set up which took over the administration of labour exchanges from the Board of Trade. These exchanges were now known, as Employment Exchanges. In 1919, a committee was appointed to enquire the working of these exchange which recommended, that they should be established on a National basis and the National Insurance Scheme should be adopted through them. After the passing of the unemployment Act 1920 about 12 million workers were insured through these exchanges.

The ministry of labour and National Insurance is now responsible for employment services in United kingdom. The scope of the services has been gradually extended to include provisions of vocational guidance and vocational training. The Employment and Training Act was passed in 1948.

The main services throughout the country are provided by a network of some 900 local Employment and Branch Employment offices, which act as Employment Exchanges. Training under the vocational training scheme is provided in 14 Government Training Centres. The Youth Employment Service and the District Resettlement Service are also specialised Employment services in United kingdom.
GERMANY

Responsibility for implementation of the Employment Promotion Act rests with the Federal Institute of labour in Nuremberg. Among other things, the Institute provides job and career advice and assistance in seeking jobs and training posts, promotes vocational training and provides assistance, promoting the rehabilitation of disabled persons through vocational training.

Unemployment persons receive unemployment benefit or unemployment assistance from the Federal Institute of labour. If the employer becomes insolvent, the workers and employees receive allowance to cover the loss of income caused by the firm's bankruptcy.

The objective of the Employment Promotion Act is to achieve and maintain the highest possible level of employment. The Federal labour Institute's responsibilities also include vocational training, vocational further training and vocational re training of individuals. The amount of benefit paid to promote the vocational education of individuals varies and is dependent on certain conditions.

Federal Institute of labour in Nuremberg,
together with the local labour offices and other agencies provide help to the unemployeds. The Federal labour Institute is a self-governed public corporation. Any one in insurable employment for a total of at least 12 months during the last three years is entitled for unemployment benefit. Slightly different rules apply for example in the case of seasonal workers. Such insurable employment covers all jobs with at least 18 working hours per week. Another precondition for eligibility is that the claimant must register with the labour office and claim unemployment benefit before a certain deadline.

The period during which a person receives unemployment benefit varies according to the period of coverage and the person's age, the maximum period amounts to 32 months for workers aged 54 and over. This is paid to those registered as unemployed and available for placement in work who have applied for unemployment assistance but are not eligible for unemployment benefit, are in need and have also satisfied other preconditions within a certain period prior to registration as unemployed and applying for unemployment assistance.

Unemployment assistance is granted for a maximum of one year, after which the conditions for entitlement are reviewed before further assistance can be granted. The
Federal Institute of labour promotes the creation of additional jobs for unemployed persons. Job creation schemes may be sponsored by institutions under public law and companies or institutions under private law. Only persons who receive unemployment benefit or assistance and are unemployed for at least six months may take part in these schemes.

There is also Educational Promotion Act. The Act is designed to help those who are financially unable to obtain an education and training in accordance with their personal aptitude, inclination and ability. Educational promotion is open to all school going children living away from home in order to be able to pursue their education or training or who attend evening classes or adult-education schools. It is also open to those students, who have completed their vocational training and intend to attend specialized technical institutions. Educational promotion for school pupils is subject to tender regulations.

Educational promotion is not available to those starting educational training after the age of 30. The age limit may also be relaxed if the applicant's situation makes it necessary for him/her to start work.
Rehabilitation is open to all disabled persons who are in need of special assistance for their integration. Assistance may equally be required as a consequence of war injuries, road-accidents, accidents at work, illness or physical wear preventing the person from pursuing his or her former job. It is also open to everyone handicapped by birth.

The disabled person's aptitude, inclinations and former occupation must be taken into due consideration while selecting a vocational training programme. Assistance may also be provided for the purpose of vocational advancement.

All persons attending rehabilitation programmes receive sickness benefit, maintenance allowance, an interim allowance or a disability allowance. While undergoing medical treatment, during attendance in vocational programmes, they generally receive a training or interim allowance at the rate of (80% or 70% of the unpaid normal net income during vocational rehabilitation). At the same time disabled persons are also included in the social security and unemployment insurance schemes. Those attending vocational training programmes, but whose competent authority has not yet been ascertained, receive provisional benefit from the Federal Institute of labour regardless as to who bears
the costs finally.

There are regional (not company specific) facilities providing initial vocational training for disabled young, people in need of additional supervision (medical or psychological supervision etc.). There are 37 such vocational training centres accommodating about 10,000 young people throughout the country. These are regional (not company-specific) facilities providing vocational re-training and further training for disabled adults in need of supplementary supervision (medical) or psychological supervision etc.). There are 21 such vocational promotion centres with accommodation of about 12,000 disabled persons throughout the country.

Rehabilitation is the responsibility of the statutory health, pension and accident insurance funds, war pensions offices, social welfare offices and the Federal Institute of labour. Advice can be obtained from these offices on all matters within their sphere of competence. Further information is available from the statutory health insurance funds, labour offices etc.

SWEDEN

Labour market policy is part of the Government's economic policy. The overall aims of which are, rapid
economic progress, full employment, a low rate of inflation, balance of payments to and from foreign countries and an equitable distribution of incomes. The term 'Labour market policy' refers to job placement service and other more or less selective measures to improve opportunities for people in the labour force to obtain and keep a job. Such tasks fall mainly under the jurisdiction of the National labour Market Administration.

Labour market policy has expanded a great deal since 1950. From the late 60's onwards it has accounted for 5% to 8% of the state budget, which is three to five times its share of expenditure in the middle of 1950s.

The main task of labour market policy in the 60's was the stimulation of economic growth. During the 70's with the deceleration of economic growth the some what changed.

Labour market policy during the present decade has acquired a somewhat different focus, partly in the light of experience gained during the 70s. Its main task, at every stage of business cycle, is to help reconcile labour supply and labour demand, quickly and efficiently. Labour market policy during the current upturn is
essentially concerned with supporting the expansion of the business sector, improving services for job seekers and employers and reverting to "the employment line" (reducing the proportion of unemployment benefit payments in the labour Market Administration budget). This means greater emphasis on measures to enhance the efficiency of the labour market.

Since 1970 the member of people in the Swedish labour force has increased by 17.6% to about 4.5 million. The labour supply continued to grow during the second half of the 1970s (though at a slower pace) despite very weak total demand for labour.

Registered unemployment appears low as compared to other countries. During 70s, the annual average varied between 1.5% and 2.7% of the labour force. During 80s, however, registered unemployment reached its highest level of the post-war period, averaging 3.5% in 1983, as compared to 1.6% in 1988.

AMS is the central administrative agency for general labour market and is the agency directly in charge of the country's labour boards and employment offices. In principal the employment offices handle all job placement tasks in Sweden since private employment
agencies are forbidden. The employment service is also backed by a law which requires all job vacancies (with certain exceptions) to be registered at the local offices. A company is however, not obliged to hire a person referred to it by the employment office.

The employment service provides vocational counselling and whatever examinations of the applicant's situation may be required. For instance, regarding vocational training, aptitude testing and occupational rehabilitation, or placement in a job outside the regular labour market.

Public job placement officials handle a sizeable volume of job seekers and employment openings. During fiscal year 1987-88 a total of 893,000 people were registered at the employment services as job seekers (an individual person may have been registered more than once during the year) of these, about 475,000 were jobless at some point during the fiscal year. Of all applicants about 10% were occupationally handicapped, 8% were foreign citizens and about 40% were young people aged 16-14 years. In all the employment offices registered 756,000 job seekers during the year, of which left over from the previous fiscal year.
A number of steps have been taken in recent years to make job placement services more efficient. For instance, job placement is now fully computerized. Terminals provide each employment office with access to information about all job-seekers and all vacancies. Thus vacancies are filled quicker and more efficiently. This means shorter periods of unemployment for job seekers.

The training programme is primarily intended to help unemployed people and hard-to-place job seekers who lacked occupational skills.

Mostly labour market training assumes the form of specially arranged courses under the auspices of the Labour Market Training Group, a new authority consisting of a central board and 25 regional commissions. The courses take place at labour market training centers. The bulk of these courses are vocationally oriented, but there are also preparatory courses. Labour market training can however, also consist of studies at a compulsory or upper secondary schools.

Job seekers with limited work capacity can be given vocational rehabilitation at the employability institutes. Some of these centers have special resources for particular categories the visually handicapped, those
with impaired hearing and those with mobility disabilities. The centers can also provide intensive counseling for persons who have difficulty in choosing a possible occupation. Other activities include methods development, research and training education to improve vocational rehabilitation. During the 1987-88 fiscal year, on an average 5,100 people were enrolled at employability institutes.

Measures to influence demand for labour can either be aimed at individuals or at companies. The first of these categories includes such traditional measures as relief work projects and employment generating activities for the disabled.

Relief work projects are arranged in order to create temporary jobs for unemployed people who for various reasons, cannot find work on the regular labour market. Relief jobs have been created for young people among others (as from 1984 the age limit was raised to 20, following the introduction of special youth teams for young persons aged 18-19). Their purpose has been not only to provide an income, but also to give young people working experience and a better foundation for their choice of occupation or continued education.
During the 70s, various laws were passed both in order to reinforce the job security of existing employers and to make it hard-to-place job seekers. When job placement and training programmes are insufficient, various employment generating measures for the occupationally handicapped may be used.

**FRANCE**

This country started with the exchange communes which where replaced by the departmental exchange in 1914-18. Now there is regional clearing house and a central exchange under the ministry of labour. The distinguishing feature of the France exchange is that they are highly sectionalised by vocations. Each industrial section pursuing a policy arrived after fall consultations of works and employers.

At the council of Minister meeting of 26 October 1983, the Minister of social Affairs and National solidarity and the Minister Delegates with responsibility for Employment presented communications on self determination of working hours and the policy to promote employment. These new measures, designed to consolidate the results already achieved by previous government action on the job front, will supplement the latter which
has kept the unemployment figures stable for over a year. These programmes are as follows—

**TRAINING AND JOBS FOR THE UNEMPLOYEDS**

(1) Training schemes for employees of firms in temporary difficulty are to be expanded by making better use of the National Employment Fund and taking advantage of the training potential of certain big firms, 15,000 people will undergo such training in 1984.

(2) In exceptional cases, with a view to facilities the placement of previously employed persons who have been out of work for more than three months, the public Employment Service will be enabled to propose to employers that such persons be recruited under contracts of determinate duration of six to eight month. This measure, applicable to artisan concerns, small and medium size firms and companies facing an exceptional overload of export orders, guarantee the gains of the ordinance of 5 February 1982. Its effects will be assessed after two years.

(3) Employment training production contracts are to be introduced on an experimental basis to encourage job creation in the industrial sector.

Under the plan for the professional and social
integration of young people between the ages of sixteen and twenty-five years, the Government has just introduced two new types of work, the retraining-employment and employment guidance contracts.

(1) **Trainee-employment contract** (order of 19 May 1983. No. 83-397). It is designed for young unemployed persons aged between eighteen and twenty-six years (exceptionally seventeen years or for job seekers of any age who are having particular difficulty in finding work). The efficiency formulae's is shown by the fact that 200,000 young people are to be benefitted from it in 1983. Under this contract, a young person receives training of 200 and 499 hours for specific employment or 500 and 1,200 hours when the trainee is studying state financial aid: 46 France (in 1983) per hour of training, plus a maximum additional 50% if the trainee has been registered as unemployed for over a year, and 20% if the training involves exceptional costs. The employer has three months from the date of recruitment to apply to the Departmental Directorate of Labour and Employment for an agreement with the state under scheme.

(2) **Retraining-employment contract**, this contract is a simpler version of the trainee employment contract. Employers may offer it to:-
(i) Young unemployed persons under twenty six years of age but already skilled.

(ii) exceptionally, to job applicants of any age who are having particular difficulty finding employment.

The retraining employment contract is a work contract of at least one year, involving 150 hours of training. The state contribution is paid in lump sum at the beginning of the contract.

(3) Employment - guidance contract :- This formula, established by order No. 83 398 of 19 May 1983 is intended for young unskilled, unemployed persons aged between eighteen and twenty six years. The contract is of a specified duration of not less than four months.

It must be concluded on the initiative of the French National Employment Agency (ANPE). The aim is to give work experience to young job seekers on help them determine their vocational bent, under the supervision of a senior employee. Employees under this scheme may, during working hours take part up to thirty hours of vocational assessment and guidance sessions organised by the ANPE and the Adult Vocational Training Association (AFPA).
State financial aid calculated at a standard rate on the basis of eighty hours, is granted to employers for each person employed under the scheme. The hourly rate is laid down by order. Employment-guidance contract will not be granted to young people within the framework of a school or university course, nor to members of the employers family. The works council or staff delegates will be consulted on how to operate these contracts.

There are some other countries such as Iran, UAR & Indonesia, where employment services are available according to the demand of the employment.

**ITALY**

A system of rotation of employment is used in the building industry and in agriculture to share out among unemployed persons, registered unskilled workers and the number of working days available.

**ISRAEL**

In Israel, since 1950, employment situation has improved largely due to the advanced planning of jobs. The Central labour Exchange was acting in creating employment opportunities and in advising the settlement
opportunities for setting up work camps in relation to work aspects.

NEITHER-LAND

With the transfer of sovereignty over the former east Indian territory to republic of Indonesia, serious employment problems arose. From the demobilisation of the Neither-lands armed force and repatriation of the other Neither-land personal. After 1st January 1947, when the first troop returned from the east, about 68,434 demobilised soldiers were registered with the Employment Exchanges. Of this about 50% were to be placed in new jobs while most of the remainder returned to their former employers. Some were placed with Government work-shop. They were trained for new occupations. At the end of the year 77% of the unemployed demobilised soldiers, were registered for three months.

WORKING CONDITION IN SOVIET ENTERPRISES:

Unemployment in U.S.S.R. was abolished completely and forever as back as 1913, and labour exchanges were closed down, as there was no longer any need for them. Every able bodied citizens, irrespective of sex, nationality or race could obtain employment at this trade in accordance with his qualification.
In the year 1928-40, 8,900 large state industrial enterprises were set up in the U.S.S.R., which provided jobs to thousands of citizens. In 1940 a wide network vocational training schools known as the Labour Reserve System was established. These schools provided skilled training for Iron and steel engineering, mining, Iron industries, the railways, marine, river transport, building industries and the other branches of economy. Workers in the higher skilled trades in schools provided a two year course, while those preparing for simpler trades, attended shorter courses. All trainees in these schools are fully maintained by the states. Instruction, boarding, lodging, clothing, text books etc are free. Besides, the vocational courses given in these schools, trainees are taught general educational subject. Vocational schools admit youths (boys and girls) possessing general education and keen desire in studies in one of the schools.

Between 1941 and 1955, the labour reserve system trained more than 8 lakhs young workers in these schools and the factory apprenticeship school had thirteen lakhs 65 thousands trainees on their roles.

Often the workers are hired by enterprises themselves. They put an announcement or an advertisement
in local newspaper or they have local advertising organisations, for advertising the posts in trains, buses and other public places. When a worker has decided as to what work he wants to do he applies to the management of a factory. In which he wants to work is taken on presentation of his work book, (Work book is a document in which are recorded the workers duration of work and bonuses etc if any, he has received).

No restrictions exist in the Soviet Union with respect to employment. All that is required is that the person should be able to do work. In case, a worker is not fit to do the job, he has selected, he will be offered other or will be sent to technical course to raise his qualification. Labour legislation regulates the relation between factory and office workers and the management of the enterprises.

MENT
THE EMPLOY SERVICE IN NEW-ZEALAND:

New-Zealand has had in one form or an another, a free public employment service since 1891. When district offices of the department of labour began to make publicly available and to exchange from district to district information on unemployment and to register and refer job seekers to vacancies. Today the employment
division of the department aims to provide as for as is necessary in prevailing economic and social condition fairly full service for the purpose of placing workers in employment, assisting people to find better or more suitable employment and aiding persons who require occupational adjustment or training. The apprenticeship division is concerned with maintaining adequate flow of skilled tradesmen into the labour force, while the immigration division is responsible for the selection, transport and accommodation of immigrants recruited from abroad.

To perform these and other duties the head office of the department of labour situated in the capital at Wellington is assisted by 23 district offices forming a network throughout the whole country. The use of the employment services is voluntary and the majority of job seekers do not find it necessary to use its facilities in order to find work. The people who make most use of employment exchange services are those who have experienced difficulty in obtaining work because of age, physical disabilities or other handicap who have unsatisfactory employment and who want only unskilled or temporary work.

Employers when notifying vacancies to the employment services are required to give sufficient
particulars about the types of workers required, the wages, overtime, hours of work, and whether accommodation is available. These particulars are entered in a card index which forms a vacancy register.

Since mid 1984 over 30 young Swiss people from a range of trades and professions worked for New Zealand employers under a trainee exchange administered by the Department of Labour. It has proved a rewarding experience both for the trainees and their employers.

Although only a handful of New Zealanders have so far participated in the exchange the opportunity is there for suitably qualified people to extend their work skills and to experience life in a country renowned for its scenery, high standard of living, and a national passion for organisation and efficiency that has helped make Switzerland a world leader in such fields as precision, engineering, banking and insurance.

The New Zealand - Switzerland Trainee Exchange scheme aims to encourage young Swiss and New Zealanders with suitable skills and work backgrounds to spend a limited period of working in each other's country, to exchange skills and knowledge and gain further work experience. The scheme was set up jointly by the Swiss and New Zealand Governments in 1984. In New Zealand,
it is administered by the Department of labour under the
guidance of an Advisory Committee chaired by the Deputy
Secretary of labour (Employment and Training) and
consisting of representations of the New-Zealand Employers
Federation (INC), the New-Zealand Federation of labour
and the vocational Training council.

The Advisory Committee selects most suitable
applicants from New-Zealands for recommendation to BIGA
and is kept informed of Swiss participants placements in
New-Zealand. Applicants for a traineeship should be over
18 years and not more than 30 years of age. They must
have a working knowledge of German, French or Italian,
and New-Zealand citizen living in New-Zealand because the
scheme is based on the idea of sharing skills. Applicants
with 2 or more years work experience and or relevant
qualifications will generally be given preference for
places in the scheme.

BIGA cannot guarantee that applicants are
recommended to arrange work for themselves if possible.
In all cases, BIGA must be satisfied that the rates of
pay and other terms and conditions of employment are
acceptable before the employment can be approved under
the scheme. Application forms can be obtained from the
Department of labour of the address on the back of this
brochure. Applications will be invited through newspaper
advertisements about the middle of each year. Completed applications should be accompanied with translations of important personal documents, such as references, in at least one of the language German, French or Italian.

New-Zealand employers can benefit from the opportunity to offer temporary employment to Swiss people who can share their knowledge of European techniques and practices. In all cases the Department must be satisfied that conditions of the proposed employment comply with New-Zealand statutory and award requirements.

One of the reasons given by Swiss trainees requiring work in New-Zealand is to improve their English. Most of the German and Italian language speakers are bilingual in these languages, or in French, and the majority have studied English as a third language.

Many comments on the more relaxed attitudes to life and work they find in New-Zealand. They are accustomed to a more disciplined and highly organised work-place. It is found that more young New-Zealanders are able to utilise the unique employment opportunities offered by such schemes, for their own benefit and also to increase the skills available in the New-Zealand labour Market.
N.E.S. IN CANADA:

The experience of a decade and a half when the nation was involved in a world war, has demonstrated the values of Canada's National Employment Service. This country-wide organization, which is administered by the Unemployment Insurance Commission as one of its main branches, has achieved an assured position in the national economy. More and more employers are turning to it for their employees' requirements. Unemployed workers are learning the values of a system that span the nation and is based on familiarity with the entire employment field.

The Unemployment Insurance Act, which provides the statutory basis for the National Employment Service was passed by Parliament in the summer of 1940. This provided the government with the power necessary to establish a National Employment Service, which is essential to the operation of an adequate programme of unemployed insurance. The new organization started operating at the time when the second World War was at peak. The doors of commission officers across Canada were open to the public in the summer of 1941. The start was made in the main cities and towns; but in a comparatively short time functioning of local offices started mostly in
urban centers.

The Canadian unemployment insurance programme is a co-operative undertaking. The unemployment Fund is created by contributions made by employers and workers equally. From the public treasury, this amounts to about 1/5 of the total amount contributed by the employers and employees. The Unemployment Commission which includes representatives of both employees and worker organisations. Provision was also made for the establishment of national, regional and local committees to advice on matters connected with employment. The national employment committee is made up of representatives of employers and employees organisations, women organisations, agriculture, the retail trade, etc. The Committee meets three times a year and deals with the problems that arose or consider matters referred to each by the Commissions or local and regional Committees.

The head office of the Unemployment Insurance Commission, of which the national employment service is a branch is located in Ottawa. Here the commission has built up a Central organisation responsible for the planning and general direction of the organisation as a whole. An executive director is the senior officer under the commission and the line of action is executed by him.
through the five regional superintendents to the local offices of the commission. The function os the local office involves Registration of all persons who apply for employment. The method of Registration varies with circumstances. It may be oral, self registration, group registration or registration by mail.

COMMON WEALTH SERVICE:

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 qualifications; and to assist employer seeking labour to obtain employees best suited to the demands of the employers particular class of work.

The organisation and functions of the common wealth employment service conforms to the provisions of the employment services convention 1948 of the International Labour Organisation. It functions within the employment division of labour and National service on a decentralised basis. The Central office is in Melborn and there is a regional offices in the capital city and each state, with 142 district employment offices and branch offices in suburban, and the larger provincial centres and 339 agents in the smaller country centres.
The Districted employment offices and branch offices are as follows:

New South wealth, Victoria, Queensland, South Australia, Western Australia, Tasmania, Northern Territory and Australian Territory.

The common wealth employment services provides specialized facilities for young people, persons with physical and medical handicaps, ex-members of the defence forces, migrants, rural worker and persons with professional and technical qualifications. Vocational guidance is provided free of charge by a staff of qualified psychologists.

The common wealth employment service has responsibilities in the administration of the unemployment benefits provided under the social services Act 1947-1962. All applicants for benefit must register at a District employment offices a agency of common wealth employment services, which is responsible for certifying whether or not suitable employment can be offered to them.

The common wealth employment service is responsible for placing in employment migrant workers sponsored by the common wealth nominations and similar
schemes. This includes arranging for them to move to their initial employment and for their admission if necessary to common wealth hostels.

In association with placement activities, regular service of the labour market are carried out, and detailed information supplied to interested common wealth and state Government department and to the public - employers and other interested persons are advised on labour availability and employment opportunities in various occupations and areas and on other matters concerning employment. Prior to the setting up of the common wealth employment service, state labour exchange organisation existed in several states, but they have been superseted.

CONCLUSION:

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 developed economies but also in the under developed economics.