CHAPTER - IV

ORGANISATION OF EMPLOYMENT EXCHANGES IN U.P.

Though India is not an industrially advanced country. But every effort is being made to make it a fully developed industrial country. There are many obstacles before the industrial sector of economy, even then, whatever progress has been made during the last 40 years may be said to be satisfactory. India has been one of the most prominent members of the International Labour Organisation and many times India's representatives lead the organisation. Although employment service Convention 1919, passed the scheme and recommended the establishment of employment in India, yet due to certain reasons, under the foreign yoke employment exchanges could not be established in India. It was during second World War, when India was also asked to supply manpower in war recruitment offices. It was at the time when the primary shape to the existing employment exchanges was given.

The Employment Convention of 1931, needed ratification in the view of the Government of India, and they thought of establishing employment exchanges at every important places of the country. For this they set up Royal Commission on labour to report whether employment exchanges would prove beneficial. The
Commission, however did not favour the idea of the establishment of employment exchanges. The Commission held, "We do not think, it would be wise to start them at a time when most factory owners can find sufficient labours at the gates"\(^1\).

They did not fully realise the importance of employment exchanges for only recruitment purpose. They had other aspects also to deal with their necessity in peace time was more than that in war time. The need of Employment Exchanges in the sphere of labour welfare, training, social security and proper allocation of labour was not realised by the Commission.

**PROBLEM BEFORE 1939**

The chain of 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.

Time to time new act and commission's were

---

formed. Some of them are as follows:

2. The Royal Commission on labour (1913).

These Commission cover different aspects of unemployment and also cover the private agencies problems regarding unemployment. Some commissions were also set up on the basic needs of the time.

Various committees were also set up by the Central and Provincial Government to investigate different aspects of labour and unemployment problems. Such as 'the Unemployment Committee 1955, under chairmanship of Sri Tej Bahadur Sapru, Cawnpore (Kanpur), Labour Enquiry Committee (1938) under the Chairmanship of Dr. Rajendra Prasad, the Bihar labour Enquiry Committee (1940) also under the Chairmanship of Dr. Rajendra Prasad, the Bombay Textile Labour Enquiry Committee (1940) under the Chairmanship of Mr. Justice H.V. Divatia etc. 2.

   Chapter I - General Historical Survey
   Page - 1

The Washington International Labour Conference (1919) emphasised the idea of establishment of Employment Exchanges in every country. It passed a resolution unanimously that all countries should start services under one central authority. There should also be Committees of employers and employees both. On the contrary the Royal Commission on labour was against the establishment of Employment Exchange in India. On one side the Commission disfavoured the establishment of employment exchange in India and on the other side, the various associations and committees in the country, strongly favoured the idea of their establishment. The Ahmedabad mill owner 'association 1936 pointed out the need of employment exchanges, which may adjust the demand for and supply of labour. The Cawnpur labour enquiry committee 1938, stated, "We strongly recommend the establishment of labour exchange. Both the employers and workers have advocated it .............. a very important step will have to be taken to wards the elimination of bribery and corruption associated with recruitment".

THE ROYAL COMMISSION LABOUR REPORT :-

The Royal Commission on labour in India (1931)

which examined the question of establishing employment exchanges felt that the time was not opportune for setting up such exchanges.

The scheme of decausalisation in the dockyard of Glasgo and Liverpool which were, so effectively and successfully handled by the employment exchanges, answer to the question of Royal Commission on labour. Under the 1931 Convention, it was decided that the establishment of national employment service was inevitable in every national economy in order to cope with the difficulties of labour. The profit concept and free charging was abolished altogether and the idea of a wider Public service develop various committees of Madras., Bengal and Orissa favoured the idea of establishment of employment exchanges. They advocated the abolishing of middlemen or intermediaries for labour recruitment. In the year 1942, there was a general, demand backed by employers and employees for the establishment of employment exchanges. It resulted in the formation of employment tribunals.

**EMPLOYMENT TRIBUNALS** :-

When the war ended it was realised that the establishment of an employment service was essential to tackle the war time needs for technical personnel and
also handle the post war resettlement problems, posed by demobilisation. The National Service labour tribunals were set up to administer the National Service Ordinance 1940. It was the intention that they should gradually assume the role of employment exchanges for technical personnals. In practice, the war time emergency to compel employers to force an employee to take up employment in the national service and to fix wages and terms their service distinguished them from the accepted principles of the voluntary basis of the working of Employment Exchanges.

As the second world war progressed, it was felt that an employment service should be built up to deal with the registration and voluntary placement of skilled and semi-skilled workers who would face unemployment on cessation of hostilities. The Tribunals had already gained considerable experience in organising Technical Training Schemes with a view to provide skilled technical personnel for the Armed Force. Therefore, the first voluntary employment exchanges for skilled and semi-skilled personnel were set up under the aegis of these Tribunals. Accordingly, during the period 1943-44, eight employment exchanges were set up on an experimental basis and controlled and supervised by the
National Service labour Tribunal till 1945.

In the beginning these employment exchanges catered to technical personnel only. Industrial establishments were required to issue to the technical personnel, discharged or dismissed by them, service certificates in the prescribed form. Simultaneously, employers were required to notify to these exchanges all vacancies in the specified technical categories and to furnish monthly reports as to how the notified vacancies had been filled. Though it was not obligatory on their part to engage applicants sponsored by an employment exchange. In case of non-selection they were required to give reasons for the rejection of applicants referred to them. The underlying aim was to encourage employers to seek assistance of an employment exchange for meeting their manpower demands of specified categories.

DIRECTORATE GENERAL OF RESETTLEMENT & EMPLOYMENT (D.G.R. & E.) :-

The Directorate General of Resettlement and Employment was created in July 1945 with the object of supervising coordinating and directing the work of both the central and regional offices of the Directorate General. For some time, there was also created a Resettle
Advice Service, under the D.G.R. & E. to explain to service personnel the procedure for contacting employment exchanges and to advise them generally in regard to various possibilities of their re-employment. This service was wound up in February 1948.

The National Employment Service in India has no statutory basis, as it was not set up as a result of any legislative enactment. However, a significant development, after the transfer of the administration of the service to state Governments, was the enactment of the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 which came into force from the 1st May 1960. The Act enjoins on all establishments under the public sector and other establishments where ordinarily 25 or more persons are employed to work for remuneration (including workers on commission basis) under the private sector to notify specified categories of vacancies to the nearest employment exchange. The Act imposes two statutory obligations on employees, (1) notification of vacancies and (2) submission of statutory returns to the concerned employment exchange. The Act does not impose any obligation upon any employer to recruit any person through the employment exchange to fill any vacancy merely because that vacancy has been notified under any
of the sections or sub sections of the Act. In practice, however and through administrative orders, the Central Government and many State Governments have made recruitment through employment exchanges compulsory in all Government offices and in most semi-Government establishments and autonomous and departmental industrial undertakings.

B. SHIVA RAO COMMITTEE'S REPORT ON EMPLOYMENT EXCHANGES:

The Government of India, Ministry of labour set up the Training and Employment Service Committee under the chairmanship of Mr. B. Shiva Rao, M.P.. The main object of the committee was:

"to assess the need for the continuance of the organisation in the context of the country's economic and social development and suggest with reference to such need what its future shape should be".

The terms of reference of the committee included, among others:

(i) to enquire into the whole question of the future of the Resettlement and Employment Organisation and examine whether part of the organisation should be transferred to the state Government or not, in the latter event, what degree of
superintendence and control should be retained by the Central Government".

(ii) "to examine whether there should be further expansion of employment exchanges and training programmes consonent with the increased requirements of the country".

(iii) "to consider whether legislation should be introduced making it obligatory for industry to recruit personnel, at least in the larger industrial centres, through Employment Exchanges".

After careful consideration the Committee whose report was submitted in 1954, came to the conclusion that "The administration of the Organisations should be transferred to state Governments........ with the object that the Employment Exchange organisation might continue to function as a nation-wide system and at the same time be integrated with the plans and programmes of the states. We recommend that while State Government should be responsible for the day-to-day administration of the Exchange and Central Government should continue to lay down policy and standards and coordinate and supervise the work of the Employment Exchanges".
This recommendation was discussed and unanimously accepted in the 'Labour Ministers Conference' of all states at Hyderabad in November, 1955. In pursuance of these recommendations the day-to-day administrative control of the Employment Exchanges was transferred to the state Governments with effect from November 1, 1956 in the hope that this would result in greater involvement of the State Governments in the various programmes of the Employment service. The State Governments were, henceforth, responsible for the administration of employment exchange in their respective state and for developing their scope and activities. However, the sharing of financial expenditure by the centre to the extent of 60% of the cost of the organisation continued. The Employment service, was also placed on a permanent footing. Further more, as recommended by the committee,

"The Employment Exchange Organisation with the Central Headquarters, State Administrative offices and Employment Exchanges constituted a unit by itself and was renamed as the 'National Employment Service'.

The recommendations of the Shiva Rao Committee have been mainly responsible for the development of the present structure of the organisation and diversification of its functions, such as vocational guidance, employment market information and occupational research. Formulation of policies and procedure, laying down of standards, staff training and evaluation of the employment exchanges were retained as central responsibilities in order to maintain uniform standards and promote the national character of the organisation. In short, the committee gave the Employment service a new purpose and direction.

**HISTORY OF THE EMPLOYMENT EXCHANGE:**

The Employment service came into being in India under the stress of post war demobilisation. Towards end of war, the need was felt for a machinery that would satisfactorily handle orderly re-absorption in civil life of a large number of service presonnels and war-workers who were to be released. Having regard to the complexity of the problem and to ensure coordination and uniformity in policies governing demobilisation and resettlement it was considered necessary that the machinery to be set up should be directed and controlled by the Centr...
Government. In accordance, with a scheme that was agreed upon by the Central and State Governments, a Directorate General of Resettlement and Employment was created in July 1945, and Employment Exchanges were gradually opened in several parts of the country.

Till the end of 1946, Employment Service facilities were available only to demobilised Service personals and discharged War-workers. In 1947, at the time of partition of the country, the Employment Exchanges were called upon to deal with the resettlement of a large number of persons who were displaced in consequence of the partition. In response to growing demands, the scope of the service was gradually extended by early 1948, Employment Exchanges were thrown open to all categories of workers.

Based on the recommendations of "The Training and Employment Services Organisation Committee (Shiva Rao Committee and the acceptance of these recommendations by the Government of India and the State Government the day-to-day administration of Employment Exchanges was handed over to State Government with effect from 1st November 1956.

The Employment Exchanges (Compulsory
Notification of vacancies) Act, 1956 was passed in 1959 and came into force with effect from 1st May 1960. Under the provisions of the Act, all establishments under the public sector and all establishments where ordinarily 25 or more persons are employed to work for remuneration (including workers on commission basis) under the private sector come within the purview of the Act and are required to notify certain categories of vacancies to the appropriate Employment Exchanges as notified by the state Governments and also render quarterly and biennial returns in the prescribed forms E.R.I. and E.R. II.

EMPLOYMENT EXCHANGE COMPULSORY NOTIFICATION OF VACANCIES

ACT 1959 :-

1. In 1952, the training and employment service organisation committee set up the Government of India had recommended.

(a) that employers should be required on a compulsory basis to notify to the employment exchange all vacancies other than those occurring in unskilled vacancies, of temporary duration and to be filled by promotion.

(b) that employers also be required on compulsory basis to render to the employment exchange staff strength returns at regular intervals. The
committee had further recommended enactment of suitable registration in this regard. In pursuance of this recommendation the Government of India had enacted the employment exchange (Compulsory notification of vacancies) Act 1959. The Act came into force with effect from 1st May 1960 in all states except Jammu & Kashmir and in the Union Territories of Delhi, Himachal Pradesh, (now state) Manipur and Tripura. The Act is not applicable in relation to vacancies.

(i) in any employment in agriculture (including Horticulture), in any establishment in private sector, other than employment in agricultural and for machinery operatives.

(ii) in any employment in domestic services.

(iii) in any employment the total duration of which is less than three months.

(iv) in any employment to do unskilled office work for example.

(1) Daftari,
(2) Jamadar, orderly and peon,
(3) dusting man or farrash,
(4) bundle or record lifter;
(5) process server,
(6) watchman;
(7) sweeper;
(8) any other employees doing any routine or unskilled work which the Central Government may, by notification in the Official Gazette, declare to be unskilled office work.

(v) in any employment connected with the staff of parliament.

2. Unless the Central Government otherwise directs by notification in the official Gazette, in the behalf, this Act shall not also apply in relation to -

(a) vacancies which are proposed to be filled through promotion of by absorption of surplus staff of any branch or department of the same establishment or on the result of any examination conducted or interview held by, or on the recommendation of, any independent agency, such as the Union or a State Public Service Commission and the like;

(b) vacancies in an employment which carries a remuneration of less than sixty rupees in a month.
NOTIFICATION OF VACANCIES TO EMPLOYMENT EXCHANGES:

(1) After the commencement of this Act, in any State or area thereof, the employer in every establishment in public sector in that State or area shall, before filling up any vacancy in any employment in that establishment, notify that vacancy to such employment exchanges as may be prescribed.

(2) The appropriate Government may, by notification in the Official Gazette, require that from such date as may be specified in the notification the employer in every establishment in private sector or every establishment pertaining to any class or category of establishments in private sector shall, before filling up any vacancy in any employment in that establishment, notify that vacancy to such employment exchanges as may be prescribed, and the employer shall thereupon comply with such requisition.

(3) The manner in which the vacancies referred to in subsection (1) or sub-section (2) shall be notified to the employment exchanges and the particulars of employments in which such vacancies have occurred or are about to occur shall be such as may be prescribed.
(4) Nothing in sub-sections (1) and (2) shall be deemed to impose any obligation upon any employer to recruit any person through the employment exchange to fill any vacancy merely because that vacancy has been notified under any of those sub-sections.

PENALITIES :-

(1) If any employer fails to notify to the employment exchanges prescribed for the purpose any vacancy in contravention of sub-section (1) or sub-section (2) of Section 4, he shall be punishable for the first offence with fine which may extend to five hundred rupees and for every subsequent offence with fine which may extend to one thousand rupees.

(2) If any person -

(a) required to furnish any information or return-

(i) refuse or neglects to furnish such information or returns, or

(ii) Furnishes or causes to be furnished any information or returns which he knows to be false, or

(iii) refuse to answer, or gives a false answer to any question necessary for obtaining any information required to be furnished under Section 5; or
(b) impedes the right of access to relevant records or documents or the right of entry conferred by section 6.

He shall be punishable for the first offence with fine which may extend to two hundred and fifty rupees and for every subsequent offence with fine which may extend to five hundred rupees.

POWER TO MAKE RULES

(1) The Central Government may, by notification in the Official Gazette and subject to the condition of previous publication, make rules for carrying out the purposes of this Act.

(2) In particular, and without prejudice to the generality of the foregoing power, such rules may provide for all or any of the following matters, namely:

(a) the employment exchange or exchanges to which the form and manner in which, and the time within which, vacancies shall be notified, and the particulars of employments in which such vacancies have occurred or are about to occur;

(b) the form and manner in which and the intervals at which, information and
returns required under Section 5 shall be furnished, and the particulars which they shall contain;

(c) the officers by whom and the manner in which the right of access to documents and the right of entry conferred by Section 6 may be exercised;

(d) any other matter which is to be, or may be prescribed under this Act.

(3) All rules made under this Act shall be laid for not less than thirty days before each House of Parliament as soon as may be after they are made and shall be subject to such modifications as Parliament may make during the session in which they are so laid or the session immediately following.

**MAIN PROVISION OF EMPLOYMENT EXCHANGES IN U.P.**

The Employment Service is now the joint concern of the Government of India and the Government of the states. The respective responsibilities of the state Government, which can help employment exchange policies to fulfill aim are the following:

(a) to exercise full control over the Exchanges in the states, inclusive of the power of appointment,
control promotion and punishment of all their staff as well as of the staff of state Directorates,

(b) to carry out inspection of Employment Exchanges to assess the effectiveness of their work and take appropriate action to bring about necessary improvements,

(c) to organise and carry out training programmes for non-gazetted staff in accordance with national policies,

(d) to organise vacancy and labour clearance at Employment Exchanges at State level and coordinate with the Central machinery.

(e) to collect, compile, analyse and interpret statistical and employment market data in the prescribed manner and furnish such data and information to the Government of India as may be required,

(f) to provide and disseminate information to public and private bodies in the State interested in such information,

(g) to plan, develop and carry out at State and local levels a programme of employer and worker relation in accordance with national policies,
(h) to arrange for a coordination and consultation with departments of the state Government whose activities affect the employment situation in the State,

(i) to set up committees on employment at State and local level in accordance with national policies,

(j) to refer to the Government of India for consideration, the recommendations of committees on employment involving major changes in policy or procedure,

(k) to carry out at State and local levels a public relations and informations programme in accordance with national policies,

(l) to provide full facilities to the authorised officers of the Government of India to evaluate the work of Employment Exchange.

**INSPECTION WORK:**

The 12th Working Group of National Employment service (held in 1970) while considering the commissions recommendations suggested, the following measures to maintain and faster the national character of the service, within the State, Co-ordination is ensured in the following manner:-
(1) Inspection of Employment Exchanges,
(2) Unified Administrative Control,
(3) State Committee on Employment,
(4) Meeting of Employment Service officers, and
(5) Training of Staff.

(1) **INSPECTION OF EMPLOYMENT EXCHANGES** :-

The responsibility for the periodic inspections of the various employment exchanges within a State rests with the State Directorates. While the Central Government ensures, through technical evaluations, that the agreed policies are being implemented, standards maintained and programmes followed. The State inspections are carried out to assess the effectiveness of the organisational structure, supervisory methods and the work of the employment exchange with a view to taking appropriate action and bring about necessary improvements.

At the local level, the Employment officer, in charge of an employment exchange ensures rigid compliance with the Central and State instructions, pays particular attention to the training of the staff for the proper performance of their duties, regularly arranges rotation of work among members of the staff and personally carries out internal inspections and test
checks of the various sections and important items of work. In the execution of the various programmes, he is guided by the District Employment Committee attached to the exchange.

(2) **UNIFIED ADMINISTRATION CONTROL** :-

Because the day-to-day administrative control over field offices is exercised by the State Directors of Employment, it is easier for them to ensure their compliance with instructions and procedures issued by the Directorate General and the State Directorate - General and the State Directorate of Employment.

(3) **STATE COMMITTEE ON EMPLOYMENT** :-

The State committee on Employment fashioned after the Central Committee on Employment helps in the coordination of employment exchange programmes at the State level.

(4) **MEETINGS OF OFFICERS** :-

Conferences, meetings and seminars of Employment officers are held in the States, attended by officers from the state Directorate and the Directorate General. Conferences of subject - specialists (e.g. in employment market information, vocational guidance, etc.) are also
organised.

These conferences not only help in the promotion of unified programmes and procedures but also provide a common forum for the exchange of views, information and experience among participants, clarification of their doubts and formulation of measures for the implementation of developmental programmes.

(5) **TRAINING OF STAFF**

Training of clerical staff is a State responsibility. For a continuing and planned programme of staff training, posts of Staff Training Officer have been created at the State Directorates.

**TECHNICAL TRAINING ORGANISATION**

The council of Scientific and Industrial Research, Government of India is building up a revised National Register of Scientific and Technical personnel. This is being done with a view of assessing the number of such persons in the country and to facilitate when desirable their utilisation.

Employment officers should collect information regarding facilities for institutional and in-plant
training and render the same to the D.G E & T. which is responsible for the compilation of the information into Handbook on Training Facilities in respect of the State and also in respect of all India volume.

REGIONAL EMPLOYMENT EXCHANGE OF KANPUR:

In October 1943, an employment exchange was established, in accordance with the general policy of the government to establish such institutions throughout the State. A Committee consisting of six members as two representing employers two workers one state Government and one army representative was formed to managed the centre. Under the Regional Employment Exchange of KANPUR other sub regional employment exchange were established. Offices at Allahabad Gorakhpur, Lucknow, Jhansi, Almorah lanesdown, Barrielly, Agra were established subsequently.

Kanpur being a big industrial city is spread in all the directions. A large single exchange, therefore, could not solve the problem of large number of factories in the cities. Therefore four sub offices have been set up at Gwaltoli, Juhi, Kalpi Road and Affimkothi where the labour offices is dense. One University Employment Bureaux has also been set up in the premesis of Kanpur.
University Kanpur near Kalyanpur. All the Offices are controled by the Regional employment officer. The Regional employment exchange performs work connection with the technical section, clerical handicapped, women and appointment branch, pool and Decasulisation section scheme (Which has been now closed) was looked after by Gwaltoli sub office and general vacancies are to be filled by Jhakkarkuti and Kalpi Road sub offices.

Regional Employment Exchanges of Kanpur started functioning from 1945. In the beginning 2998 persons were registered Out of these registrations, 933 got employment through employment exchange and 2452 persons remained waiting to be called for employment. In the University campus, which manages educated and skilled job seekers for job. In University Employment Exchange educated and skilled job seekers get registered their names and educational qualifications for appropriate job. In this Exchange there are some particular vacancies demanded, but in Central Employment Exchange, every type of vacancies are demanded. So most of the job seekers who want to do any job may be registered in Central Employment Exchange. There are other Exchanges which deal with other types of vacancies.
## STUDY OF REGISTRATION PLACEMENT & NOTIFICATION OF
REGIONAL EMPLOYMENT EXCHANGE KANPUR SINCE 1945. 

### Table No-4

<table>
<thead>
<tr>
<th>Year</th>
<th>Numbers of Registration</th>
<th>Numbers of employers utilising employment Exchange</th>
<th>Numbers of vacancies notified during the year.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1945</td>
<td>2,998</td>
<td>933</td>
<td>2,452</td>
</tr>
<tr>
<td>1950</td>
<td>89,777</td>
<td>49,232</td>
<td>52,539</td>
</tr>
<tr>
<td>1955</td>
<td>56,439</td>
<td>8,235</td>
<td>11,838</td>
</tr>
<tr>
<td>1960</td>
<td>1,12,824</td>
<td>18,833</td>
<td>23,346</td>
</tr>
<tr>
<td>1965</td>
<td>1,19,790</td>
<td>22,021</td>
<td>29,118</td>
</tr>
<tr>
<td>1970</td>
<td>95,055</td>
<td>14,847</td>
<td>19,466</td>
</tr>
<tr>
<td>1975</td>
<td>96,316</td>
<td>12,099</td>
<td>14,368</td>
</tr>
<tr>
<td>1980</td>
<td>92,503</td>
<td>6,771</td>
<td>8,508</td>
</tr>
<tr>
<td>1981</td>
<td>82,472</td>
<td>7,701</td>
<td>10,132</td>
</tr>
<tr>
<td>1982</td>
<td>85,257</td>
<td>7,031</td>
<td>8,230</td>
</tr>
<tr>
<td>1983</td>
<td>81,239</td>
<td>6,834</td>
<td>8,866</td>
</tr>
<tr>
<td>1984</td>
<td>74,367</td>
<td>6,403</td>
<td>9,328</td>
</tr>
<tr>
<td>1985</td>
<td>71,334</td>
<td>6,177</td>
<td>8,269</td>
</tr>
<tr>
<td>1986</td>
<td>54,107</td>
<td>6,627</td>
<td>7,861</td>
</tr>
<tr>
<td>1987</td>
<td>52,799</td>
<td>6,668</td>
<td>8,118</td>
</tr>
<tr>
<td>1988</td>
<td>73,580</td>
<td>7,802</td>
<td>9,010</td>
</tr>
<tr>
<td>1989</td>
<td>60,930</td>
<td>5,711</td>
<td>6,443</td>
</tr>
<tr>
<td>1990</td>
<td>44,902</td>
<td>4,238</td>
<td>5,001</td>
</tr>
<tr>
<td>1991</td>
<td>35,269</td>
<td>3,484</td>
<td>3,773</td>
</tr>
<tr>
<td>Jan. 1992</td>
<td>4,198</td>
<td>381</td>
<td>443</td>
</tr>
<tr>
<td>Feb. 1992</td>
<td>2,995</td>
<td>181</td>
<td>225</td>
</tr>
<tr>
<td>Mar. 1992</td>
<td>2,155</td>
<td>342</td>
<td>320</td>
</tr>
</tbody>
</table>

1. SOURCE: Office of Regional Employment Exchange KANPUR.
CONCLUSION:

The employment service in the country is about half century old. Although the International labour of Organisation passed a Convention in favour of free employment service in each country in the year of 1990. At the exchange of our country is not opened. It was only when during the second world war Government had to face the shortage of technical personnel, employment service in our country was started. Later on, its activities is where extended to the resettlement of ex-servicemen and the rehabilitation of the refugees after the partition and finally, it was thrown open to all categories of workers. 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-Plan. The planning Commission is therefore, giving due attention for the organisation and the development of the employment service in our country and in the near future we hope to have an effective and efficient service in the country.