Generally we find, everywhere, one chapter as "Conclusion" in the end of every discussion. What is the purpose of adding the chapter namely "The Conclusion?" So far as I think the purpose is that after a good deal of discussion on the problem, the writer should be able to point out some praiseworthy aspects of the problem on one hand and some drawbacks on the other. And having in view the causes of these drawbacks, the writer should also give some suggestions and remedies for the improvements in the problems. I have also tried to give something here.

The discussions in the previous chapters were based on the workings of employment exchange of Aligarh in the last five years. Having in view the above discussion it can be said that the employment exchanges as a whole are of very great importance for the development of an economy. In some sectors in Aligarh its works are remarkable, as in the section of employment market information, its works are worth praisable. In the field of registration also its progress is noteworthy.

But in other fields it is not working properly. There are several reasons to this. These reasons can be divided into two broad classes.

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1. Non performance of duty properly by the officials of employment exchange of Aligarh.

2. Conditions of the economy.

Most important reason for the unfavourable results from employment exchange in Aligarh is that the officials of the employment exchange are not performing their duty properly and honestly. As mentioned in the previous chapters that the officials make false entries in the registers. In the section of vocational guidance, before 1965 near about all the entries are false. The entries regarding the contacts with industrial establishments and contacts with educational institutions are falsely given. Again the datas regarding the visits to the industrial establishments and educational institution are also wrong to a great extent. The datas which deals to the vocational guidance rendered to women applicants are also wrongly entered in the registers. The employment information room is also not properly, organised, there are only some books in the room, there are only some charts and pamphelates in the room. according to an information near about 100 rupees, yearly, are spent on the books and other things of the information room. But God better knows, where this money goes.

The type-writer which is used for the test of the students, is quite useless, the words are not clear on that, it is binded from several places with pieces of string, it cannot be moved properly. If any candidate complaints against this, he is replied that only this type machines is meant for tests, though there are other machines also but the candidate is forced to use that only.

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The applicants from distant places, if reach after 2 P.M. to the exchange they are not registered and are treated badly, so they feel disgusted from the exchange.

This condition is not only with Aligarh employment exchange, this is a general thing for about every exchange.

The second problem is that our public is not so advance and forward to keep pace with each improvement. Any way public is not co-operating with employment exchanges. Only 30% of the educated persons come for registration in the employment exchange. This is due to the fact that public is not aware about the importance of employment exchange and the works which it can perform, if it is used properly. On the other hand there is a lack of employment opportunities, so employment exchange fails to offer jobs to all the applicants who are in need of such assistance, and their interests in employment exchange decreases.

The employment officer of Aligarh district, in a reply to a letter to the State Director gives the reasons of the unsuccessfulness of Aligarh employment exchange in different sections. He replied, "we remained unsuccessful because most of the applicants (whether they are primary educated or highly educated) demand employment soon after their registration. Due to the lack of employment opportunities, they are not satisfied with the guidance given to them by this employment exchange".

Further arguing about vocational guidance section he added, "when the efforts of the establishment of this section
were going on, inspite of the advertisements in schools, colleges and newspapers, neither the students nor the guardians came to the exchange." He further added, "the inhebitent students and guardians of modern cities have more information than we can tell them about the employment conditions."

He further replies, "Upto the time, suitable employment for each person is not available, and new resources of employment are not provided on a large scale, the public will neither give attention to the guidance programme nor will take any interest in employment exchanges". He said, "there is a great need of agricultural and primary occupations for the public. Small number of vacancies can not fulfill their desires."

He also said, "the Open Evening Programme can not be successful in the prevailing conditions. On the other hand no other programme is seems to be satisfactory in providing employment to the public". He added, "employment is the problem of the country, employment exchanges done cannot be successful in solving this problem."

Now it is necessary to discuss the future prospects of employment exchange. Having in view the historical background of employment exchange, and the recent improvements, it can be said that this institution will improve to a great extent. Its future is bright in the sense that more employment
exchanges will be established in the future and in old established employment exchanges new sections will be opened as vocational guidance programme, employment market information section and Open Evening Programmes etc.

As regard to the future of, particularly, Aligarh employment exchange, it can be said that it will also expend. As it has expended in the previous years, new scheme of open evening programme also started and in near future it will be expended to a good extent. But all these improvements will be quantitative and not qualitative. When the present programmes are not implemented properly, what it will do with new schemes.

But it is clear that, if this employment exchange performs its duties properly it will be improved to a great extent. In this regard the following suggestions will be helpful.

There should be inspections in a proper way, of the work performed by employment exchange Aligarh. Though the inspection programme of employment exchanges is going on now-a-days, but it is also not in a proper way. This should be done strictly, otherwise the officials can cheat easily.

The employment information room should be checked by authorities to know whether the current literature is available there or not, whether it is properly managed or not etc.

The other problem is that the public is not co-operating with employment exchanges. Though publicity programme is very
important but only publicity and advertisement programmes will not solve the problems which employment exchanges are facing. Most important thing is the creation of more and more employment, when enough employment opportunities will be available, public will naturally trust in the employment exchanges.

The most useful thing is that, just like the compulsory notification of vacancies act 1959, there must be a compulsory registration act. There must be the provision that every matric pass boy and girl should register himself or herself in the employment exchange, without considering, whether the persons is in need of employment or not.

The other thing which will also be very useful is that all the vacancies (public or private) should be filled through employment exchange.

It will also be of great use to charge a fee for registration. The institution is serving without any charges now-a-days. The fee may be one rupee per year, on the one hand the financial problem will be solved on the other hand the persons will feel some responsibility, and they will take more interest than they are taking now.

The vocational guidance section should be expended but with better organisation and care.

The other very important thing which should be implemented by the employment exchanges is to publish a report yearly or monthly in daily newspapers about the registration, submission

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placement and other works performed by the exchange. The public after knowing the good performance of exchanges will take interest in the organisation.