CHAPTER I

INTRODUCTION

Gandiji once said, "we should be ashamed of resting or having a square meal so long as there is one able-bodied man or woman without work or food".

Above mentioned words of Gandiji implies that each and every person which is able to work should get employment, if he desires. It means that there should be employment opportunities opened for all. It is a well established fact that to remove the misfortunes of unemployment all the inhabitants of a country should work in co-operation with each other, otherwise the problem cannot be rooted out, but it needs a great deal of carefulness on the side of person related to the work of employment.

Employment exchanges are much related with the work of employment, and they can play a (if handled carefully) very important role in lessening the misfortunes of unemployment. Though employment exchanges deal with the qualitative aspect of employment problem and they cannot create employment opportunities directly, but they can create employment opportunities indirectly (to some extent) with the help of advertisement, publication work and publicity measures. So it becomes their fundamental duty to deal with the problem very carefully, with great responsibility and honestly.

Here I think it necessary to disclose that what is the reason which compelled me to choose this topic of "workings of Employment Exchange in ALIGARH for the last five years." The reason is very interesting because it is related to my personal experience. Once as far as I recantulate when I was a student of Intermediate, I went to the Employment Exchange office of MEERUT, for registering my self, for employment assistance. The behavior of the officials on duty was rude and disgusting. The only work which they performed was to register my name.

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I enquired about the employment opportunities available in the employment exchange, but they answered me negative and in a very crude manner. I was very much disappointed. From that time I took my mind to go in details of the workings and procedure of employment exchanges, the result of which is present in the form of thesis. I have tried to present the problem as it exists. Before going in details it is useful to give certain characteristics of ALIGARH employment, market.

According to the population census of 1961 the population of ALIGARH District was 1765275 with 948568 men and 816707 women. Out of this total population 286698 persons are living in cities and 1478577 in villages. According to the census of 1951 this population was 1543506. In these ten years the population increased by 221796 (14.37%).

According to the occupational classification 903 (30 women) persons are engaged in mines and animal husbandry, 47775 (9848 women) in domestic works, 28460 (588 women) in production, 5995 (26 women) in construction works, 34995 (1092 women) in trade and commerce, 10533 (67 women) in transport, 96744 (11421 women) in other services, 1210138 (787804 women) persons are not working anywhere. These characteristics are of very great significance for the discussion of employment situation of any place.

The first chapter of the thesis deals with the problem of unemployment and its different aspects as: meaning of unemployment, causes of unemployment, effects of unemployment and the remedies for the problem of unemployment. It has a great relevance with the discussion of employment exchanges. Because without knowing the meaning, effects, causes and position of unemployment of a particular area, it will be very difficult to discuss about the organisation which deals with the work of employment assistance of the area.
The second chapter is devoted to the meaning, origin and growth of employment exchanges, defective methods of recruitment and scientific methods of recruitment are also discussed in the same chapter.

The next chapter deals with the functions of Employment Exchange which should be kept in mind while operating its duties, otherwise the purpose of establishing this organisation will end in smoke.

Organisation and administrative set up of ALIGARH Employment Exchange is discussed in a separate chapter. It is also of a great importance. Because without having an adequate knowledge of the organisation and administrative setup of ALIGARH Employment Exchange we can not succeed in finding facts about the Exchange. Procedure and daily routine of ALIGARH employment exchange is also given in the chapter.

The important works performed by ALIGARH employment exchange start with this chapter. First duty of each employment exchange is Registration. In this chapter first of all I have discussed, theoretically, the types of registration, the procedure of registration, registration in case of women applicants, scheduled caste/tribe applicants, ex-service personnel, debarred Governmentservants and disulaced persons etc. The data for all these are given in different tables at places where necessary. After reading this chapter it will be quite clear that what are those works (in the field of registration) which are performed by ALIGARH Employment Exchange from January 1963 to December 1967.

One long chapter is devoted to the Employment Market situation of ALIGARH. This is the most important work of employment exchange. Without having a considerable information about the employment market, the work of employment exchange can not proceed. Employment trends, unemployment trends, employment situation of women.
shortage and surplus of manpower, and demand of personnel are described in the best possible way. Figures and data regarding the employment market information are given on the basis of data supplied by the employment exchange office. Curves to show the ups and downs in the market are drawn with great care, for private sector, public sector and both sectors combined.

The chapter related to the Important work of Vocational Guidance is also written with great caution. The data about this chapter is on the basis of register, maintained by the section. It is really interesting to note that the figures given in the register of the office are false upto 1965. ALIGARH Employment Exchange started the programme of Open Evening, aims, purposes and results of this are described in a very interesting way.

The publicity measures adopted by the employment exchange to attract persons to use the employment exchange are also described in a separate chapter. Though no important measure is taken by the exchange.

A small chapter consisting the reports and returns is also included in the thesis. The employment exchange is responsible to send different reports, monthly, quarterly, half yearly and annually about its works within its jurisdiction.

There is a separate chapter for physically handicapped persons. Though this work is done on a high scale in the employment exchange for handicapped persons DEHRA DUNE, but on a small scale ALIGARH employment exchange office also deals with this problem.

The last chapter is the result of the whole operation. Having in view the whole discussion about the workings of employment exchange of ALIGARH in the last five years some conclusions are drawn. It is found that there are certain drawbacks in the workings of the organisation, some possible measures are given to remove these drawbacks.
Certain suggestions are also given for the improvements of the organisation. No doubt, employment exchanges are very important for an economy. But they can not perform their duty properly, if their conditions are not improved. The suggestions will help very much in this context.

The End