

MADRAS

EMPLOYMENT

ORGANISATION



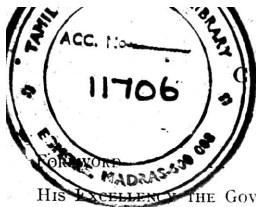
MADRAS RECORD OFFICE.



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OPENING OF THE EXHIBITION HALL

By

His Excellency the Governor of Madras,

on Saturday the 20th November, 1948

at the Regional Employment Exchange, Madras.

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Employment: Madras
organisation

FOREWORD

Exhibition

This Exhibition will show at a glance the possibilities of the much-needed production endeavour. Our men exhibit an intelligence which is comparable with that of any over the world. Given the facilities we can produce men and materials which can well-nigh become the envy of the world. The training has got to be extended to the unemployed civilians as well. The public have got to know what this Service is capable of doing. We solicit the sympathy of all men and women in this Province in this huge endeavour of solving unemployment which is rapidly growing.

T. S. S. RAJAN,
Minister for Resettlement
& Employment.

Fort St. George,
13th Nov. '48.



HIS EXCELLENCY THE GOVERNOR OF MADRAS with the applicants waiting to register themselves for employment assistance at the Employment Exchange, Madras,

HIS EXCELLENCY THE GOVERNOR'S MESSAGE

Government House,

Guindy,

13th Nov. 1948.

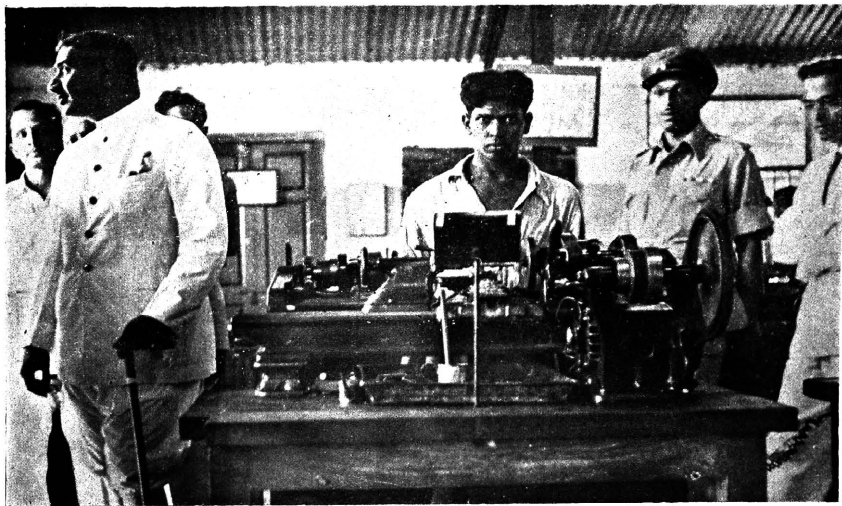
The Re-settlement and Employment Organisation which was set up a few years ago has already made enormous strides and progress and during a recent visit I was greatly impressed with the work that is being done there. The main objective of the Employment Exchange is to bring both employers and labour together and thereby serve the best interests of both parties. Originally started for ex-Servicemen, these Exchanges have now been thrown open to civilians also and they cater for every need.

One of the prime needs of Indian Industry now is trained technicians and the training centres which are a corollary to these Employment Exchanges play a very important part in supplying this need. Both Vocational and Technical training are given at these centres and the instruments and articles turned out are of a very high standard. I would like to congratulate those who are running these centres on the excellent work they are doing and I am not surprised that there is always

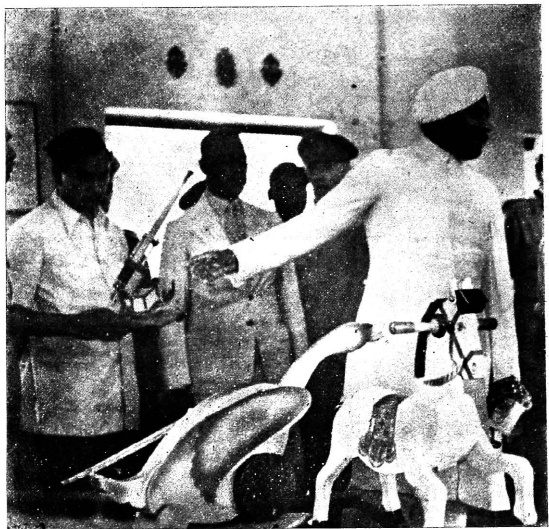
- a ready market for the trainees who have undergone a course of training at these centres.

There are still, however, vast numbers of people wanting to be employed and if these Exchanges are to fulfil their purpose it is necessary that the fullest use should be made of them by those who are seeking labour, both skilled and unskilled. I would earnestly appeal therefore to all Firms, private employers and similar organisations to utilise these Exchanges to the greatest extent possible, for the success of the scheme so largely depends on their co-operation.

GOVERNOR OF MADRAS.



His Excellency the Governor at the Machine Shop, Instrument Mechanics Training Centre.
Mr. P. Govindan Nair, I.C.S., Private Secretary and A.D.C. watch the trainee at work.

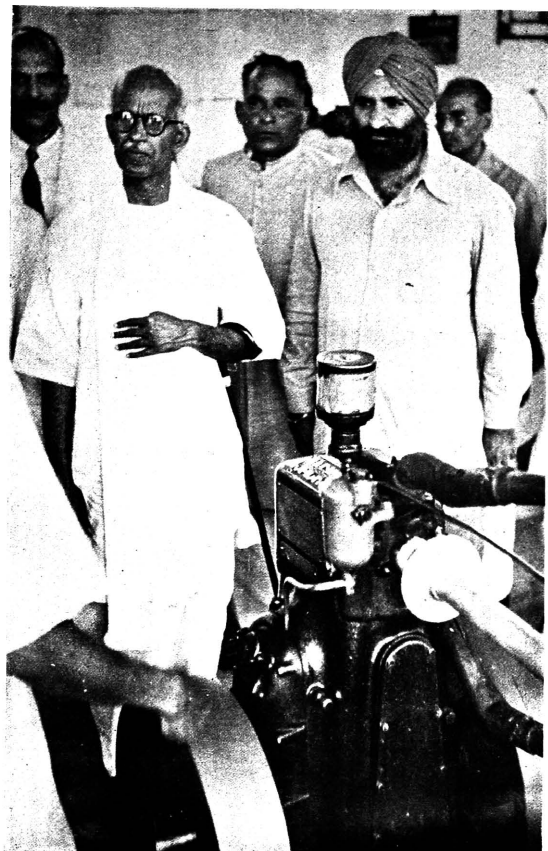


SARDAR BALDEV SINGH, Defence Minister at the Show Room of the Training Centre for War Disabled, Jalahalli (Bangalore).

HON'BLE SIRDAR BALDEV SINGH,
Defence Minister, Government of India.

—:O:—

I looked forward to my visit to the Disabled Training Centre as I was anxious to know what was being done for the after-care of our Disabled Ex-Servicemen. I was gratified to see the useful work being done in this Centre. The high quality of work being done reflects a great credit on the Instructors.



HON'BLE SRI O. P. RAMASWAMI REDDIAR, Premier of Madras at the
Madras Technical Training Centre, Anantapur.

HON'BLE SRI O. P. RAMASWAMI REDDIAR,
Premier, Government of Madras.

—:O:—

The new development regarding the scope of the Employment Service is a welcome feature of the organisation. I am glad that the Employment Exchange has now extended its activities to include all categories of the unemployed in the Province, and this is a development on which I should congratulate the organisation. The unemployment problem has to be tackled on a scientific basis. The Employment Service should develop on a more broad-based plan in dealing with the problem, especially when it has to deal with all unemployment in civil life. I suppose the organisation will bring to bear on this question the same amount of energy and care as it did in the past with regard to the resettlement of Ex-Servicemen.



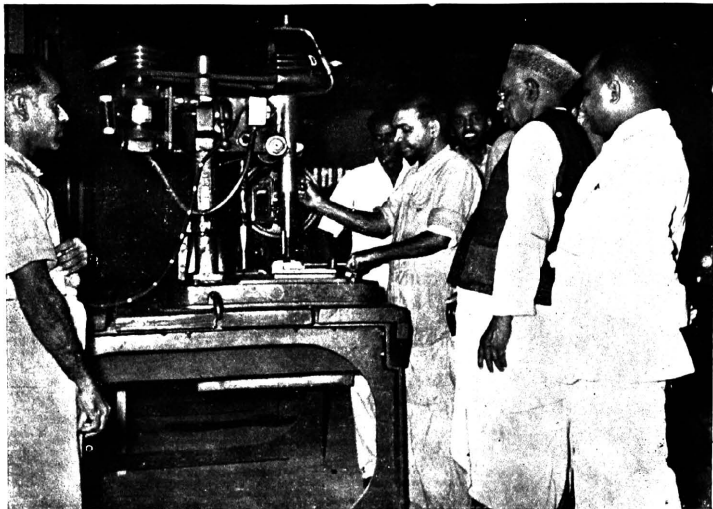
DR. N. DAS, Director-General of Resettlement and Employment presents Red Cross Awards (Equipment) to successful trainees to enable them to resettle in civil life.

Dr. N. DAS, Ph.D., I.C.S.,

**Director-General of Resettlement and Employment,
Government of India, Ministry of Labour.**

—:O:—

The National Employment Service has been functioning in India for just over three years. During this period it has had to face considerable difficulties and overcome prejudices from many quarters. I am, however, glad to be able to say that the foundations of a free and impartial Service have at last been securely laid. Although a lot still remains to be done, a sound beginning has been made and it is my firm conviction that, with the continued co-operation of employers and workers and aided by a devoted staff, the organisation will play its part in combating unemployment, promoting employability and assisting in the proper distribution of man-power among the various industries, trades and professions.



HON'BLE DR. T. S. S. RAJAN, Minister for Food and Resettlement, observes the work of a trainee at the Training Centre for War Disabled, Jalahalli (Bangalore).

COME AND SEE.

COME and See. Come and see what this organisation is ; what it stands for and what it is doing. This is our request to you to-day. A young tree ; a tree three years old ; a tree with two branches. Is it growing and is it going to yield fruit ? Should it be allowed to grow or should it be axed even now ? Are the Government wasting money in nurturing this tree ? Why has it been raised ? We ask you to judge after seeing.

Freedom has been achieved ; the Country has attained Independence. The responsibility of the Government has become greater. There are countries in the world which have been free for ages. There are countries which are far ahead of us in many respects—stronger, richer and more advanced. They have advanced much in scientific knowledge ; they are immensely developed industrially ; they have done much to improve the standard of living in the country ; they have taken care to see that the entire man-power in their countries is fully utilised ; they have tried to help every citizen to earn his livelihood. This country which now stands as an equal member with every one of the other such advanced countries is only copying the good things of those countries and is benefiting itself by their experience.

The International Labour Organisation, of which India is a member along with those other countries, has reiterated once more in its conference at San Francisco this year, that member-countries should have an Employment Organization. Has this recommendation been made lightly ? And, should this be ignored ? We have the example of other countries to follow in preparing ourselves to industrialise the country. Should we not start training our men and be ready with sufficient number of trained men to man the industries which have to be developed ? Should not a free country provide not only the Technical Training necessary to man industries, but also give necessary Vocational Training to its men to fit themselves to take up various vocations and be useful members of the country ?

These are what the Government are doing through this organization of the National Employment Service. The two branches of this Service are the Employment Branch and the

Training Branch. A full account of the origin, growth, activities and achievement of this organization with particular reference to this Province is given elsewhere in this Souvenir. To quote the words of our revered leader and Hon'ble Prime Minister of India, "The real Freedom for the people is freedom from want and unemployment. The only policy we can aim at is to abolish unemployment and want, so that all our people may have work and none should remain idle and thus should provide themselves with food, clothing and shelter and other necessities of life. The National Employment Service started by the Ministry of Labour is a small step in the right direction". Then again, this is what Hon'ble Dr. S. P. Mookerjee, Minister for Industry and Supply, has said about the Training Branch of this organization: "India's economic self-sufficiency and industrial development depends very largely on the availability of skilled man-power. The National Employment Service set up by the Ministry of Labour is a great step forward towards ensuring the proper utilisation and training of India's man-power".

These efforts of the Government can never succeed and achieve their object without the fullest co-operation of and support from the people. The duty of giving employment is on all the Employers in the country. The responsibility of utilising all the technical personnel is with the Industrialists. It is, therefore, quite necessary that all employers in the country should know about this organization, see what it is doing and then make use of it. Very often adverse criticism results from imperfect knowledge. Criticism based on complete knowledge will be welcome, so that improvements may be effected. We, therefore, appeal to all employers in the country, big and small, to come and see this Free and Voluntary Service established by the Government and then to judge and criticise, so that this organization may grow in stature and be of real service to all the people in the country. We look forward to the day when every employer in the country will write or telephone to the nearest Employment Exchange whenever he wants an employee of any category and thus make use of this organization and help himself and the country. We look forward to the day when this country will be as much industrialised as any other country with the Government Training Centres becoming perennial fountains supplying all the necessary technical personnel. It will be only then that the large problems of un-

employment in this country will have been solved and it will be then that every citizen will be insured against unemployment and the Government will be giving assistance through the organization to the really unemployed.

H. S. PAUL,

Deputy Director of Resettlement and Employment.

EMPLOYMENT EXCHANGES

OFFER

THE RIGHT MAN
FOR THE JOB

MINISTERS

HON'BLE SRI B. GOPALA REDDI,

Minister for Finance and Transport, Government of Madras.

INDIA is a country of unemployment, both of educated and uneducated men. Our success with a State will depend upon how we tackled this problem, both of skilled men and unskilled men. I would very much wish to see that these departments would continue to serve the people and everybody concerned will take full advantage of their free services. I am taking steps to see that the Madras Government Transport Department takes all technical and non-technical men, through this department. It is not meant only for the ex-Servicemen, but also for civilians including ex-toddy tappers and all people who have been ousted from their jobs or who cannot get employment.

The Instrument Mechanics Training Centre at T'Nagar is a very useful Institution and I am glad to find nearly 246 young ex-Servicemen getting training in various sections including watch-repairing, radio-repairing and all precision work and electro-plating. They have the necessary skilled staff and they are given training both in practice and theory. I am sure all ex-Servicemen in the Province will take full advantage of this Institute. Though it is just now confined to the ex-Servicemen, I am sure it has to be thrown ere long to civilians also and the Central Government may organize it on a permanent basis.

I have also seen the ex-Servicemen Motor Transport Co-operative Society and the training centre attached to Strathie Co-operative Workshops. I found the work very interesting and I wish them all success.

HON'BLE H. SITARAMA REDDI,

Minister for Industries and Labour, Government of Madras.

I AM glad to know that the Resettlement and Employment Organisation of the Ministry of Labour will be completing its third year of Service in July 1948.

The year marks a forward step in the development of the Organisation in that it has extended its activity to non-military personnel also and taken upon itself the noble work of resettling the refugees from Pakistan. I wish the public take greater interest in this Organisation and help it in achieving its noble objects.

HON'BLE SRI T. S. AVANASHILINGAM CHETTIAR,
Minister for Education, Government of Madras.

I HAD the great pleasure in going round the Employment Exchange in Madras to-day. They are doing a useful job. The co-ordination between the people that want to serve and the people that want to employ is very necessary as society becomes more and more complex and employment becomes more and more specialised. It is necessary that the employers should give their co-operation if this scheme is to become a success. It will be in their own interest to do so. I hope the public also will use this Employment Exchange to their maximum benefit.

HON'BLE SRI V. KURMAYYA,
Minister for Rural Development, Government of Madras.

It is a very good thing to register ex-Servicemen and civilians and send them for employment in Government offices as well as by private individuals and business concerns. The way in which this work is being carried on is commendable. But I am afraid whether business concerns and individuals will take it in the spirit in which the candidates are registered by the Exchange. Many persons have joined the war on the many promises made by the previous government. Many of them who were discharged did not get proper jobs and were disheartened. This office will give them some encouragement by getting them some jobs in private concerns and in Government offices. The registering of candidates and getting them some employment by this department will certainly prove very good in the near future when the Government itself will be in a position to provide employment for all these useful applicants when Government starts big industries and takes up some concerns under its control. I have seen a number of appli-

cants including young ladies who have come to this office either to get themselves registered or to get some jobs through this department. This Exchange Organisation should be made permanent if the Government want to solve this unemployment problem efficiently and effectively.

HON'BLE SRI K. MADHAVA MENON,

Minister for Agriculture, Government of Madras.

THE Employment Exchange is doing very good and useful work. From the long queue of people waiting to get themselves registered or served otherwise, one could see how popular the institution has become. It requires a considerable amount of patience and tact to work an institution like this from the nature of the persons they have to serve. And the persons working here deserve our congratulations and gratitude. We wish all employers will give all help to this institution.

HON'BLE SRI M. BHAKTAVATSALAM,

**Minister for Public Works and Information,
Government of Madras.**

I AM very glad to go round the Training Centre for War Disabled, Jalahalli. I appreciate the useful and interesting work that is being turned out here.

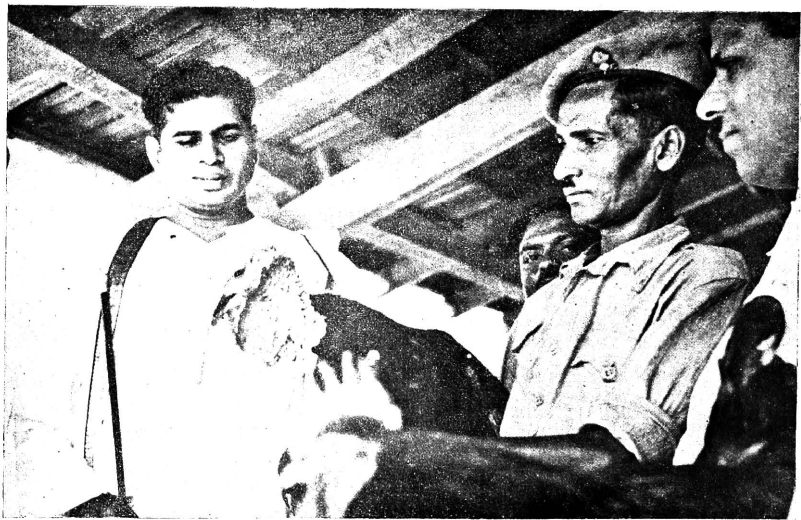
HELP US TO HELP YOU

EMPLOYMENT EXCHANGE

MADRAS



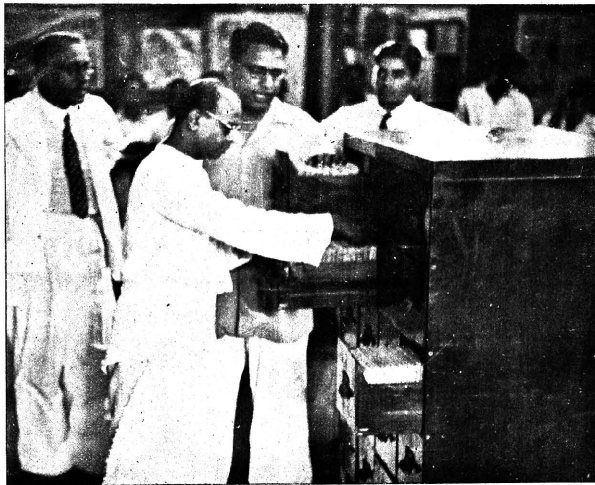
HON'BLE DR. T. S. S. RAJAN examines a vessel at the Show Room of the Malabar Co-operative Metal Works Training Centre for ex-Servicemen, Olavakkot.



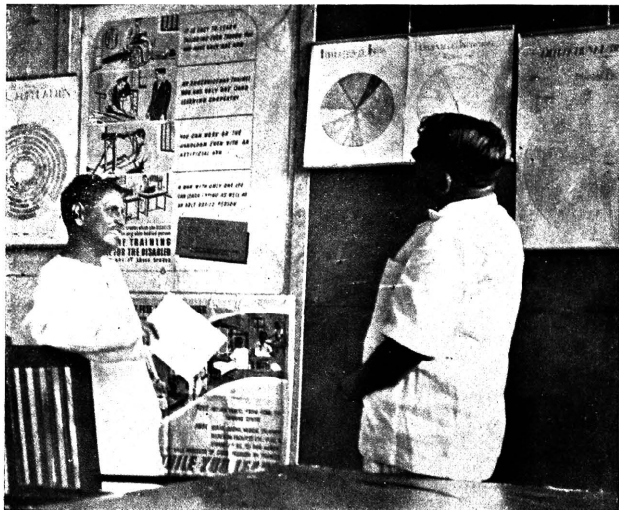
HON'BLE SRI B. GOPALA REDDI, Minister for Finance, at the Poultry Section of the Training Centre for War Disabled, Jalahalli (Bangalore).



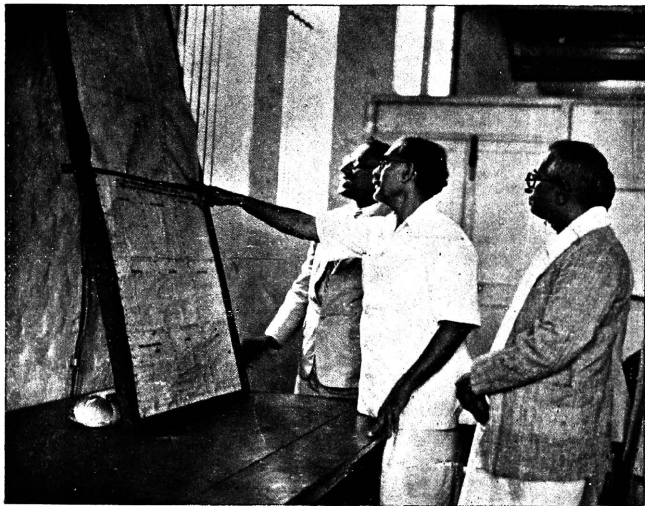
HON'BLE SRI H. SITARAMA REDDI, Minister for Industries and Labour, examines the vessel made at the Strathie Co-operative Engineering Workshops for ex-Servicemen, Madras.



HON'BLE SRI T. S. AVANASHILINGAM CHETTIAR, Minister for Education, examines the "Live Register" Index Cards showing various categories of workers available for jobs.



HON'BLE SRI V. KURMAYYA, Minister for Rural Development, examines the charts and graphs relating to Employment trends at the Employment Exchange, Madras.



HON'BLE SRI K. MADHAVA MENON, Minister for Agriculture, compares the graphs showing registration and placement curves in Madras and other Regions.



HON'BLE SRI M. BAKTHAVATSALAM observes the trainee at work at the "Engraving" Section of the Training Centre for War Disabled, Jalahalli (Bangalore).

A PEEP INTO AN EXCHANGE.

"WHAT is this office with a crowd hanging round it? I have never been inside it before. Have you? No? We shall go in, then, and have a look. They say it finds employment for the unemployed. It should be interesting.....

"Here we are—in the Applicants' Waiting Hall. What a miscellaneous crowd is here, sitting, standing, talking, laughing—people from every strata of society; from every caste, creed and community; from the illiterate to the highly educated; from the manual labourer to the expert technician; old men, youths, boys and WOMEN too! Surely the Waiting Hall of an Employment Exchange is a Great Leveller. The search for employment has momentarily knocked out people's differences.....

"Come on, we should not stand here philosophizing.....Let us see what is being done at this counter which is marked "Enquiry"You want to enquire here what the time is? Don't be funny
.....

"The clerk tells me that he can advise us as to what kind of assistance we can get here, which Officer we should interview for our purpose, where we should register ourselves and so on. This is a good idea. It certainly saves us quite a bit of aimless wandering. I wish other Government Departments follow this method.....

"What shall we do now to find out more about this Office? Let us follow that man, the one with the blue shirt on. He seems to have come for some sort of employment assistance. By following him we shall get a general idea of what this Office does for the unemployed.

"There he goes to the counter marked "Registration". Now he is seated before the clerk. They smile at each other, as if they knew each other from Adam. Some sort of mutual admiration, I suppose.....

"The clerk asks a lot of questions about his age, education, past experience etc.; checks certificates and jots down continuously on the form—a rose coloured form made in the form of an envelope. I wonder why this form is made like an envelope.....

The clerk files the copies of the testimonials inside the envelope. That makes it clear. I suppose all relevant particulars and correspondence connected with the applicants are filed inside the envelope portion. That's clever, isn't it?

"The clerk calls this form an "Index Card". Index Card? So this is an Index Card. The term "Index" used to sound something mysterious to me. There is no mystery about it at all about this card envelope.....

"What searching questions does the clerk put to our friend in the blue shirt! Why does he ask such minute questions, as if he is weighing him in a balance of gold?.....

"I see that our blue shirt friend is a welder. I wonder what sort of a welder he is! I have half a dozen under me in my workshop..... How did the clerk get such intimate knowledge of welding to put such expert questions to him? Even I could not have asked these questions, were I interviewing him for appointment. His questions are such that even trade testing appears unnecessary to correctly gauge the man's skill! Where did he get this knowledge?..... Ah! now I know which is the source of his information. It is all in that red volume over there which contains sets of questions to be put to applicants belonging to every imaginable occupation. Let us make a note of the name of the Volume—"Guide to Civil Occupation". We must try and get a copy from the bookstall if we can.....

"The clerk gives him a card bearing his name and Registration number. He is told to bring it with him whenever he reports to the Exchange, or post it if he gets employed. I see there is no postage to pay on it. I suppose this is one of the ways of keeping records up-to-date.....

"Where does our blue shirt friend go next? The peon is escorting him to the Officer. Can we also go in? Let us ask the "Enquiry".....

"Indeed it is not so difficult to see the Officer in this Office, though he is a gazetted Officer. It is not half difficult to see him as the Revenue Inspector in my town. The Enquiry Clerk says that there is no objection to our going in and watching. It appears visitors *are* welcome at this office.

" Our blue shirt friend is already seated in front of this Officer. The Officer is chatting familiarly with him and giving him the same courteous reception as the other clerk. It couldn't be mutual admiration, as I thought before. I see now. The aim appears to be to make the candidate feel at ease.....

" The Officer is checking the particulars entry by entry as entered by the clerk ; his questions are more searching than the clerk's ; he corrects and amends details where necessary.....

" When he is so engaged with our friend Mr. Blue Shirt, let us look round his Office room. Here are graphs and charts. Oh ! don't look at them. They will always indicate a rise. It is sheer window dressing, eye-wash, an attempt to cheat the public, to make us believe that this Office is doing really a good work. We are not gulls to be taken in by these tricks.....

" These posters are more interesting..... I see from them that this Office also helps candidates to secure training in technical and vocational trades.....

" Is the Officer still busy with our friend ? Let us have a look at the graphs then. Let us see what they indicate any way..... They appear to be pure statistics where there can be no cheating... Also they do not always indicate a rise, as I imagined. Very bad downward swing is indicated in some months ; in some months there seems to be a grim battle to sustain a level performance. I am sorry I have been unfair in my earlier remarks regarding these charts..... There is no attempt to hoodwink the public but only to give the correct possible information of anyone who cares to know.

" I suppose the re-checking of our friend's particulars is now complete. Now let us see what'll happen next. The Officer is marking down a mysterious symbol on the card, looks like " A. VIII—3 (a) ". Let us ask the Officer.....

" Oh ! it is the " Trade Index Number ", a sort of a symbolic representation of the Welder's Trade, used for the purpose of filing and tracing.

" I wonder how this Officer will be able to give personal attention to these hundreds of candidates who come to him. I don't think it will be possible. He can't do it. It is humanly impossible.

"He is now filing the card of our blue shirt friend along with hundreds of others. Let us look into this cabinet where he has filed it.....

"Look, the Index Cards are all arranged according to Trade Index Numbers and under each, in alphabetical order. Under this arrangement, it should be the easiest thing in the world to pick out any type of workman at a moment's notice.

"What are these in this drawer? These are, I suppose, details of available vacancies. They are also in the card-envelope style. They are also filed in Trade Index Number Order. It is now clear how this Officer is able to match up applicants against vacancies. He has only to match up available candidates under a Trade Index Number against vacancies under an identical Trade Index Number in the Vacancy Section. Why, it is an easiest thing in the world!

"The Officer seems to know all his vacancies by heart. He is telling Mr. Blue Shirt the places where there are welder's vacancies now. He is telling him the pay and other conditions attached to each. Our friend decides to accept one of the vacancies. The Officer gives him an introduction letter to the employer.....

"Good-bye Mr. Blue Shirt, wish you the best of luck.....

"I suppose Mr. Blue Shirt will show the Introduction letter and get employed. After this I suppose the employer will write to the Officer whether he was suitable or not and if necessary ask for some more workmen. Quick work, isn't it? And good work too!

"How did the Officer manage to secure all these vacancies? He must have gone round and collected the vacancies himself from employers. Perhaps employers who are already benefited by the Exchange have notified them.

"After seeing the systematic way in which the work is done, I am not so sure whether it will be impossible to give personal attention to all applicants. I think it *is* possible, if one applies himself to the task. As the job of this Officer is to fit the man into the right job—something like fitting the pieces of a Jig-saw puzzle—perhaps he is able to do it. He *can* carry in his head the details of a lot of vacancies and the particulars of a lot of suitable applicants. When he sees an applicant, he must be able to say

immediately to which vacancy the man is best suited. So there is personal touch after all.....

"Now that Mr. Blue Shirt has gone, let us snatch a few minutes with the Officer, before the next applicant comes in.....

"How courteous he is!.....

"I am sure the Exchange way is *the* way workmen should be recruited for employment. The right man for the job is selected, graded and submitted on scientific lines. It reduces the period of unemployment and the duration of a vacancy to the barest minimum. That is what the country needs just now. I think I should become a regular customer of the Exchange.

"Come, let us be going. We have seen enough of a good thing to be convinced of its value".

V. AZARIAH,

Asst. Director of Employment Exchanges.

SAVE TIME AND MONEY:
RECRUIT WORKERS THROUGH
EMPLOYMENT EXCHANGES

LEADERS

DR. B. PATTABHI SITARAMAYYA, President-Elect, Indian National Congress.

I CANNOT add to the remarks of the eminent men and ministers that have preceded me. The Regional Employment Exchange has been so far a mere expression. To-day I see the reality with all the stages of development through the whole gamut. It is an arduous task, the Exchange is set to and much good is done through its labour. It is a pleasure to see the young men (of the Instrument Mechanics Training Centre, T'Nagar) using their hand and eye and learning by doing.

SRI K. KAMARAJ NADAR, President, Tamil Nad Congress Committee.

It was a great pleasure to me to visit the Regional Employment Office run by the Government of India, Ministry of Labour, in Mount Road. They have been doing it only for ex-Servicemen. Now they have thrown it open to all sections of the public. This spells well for the future. Employees and employers should take advantage of this institution in all manner. Wish the institution all success.

SRI V. V. GIRI, High Commissioner for India in Ceylon.

As long back as the year 1920 I started advocating the setting up of a state-owned Employment Organisation on an All-India basis. In fact, I tried to have this realised during the time I was the Labour Minister and Rajaji was the Premier of Madras, but the same could not be had as the Congress Governments went back into wilderness due to the international political situation. However, I am happy that this idea bore fruit due to the demobilisation of the armed forces, with the primary intention of settling them in civil life. The Organisation, I must add, would not have had the support it is now enjoying if it was not stated even at the incep-

tion that the unemployment of all categories would be covered by it in due course. The Department has done well in having been able to throw open the Exchanges to all persons, within the short period of three years of its existence.

Either for the maintenance of man-power statistics or as an efficient and tried organisation for the working of social security measures, I have always held that there is no better institution than this. If Free India should be able to keep pace with other highly industrialised countries, it is necessary that this institution should be placed on a firm and permanent basis, so that the employer, the employee and all other concerned parties may get habituated to utilise its services.

MR. A. AZIZ,
President, Ceylon Indian Congress.

I WAS very happy to see the work that is being done at this Exchange. The system of index card is indeed good. I wish the Exchange every success in the difficult task they are handling.

SRI K. T. BHASHYAM,
Minister for Law and Labour, Mysore State.

I AM astonished at the workmanship of these disabled soldiers who could have known nothing of these industries. The perfection of these products is something remarkable. And the training they received is said to be only of one year! It shows the possibility before the country and the wonderful aptitude of our people to produce a product with a little training. I am also delighted at the service thus rendered to these disabled soldiers. I congratulate those responsible for this work and wish them all success.

SRI C. KESAVAN,

**Lately Labour Minister and now President,
Travancore State Congress, Trivandrum.**

I VISITED the Technical Training Centre attached to the Engineering College, Trivandrum on the 7th October 1948. This Centre, which constitutes the unit of the All-India set-up for the rehabilitation of ex-Service personnel, imparts instruction in eighteen different trades, both technical and vocational.

It gave me immense pleasure to note that both the trainees and trainers are very enthusiastic in their efforts. I am sure that the maintenance of the present standard of the Centre unimpaired would go a great way in producing a group of efficient workers who can collectively strengthen the economy of the State in no small measure. This scheme would also effectively solve the problems of resettling displaced service men.

I wish the Centre every success.

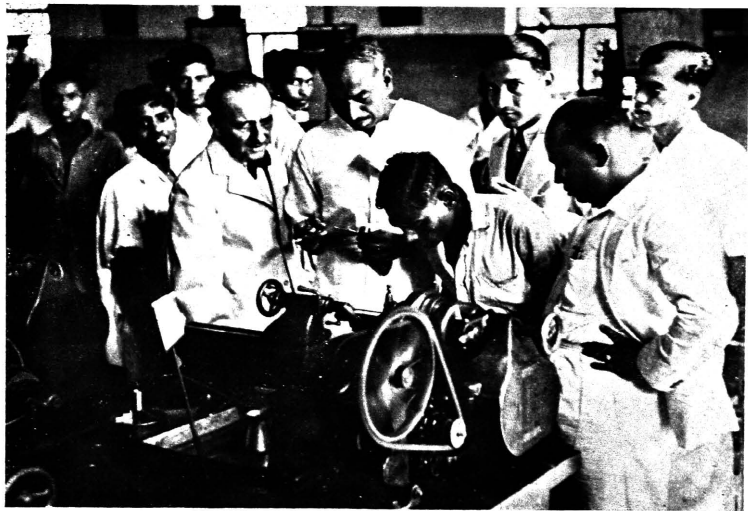
**EMPLOYMENT
EXCHANGES**

OFFER

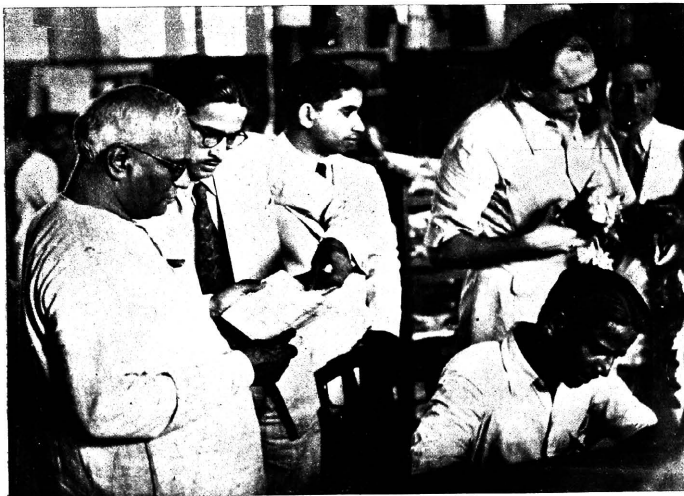
A FREE SERVICE



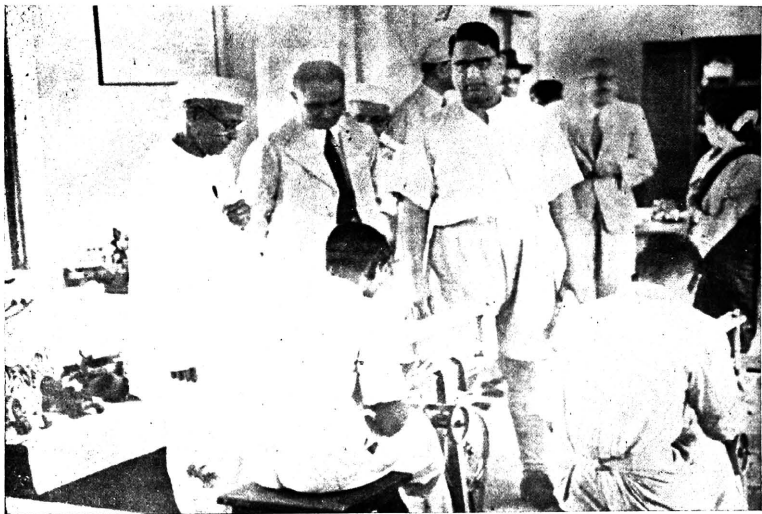
DR. PATTABHI SITARAMAYYA, President-Elect of the Indian National Congress examines precision instruments at the Watch Repairing Section of the Instrument Mechanics Training Centre, Thyagarayanagar, Madras.



SRI K. KAMARAJA NADAR, President, Tamil Nad Congress Committee, watches the work of a trainee at the Instrument Mechanics Training Centre, Madras.



MR. V. V. GIRI, High Commissioner for India in Ceylon accompanied by Mr. Aziz, President of the Ceylon Indian Congress examines the registration cards of applicants at the Regional Employment Exchange, Madras.



SRI K. T. BHASHYAM, Minister for Labour, Government of Mysore, at the Toy Making Section of the Training Centre for War Disabled, Jalahalli (Bangalore).



SRI C. KESAVAN, lately Labour Minister and now President of the Travancore State Congress in a Training Centre, Trivandrum.

MAKING THE MOST OF MAN-POWER.

NEVER in the history of the world was man-power recognised as a factor that ruled the destinies of men and nations as during the last war. Never did India realise the potentialities of the sons of her soil as at that time of crisis when they were brought to the front line of action. It is true that the world passed through an unprecedented crisis in recent years. Millions lost their lives and hundreds of thousands their homes. Destruction was colossal and frustration widespread. But amidst these painful experiences came a challenge to men and leaders of men as to why the unlimited faculties of mankind should not be harnessed to creative values and constructive efforts. In meeting this challenge, humanity was set against a vista looking back at the destruction her own hands wrought and looking ahead to the wonderful possibilities of reconstruction.

Providence spared India the ravages of War. However, at the close of the War, we were not only confronted with the universal problems of Post-War years, but at the same time the stupendous responsibility of building our own nation. It is in this great task that the man-power of our country comes into full play.

India is a country abundant in her man-power resources so that it baffles one's imagination as to how best they can be made use of. There are folks and folks, as the saying goes, various groups and individuals with different qualifications, capacities and aptitudes. What they are and what they should be in the scheme of things is our main concern. Asked as to who should be the boss, Henry Ford once replied "It is like asking, 'Who ought to be the tenor in the quartet?'" Obviously the man who can sing tenor." There is a profound truth in this statement which makes one think seriously of a correct assessment of the faculties of individuals. How best can we achieve this, is a matter of crucial importance calling for our earnest attention.

Assessment of faculties will have to be undertaken on a scientific and systematic way, lest we find in society, men as square pegs in round holes. Nowadays much is spoken of the wastage of money and materials, but very little thought is given to the wastage of

man-power. We have countless instances where men and women are unemployed, underemployed or ill-employed and the resultant waste of man-power is not properly accounted for. In order, therefore, to ensure economy of man-power and to enlist the available human resources to the best advantage, it is essential that an Organisation like Employment Exchanges, set up three years ago by the Ministry of Labour with fifty-four centres functioning all over India, should undertake to sort, classify and match all categories of employment-seekers with situations in life that may be best suited to them.

We frequently hear people being called misfits but very few realize that it is Society that creates misfits, because it cannot adjust employment suitably. If a proper selection of men is made for the type of work they are best fitted for, there will be no misfits. "A man's ledger does not tell what he is or what he is worth. Count what is in man and not what is on him, if you would know what he is worth," said Henry Ward Beecher. This brings us to a stark reality of determining the intrinsic value of men and their potentialities. Employment Exchanges which have made a beginning on this line, though humble and insignificant, have rendered yeoman service in this direction. In a short span of three years, they have attempted to prove the value of assessing man in his proper perspective and giving him a chance to make the maximum contribution to his fellowmen. Theirs is more than an attempt. It is a venture to provide the right man for the right job.

There were days when employment-seekers and employers were taking chances in their own way in choosing vocations and workers. But in the wake of the Employment Exchanges, a gamble in uncertainties is being gradually eliminated since the process of selection and submission of suitable men, pivots on a scientific system of assessing human faculties.

But a mere assessment of faculties will not take us very far in the task of nation-building unless all available man-power through the length and breadth of India is marshalled. This may be achieved only when we have marshalling centres. Employment Exchanges through a campaign of publicity have already taken upon themselves the responsibility of drawing men and women from their moorings, with a view to utilizing their services.

- better. The modern man demands only men of right requirements. It has therefore become necessary to collect and collate all data about different types of workers, a programme which the Employment Exchanges have now undertaken.

It is through these centres that employers and employment-seekers become acquainted with one another. Call it what you may, these are nerve centres through which all available man-power will have to be gradually canalised. The programme that is ahead of us is nation-building. We see around us plans and projects. These plans and projects will materialise only when the faculties of men are properly harnessed to them. We are behind the times in this respect. We can no longer afford to take chances. At a moment's notice we may have to rally men to positions they are best fitted to hold. This is to be accomplished in a systematic way and Employment Exchanges have made a modest beginning on the right lines.

But this beginning is an eye-opener. No sooner had Employment Exchanges started functioning than they realised that in spite of the abundance of man-power in this country, they were not marshalling the variety they should. They came across commonplace categories which accumulated great surpluses. Faculties there are, of different kinds, but it must be conceded that these faculties are undeveloped. People of this land cannot be blamed for this, since till recently they have had little opportunity to develop their faculties. The Government of India and the Provincial Governments are incurring heavy expenditure on this scheme, hoping that in the years to come they will raise hundreds of technically trained men.

Employment Exchanges have reached their third milestone. Spectators watch their progress intently. Cries both of approbation and of criticism fill the air. People are out with their yardsticks to measure results in terms of expenses incurred. But Employment Exchanges have their own problems, not few but many. In the stupendous undertaking of finding jobs for men and men for jobs, the first and foremost problem is to make people exchange-minded. Conventions still enthrall men. Conservatism bars the doors against modern methods. Even educated people ask why employers and employment-seekers should utilise the Employment Exchanges, since for ages seekers have been finding jobs and em-

employers their employees without the aid of an Organisation. The answer is that the Employment Exchanges are so designed as to eliminate uncertainty, delay and consequent waste of money normally involved in the old-fashioned methods of finding men for jobs and jobs for men.

Meeting the needs of employers is another problem. Added to the rarity of occupational skill, occupational inertia is rampant in our country. Workers are immobilised by custom and will not go to the places where they are needed. Even the likes and dislikes of applicants for different environments will therefore have to be taken into account. The result is that Employment Exchanges sometimes come to a dead end in their resources endeavouring to meet unusual demands. Thus the process of labour clearance, a system of diverting surplus labour to deficit areas, becomes all the more difficult and sometimes impossible. In the circumstances can one honestly say that Employment Exchanges have not risen to the occasion? Considering the insurmountable difficulties and the uphill task with which an infant organisation is normally confronted, it may be said without complacency that Employment Exchanges in India have achieved great results comparable with the early history of their western models. Out of nearly 19,00,000 applicants registered for Employment, about 4,75,000 have been placed since the inception of the Organisation. About 16,000 persons are at present receiving Technical and Vocational Training in more than 70 trades.


Albeit, the query is sometimes still raised: "Do we require Employment Exchanges in this country!" What a complacency of economic unthinking! That they should have a place in national planning is an assertion that cannot be challenged. It is up to the Employment Exchanges now to make themselves indispensable, to create such convictions that men will be willing to break with conventions and thus help to pivot national planning on the nation's man-power. A rendering of a Chinese proverb runs as follows:—

"If you plan for a year, sow grains;
If you plan for ten years, plant trees;
But if you plan for a hundred years, grow men."

The proverb comes as a prophetic message to our nation. The future of the nation depends on the future of men and the

future of men on a sound national planning. National planning should, therefore, be conducted not in terms of decades but in terms of centuries. The greatest concern of Employment Exchanges in the purview of national planning is to make the most of manpower. Employment Exchanges exist for this great and glorious purpose. But the purpose would be defeated if the human aspect of the work is lost sight of. "Where there is no vision, people perish", is a fact that rings through all ages. Millions would perish in this land if this purpose is not imbued with a vision for disinterested and unstinted service to promote human interests and human welfare. Employment Exchanges will come to stay in this country when this ideal is not merely spelt but lived up to by the Organisation.

D. D. ANUGRAHAM,
Sub-Regional Employment Officer.



LET
THE EMPLOYMENT
EXCHANGE
HELP YOU

OTHER MESSAGES:

HER EXCELLENCY EDWINA MOUNTBATTEN OF BURMA.

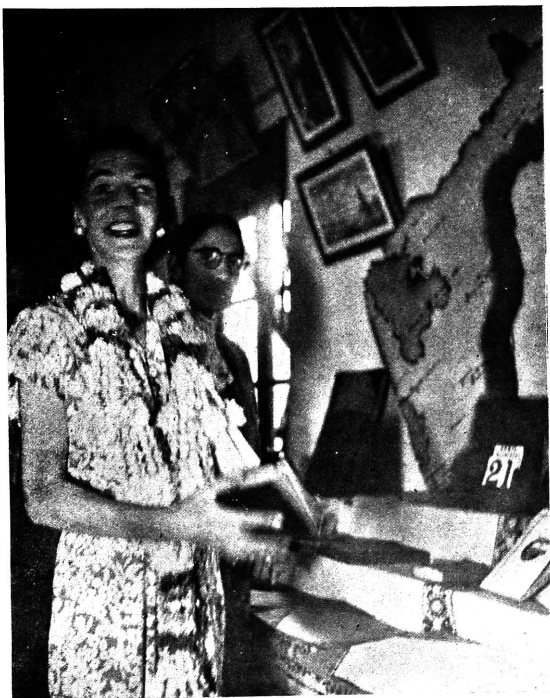
I WAS delighted to visit the Training Centre (Training Centre for War Disabled, Jalahalli) and to see the valuable instruction there provided for ex-Servicemen. The high quality of the work being done reflects great credit on the Instructors as well as on the men undergoing courses in the various Trades. And to the teaching staff and the Trainees, I extend every good wish for all future success.

GEN. F. R. R. BUCHER, Commander-in-Chief.

THIS was my first visit to the Training Centre for War Disabled and without any form of hesitation, I classify it as a first class Vocational Training Institution, which is giving the ex-Servicemen trainees a new chance in life.

LIEUT.-GENERAL SIR ARCHIBALD EDWARD NYE, Lately Governor of Madras and now High Commissioner for U. K. in India.

I HAVE had the chance of seeing a number of Employment Exchanges at work on my tours in Madras Province during the last two years. These Employment Exchanges have been doing a great deal of work in trying to place ex-Servicemen in various jobs. I have always held the view, however, that it is undesirable to isolate ex-Servicemen as a separate entity; the decision, therefore, to make this a permanent organisation open to all categories of employment-seekers, seems to be a very desirable development.



MRS. BUCHER (wife of General Bucher, Commander-in-Chief) at the Sales Show Room of the Training Centre for War Disabled, Jalahalli (Bangalore).



Lady Assistant Employment Officer assesses the qualifications and aptitudes of women applicants for jobs at the Women's Section of the Employment Exchange, Madras.

EMPLOYMENT SERVICE.

HAVING been associated with the Resettlement and Employment Service in the north of India almost from its inception until early in 1947, I am naturally very glad of the opportunity to learn something of its working in Madras some 18 months later. From early days the vast area of Madras Presidency and the neighbouring States made it necessary to have more Employment Exchanges than were required in other Regions and to decentralise the work down to Districts. I am glad to know that this experiment has worked well because sooner or later, if the Employment Service is to fulfil its destiny, Employment Offices must be located within reasonable distance of every worker and employer.

It was interesting to see the working of the Madras Employment Exchange. The two large rooms which it contains have been scientifically partitioned to enable the public who use the Exchange to be dealt with as quickly and comfortably as possible. If there is any criticism which I have to make it is against the use of small 'guichets' at some places instead of open counters, though doubtless these have been found essential. The Employment Service must at all costs be saved from the 'Superiority complex' which seems to afflict so many officials whose duties bring them into direct touch with the public, but who are protected by screens from those whom they exist to serve. It was good to hear that employers are becoming surely (but very slowly!) aware of the utility of the Exchanges and that concerns under British management have been among the first to support them.

Although it is through the Exchanges that the Employment Service comes into most direct relations with the public, its activities on the training and Publicity side are no less useful. Madras seems to have been very successful with Technical and Vocational Training of ex-Servicemen; the great majority of trainees having secured good jobs. Now the demand for training by ex-Servicemen is slackening and there are vacant seats in Training Centres. What an opportunity to utilise these institutions for training Civilian technicians so badly needed by the country's expanding industries! Let us hope that financial and administrative difficulties can be overcome.

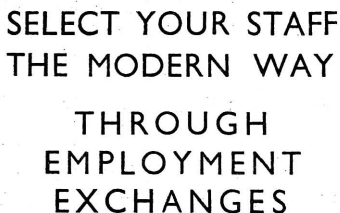
Publicity is another important activity. The Employment Service is still young in India and of the millions whom it exists to serve, very few as yet are aware of its usefulness or of how essential such an organisation is for a country embarking on rapid industrialisation and needing to make the best use of its limited resources of skilled man-power. This case must be put over in a convincing manner, particularly to employers who must be brought to realise that recruitment through Exchanges is a scientific process in the charge of public servants who have no motives for their selection other than that of producing employees who will satisfy the employer's demand and from whom he is still at liberty to make his personal selection. Other methods of recruitment, e.g., through headmaistries and contractors, are deeply ingrained in the industrial life of the country and it is an act of faith on the part of an employer to change them. He must be convinced not only by publicity but by practical experiment that his faith is justified.

The present Employment Service, entirely voluntary as it is, has to make its own popularity and to justify itself by results. That is an excellent thing; and those of us who are convinced that in India, as in the United Kingdom, it is an essential feature of a great industrial country will follow its progress with interest in the hope of that on the foundations now being laid there may arise a structure of incalculable benefit to the workers and the State of Free India.

R. M. SANER,

(His Majesty's Foreign Service)

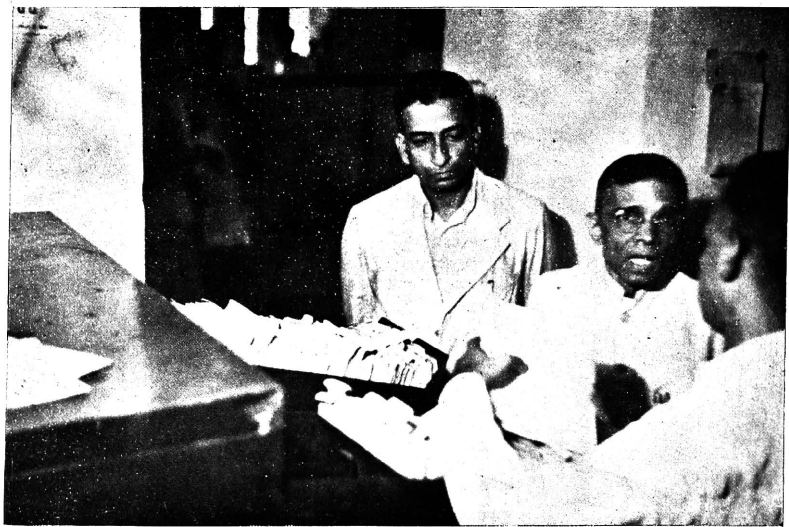
First Secy. to High Commissioner for the United Kingdom in India.



SELECT YOUR STAFF
THE MODERN WAY
THROUGH
EMPLOYMENT
EXCHANGES



MR. LALJI MEHROTRA, President of the Federation of Chambers of Commerce and Industry, Calcutta
at the Appointments Branch, Regional Employment Exchange, Madras.



MR. V. SESHASAYEE, an Industrialist of South India, examines the "Live Register" at the Sub-Regional Employment Exchange, Tiruchirapalli.

EMPLOYERS:

SRI LALJI MEHROTRA,

President,

**Federation of Indian Chambers of Commerce and Industry,
Calcutta.**

It was a pleasure to have paid a visit to the Regional Employment Exchange of Madras. The extensiveness of the organisation and the amount and the type of work done by the Exchange was a pleasant surprise indeed. The employers should find it a very useful and helpful medium to secure the right kind of men they want. I hope they will make use of this institution to an increasing degree. In doing so, they will not only be helping the institution but serving their own interest.

SRI V. SESHASAYEE,

**Managing Director, Seshasayee Brothers Ltd.,
Tiruchirappalli.**

THE extension of the original scope of the organisation from the resettlement of ex-Servicemen so as to cover all categories of employment-seekers is a very welcome step.

Those of us who are engaged in Industry fully appreciate that for increased production effective man-power mobilisation is as important as Capital goods or Scientific "Know-how".

A National Employment Service is, therefore, destined to play a very vital role in the economic life of the country—and if the work of the Trichy Exchange is any guide—it is already doing it.

I was particularly impressed with the arrangements that the Exchange has provided for the registration of candidates and for trade-testing them.

The usefulness of the Organisation will greatly be enhanced with the co-operation and the enlightened support of the members of the business community and I am sure my colleagues will not fail it.

I wish the Service and its patriotic workers every success.

MR. V. PANDURANGIAH,

President, Southern India Chamber of Commerce, Madras.

ESSENTIALLY a war-time institution, the Resettlement and Employment Organisation has readily adapted itself to changed circumstances, and both the employers and the employees can look up to it for greater assistance. The institution fulfils a long-felt gap in the industrial life of the country. Hereafter the industrialists need not wait months and years to get the right type of technicians for the industry, and the unemployed need not tap at each and every door for employment. The institution serves as a very useful link between them.

I appeal to all industrialists to make use of this institution to an increasing extent. I wish the institution all success.

MR. N. RAMA RAO, B.A., B.L.,

President, Andhra Chamber of Commerce, Madras.

AMONG the functions of the Resettlement and Employment Organisation, there are two which have a special claims on the attention of those who are engaged in trade, business or industry. They are (1) Schemes of employment assistance and (2) Schemes for training technicians. Industrialists and employers will find it worthwhile to acquaint themselves with details of the work carried on by the organisation in these two directions. First, such knowledge will be helpful to them in considering how to get their requirements met from time to time and, secondly, it will be advantageous to the Organisation itself in helping it adapt itself to changing conditions in the employment market.

We are interested in having the right type of men in industry and also in creating an adequate reserve force of persons trained in all trades. As in other countries, it is quite possible that the National Employment Service of to-day will serve in the future as a nucleus for the administration of social security measures like unemployment insurance, old-age pensions, etc., which have to be introduced in due course. In the long run the growth and success of this institution is bound to exercise a wide influence on the entire organisation of industry and business.

MR. H. I. WONFOR,

Chairman, Madras Chamber of Commerce.

PLANNING for post-war development must necessarily include schemes for the proper distribution and utilisation of the country's man-power with full employment as the ultimate goal. In a vast country like India where much still remains to be done in the economic and industrial field, it is gratifying to note that the National Employment Service, during the three years of its existence, has done some valuable work already in re-settling ex-Servicemen and discharged war-workers in civil employment.

I am glad to know that all the Employment Exchanges in India are now open to all categories of employment-seekers, irrespective of whether they are ex-servicemen or not. With the expansion of the organisation and the realisation of its usefulness by industrialists and employers, and by the general public, I am confident that it will receive from all concerned the co-operation and support which it deserves.

I wish the organisation every success.

EMPLOYMENT EXCHANGES

OFFER

THE RIGHT MAN

FOR THE JOB



THE RIGHT TO WORK.

To those who are accustomed to periodical claims from the under-privileged regarding the right to work, the subject of my talk tonight might sound revolutionary. That, however, is far from my intention. All the liberties we talk of, not excluding those of the Atlantic Charter spring from our desire and determination to ensure to everyone the Right to Live. No one can live a full life unless he is free to indulge his creative faculties fully. In other words, human life is futile without full employment or the Right to work.

The demand for social justice is in the motto of the International Labour Organization. The preamble to the constitution of the International Labour Organization claims that universal peace can be established only if it is based on social justice. Social justice demands that every member of the Society is given a chance to earn his living. In other words, he must have economic freedom, failing which, chaos is inevitable. Thirteen years ago, a group of three hundred young men went to Geneva bearing petitions from 950,000 unemployed young men and women which were presented to the Annual Conference of the International Labour Organization. The spokesman of the petitioners made a moving and prophetic appeal on behalf of seven and a half million unemployed youths in Europe. He said, "Give us work, or we must go to War". 'Work or War' was youth's dilemma which the Conference could not then resolve. But statesmen who had eyes to see beyond the times realised that the most serious economic problem beyond wars and to ensure peace was demobilisation and the re-employment of the demobilised personnel. Chronic unemployment is not only a threat to the social order within but also to the international order without. "Poverty anywhere is a threat to prosperity everywhere". The International Labour Organization therefore attached great importance to the subject of employment. At its first session in Washington in 1919, the Conference adopted the unemployment convention requiring ratifying states to establish a system of free public employment agencies under the control of a Central Authority. The Philadelphia session in 1944 adopted the Employment Service Recommendation. The last session in June-July at San Francisco



MR. K. G. MENON, I.C.S., watches the trainee at work at the Instrument Mechanics Training Centre, Madras.

also adopted a convention and recommendation laying down the principles for establishing Employment Service Organizations.

In India, the Employment Service Organization arose as a recruiting agency during the war and has stayed on to do more lasting service in peace. You must be aware that the Employment Service has established beyond doubt its usefulness as a machinery for efficient and scientific organization of industrial and other employment. Its object is to open up the prospect of increasingly gainful employment for our people and thus bring about an improvement in their standard of living. The Employment Service strives to concede the right to work. It can do so, however, only if there is close co-ordination between the service and the employing agencies. I feel that Employment Service should serve as a necessary adjunct of the industrial policy of this country, facilitating production, organization of Vocational and Technical training, and mobilisation of labour resources. Failing such close collaboration, we see around us the anomaly of qualified and competent hands without employment and employers anxious to secure qualified work people, but unable to contact them.

Thinking leaders all over the world have called upon the State to evolve policies to ensure full employment to everyone. The Wallace Plan for America is an example. We too should have a plan for India if we are to prevent unemployment and its attendant evils. I have heard it said by many of our leading men, that in a country of the size of India, it is not possible or easy to formulate proposals for full employment such as are worked out in the United States or Great Britain. That, however, is a defeatist's attitude and an evasion of responsibility. It is quite possible to take stock of the available man-power resources of our country and draw up a plan after estimating how many men and women can be absorbed in private industries and enterprises. The energies of the employable should be used for productive work. The cry of our country as of many others is to produce more and still more. There is plenty of scope for work in various fields like public health, transport, education, industry, modern agricultural methods, buildings etc. A bold policy in all these fields would absorb all the available man-power. You must be aware of the numerous plans drafted by individuals and Governments for adoption in this country. But no systematic plan has been drawn up for employ-

ment. What is surprising is that in all the plans for industrialisation and development, the question of finding suitable personnel has not been adequately dealt with. There are obviously two aspects of this question. Firstly, men and women must be trained. Secondly, they must be suitably registered in a proper centre and distributed according to qualifications to deserving employers. The Vocational and Technical Institutions which Government have started and the Employment Exchanges are the most suitable agencies to undertake these tasks. As a first step, industrial workers must secure their freedom from jobbers and contractors who may have played a useful part in the past, but have outlived their usefulness. Recruitment should be made only through Employment Exchanges. Vocational guidance and other tests for all applicants must be insisted on. Employment Service provided with experienced Officers should weed out those unsuitable and slack and secure the right man for the job. This will prove an important factor in the maintenance of social peace by preventing discontent and industrial unrest which must inevitably result when men are assigned to jobs for which they are unsuitable. The habit of employers of recruiting men without consideration for their qualifications on the basis of favouritism and recommendations will only lead to direct and indirect losses. The employee, on the other hand, faces a series of trials and errors and often finds a job suited to his taste too late in life. Such loss of efficiency is a national loss at a time when we are not only industrialising rapidly, but also anxious that existing industries should run at the height of efficiency with a view to fighting inflation.

India's Draft Constitution provides that the State shall direct its policy towards securing "that the citizens, men and women equally have the right to an adequate means of livelihood". It also lays down that, within limits, the State shall make "effective provision for securing the right to work, to education, and to public assistance in case of un-employment". I repeat the Prime Minister's message on the occasion of the Third Anniversary of the Employment Service that "one of the main duties of a modern State is to see that all its people have work, and none is idle". Employment Service as a pillar of Free India's policy should serve as an instrument for providing employment. The right of work is the right to be a human being. What can be more galling to

the working man than to have to sit idle and not use his energies and capacities in the proper direction.

Our problem is chronic unemployment resulting from a persistently low level of economic activity. This can be tackled only by creating fresh employment and thus making employment more productive. I must say that increase of employment is necessary in our country and not merely finding work for those temporarily unemployed. Only then can we ensure maximum contentment and production.

Of late, we have been hearing a good deal about inflation and the steps taken by the Government to fight it. We have also been hearing of demands for increase in emoluments from work people because the cost of living has gone up. Increase in wages without a corresponding increase in the supply of commodities on which the wages could be invested has resulted in further raising prices. If more money is made available to the purchasing public and the goods available for purchase remains stationary inflation is inevitable. The standard of living cannot, therefore, go up by increases in wages alone. Higher production is the only solution to this problem and those who say that higher production will follow and not precede wage increases are doing a disservice to the country.

The Employment Exchanges in this Province like those in other provinces now register not only ex-Servicemen but also civilians and in general all those who are unemployed. It would, therefore, be a source of considerable assistance to prospective employers to consult these Exchanges and make their selection from the wide choice of candidates available for selection.

The Problem of unemployment in the East is colossal. The Asian Regional Labour Conference held last year at Delhi recommended the need for a proper and healthy development of the Employment Service in the country so as to utilise the maximum national man-power resources available and pave the way for the introduction of social security measures. In Madras, Employment Exchanges are in constant touch with all employers, Chambers of Commerce, Trade Unions and Employment seekers. What we want essentially is co-operation from both parties and an understanding that while it may not be possible to place everyone as

quickly as he demands, the employer must assist in seeking a solution to a social and economic problem that cannot be ignored.

I am convinced that the problem of unemployment is capable of solution along the lines I have outlined. In course of time I believe that the right to work will be conceded and ensured by the set-up of our national economy aided by a steady growth of the productive forces of our society.

By Courtesy : All India Radio.

K. G. MENON, I.C.S.,
Joint Secretary,
Development Department,
Govt. of Madras.

HELP US TO HELP YOU

EMPLOYMENT EXCHANGE
MADRAS

EMPLOYMENT EXCHANGES.

ARE you employed? How? Where? Anybody whom you meet either offends you with these inescapable questions or pleases you by offering a little time to talk about yourself. You wish to answer when you are satisfied with your standard of living. But satisfaction resulting from a good condition in life rarely comes to many of us. We all want to be employed. The desire to work is instinct in all of us. Work is happiness.

A cobbler who earns a few annas a day is not certain of his earnings as they vary from day to day. His life fluctuates. Fluctuations in the demand and supply of labour affect his standard of life and he struggles between employment and unemployment. And days of unemployment injure his strength to work. He becomes demoralised. And the long unemployed become unemployable.

We find in the growth of trade unions a method of solving unemployment. "The British Government has set up a network of Employment Exchanges, intended to bring together employers seeking labour and workers seeking jobs" (Benham). It should be seen that no person capable of doing work should remain idle.

The Employment Service should keep statistics of the unemployed within a province. It is better to proceed to form a provincial basis as most of us wish to stay and work within our own province. For any kind of employment a little knowledge of life that is, education in practical life, is essential.

Man either works the ground or works the machinery. Labour is agricultural and industrial.

At the end of the last global War India had to face the problem of acute unemployment. It was not a question of providing jobs for the discharged army-men,—putting square pegs in round holes.

It is for the Employment Service to pull out skill and talent and harness it to utility.

There are youngsters employed by private industrial concerns. The Employment Service should see how many of these concerns have trained technicians and how they are paid. When production

increases there is a fall in demand from the consumers which in turn affects the wages of the employees. The wages of the employees must always be at the level to meet expenses necessary to purchase for consumption and preservation. What disturbs the equilibrium of social needs and social income is low level wages.

The Employment Service should consist of various man-power committees in the spheres of the sciences and humanities. These must bring the unemployed to register their names and avocations, if any, with these departments of the Employment Service which could find a place for which they are fit. After ascertaining from the industrial concerns their individual requirements they must contact the Government, apprise it of such requirements and find suitable workers for the employers.

The wealth of a nation is intended for use in the interests of all its nationals. If there is a network of Employment Exchanges and private employment agencies remaining uncorrupted and incorruptible a nation's man-power can save itself from decay. Man-power in itself is not riches, it is so when harnessed to exploit the means proper to the ends of the wealth and well-being of humanity. Provinces can exchange skilled labourers and the industrial resources could be put to use for economic self-sufficiency and independence. Organised on a strong basis, a liaison between the Government and the army of unemployed, the Employment Exchanges can dictate the policy of industrial and other concerns; and provinces and nations could exchange labour with little malice and much profit.

KHASA SUBBA RAU,

Editor, "Swatantra"



Cane work forms one of the useful trades taught at the Training Centre for War Disabled, Jalahalli (Bangalore).



Articles of domestic utility form part of the production of the Malabar Co-operative Metal Works Training Centre for ex-Servicemen at Olavakkot.

OTHER MESSAGES

SRI C. R. SRINIVASAN,

Editor, 'Swadesamitran', and Director, Reserve Bank of India.

It has been a pleasure to visit the Regional Employment Exchange. The young men in charge of the institution have not merely shown sufficient grasp of the problems but also sustained enthusiasm in solving them. The card-index system and the graphic presentation of results hold great promise. Here is an institution which will serve us to the extent that we seek to use it.

MR. G. P. COELHO,

Binny & Co., Madras Ltd., Vizagapatam.

I HAVE visited the Employment Exchange on three occasions and was particularly impressed by the courteous way the applicants and visitors are attended to by the staff.

I am thankful to the Exchange for their prompt submission of suitable candidates.

There is no doubt that the Employment Exchanges are doing a National Service.

MR. R. ALLEN,

General Electric Company of India Ltd., Madras.

THE theory of the men was well above the normal standard and their application was good in that their work was carefully, neatly and correctly done.

I would like to add that I personally am surprised at the high standard achieved, and congratulate the Training Centre on their good work.

SERVICE AND SATISFACTION.

It is suggested that the placing of workers is the least of the services which the Employment Service is to offer us. Yet if it were the only amenity it could provide there would not be any less justification for its further development and strengthening. Possessing as it does, the largest and most comprehensive list of employers and the unemployed, this institution is in a commanding position to help industry.

The grading and sorting of the workers carried on at the Exchanges classifies talent into as rigid compartments as such essentially heterogeneous factors as natural aptitude, training and experience of the candidate lend themselves to in classification.

From the available list of personnel of the Exchanges, it has always been possible to obtain in an afternoon a far more representative cross-section of available candidates satisfying one's requirements than the alternative course of advertisement and selection spread over probably a couple of weeks. The gain in time alone should lead the employer to seek the services of the Exchange.

Further development is possible in the direction of getting the employment-seekers to appreciate the advantages of this institution and develop a sense of duty towards it. The failure of these candidates to report to places of work to which they are sent, and their negligence in intimating the Exchanges promptly of their success in obtaining a job, largely bring criticism on the Exchange which least deserves it.

The throwing open of its services to other than ex-servicemen has been the proper development of the organisation. In the course of its widening of its activities, this organisation will meet greater obstacles than it has so far countered, and it is as well to remember that on its successful solution of these, depends the stability of our Industrial Establishments. Both the employers and the employed should, therefore, shoulder this task of co-operation with the Exchange. This institution devoted to service, with no powers to enforce its will on either of them lives and thrives exclusively on their co-operation.

By way of a personal note I may be permitted to add that more than 50% of the workers employed in our workshops have been selected from among the candidates from the Madras Exchange, and in spite of our rather rigid demand for qualifications, this Branch has taken the pains to provide for our needs with men who in their record of work with us have given us complete satisfaction.

*The Standard Scientific Instruments Co.,
Madras.*

RESETTLEMENT AND EMPLOYMENT IN MADRAS REGION.

A Brief Review.

THE first Employment Exchange was opened in Madras on 4th January 1944 and worked as an adjunct to the National Service Labour Tribunal, Madras, as there was scarcity of skilled workers for war industries. With the close of the war and the National Service Labour Tribunal, the Employment Exchange was expanded into a full Regional Employment Office in August 1945. There are now in addition to the Regional Employment Office at Madras which discharges the duties of the Madras Sub-Regional Exchange also, eight Sub-Regional Employment Offices at Vizagapatam, Vijayawada, Anantapur, Vellore, Coimbatore, Calicut, Tiruchirappalli and Madura and 15 District Employment Offices in all other District Headquarters except Nilgiris.

Mr. V. Ramakrishna, C.I.E., I.C.S., who was the Chairman of the National Service Labour Tribunal, Madras, became the first Regional Director. When he was reverted to Provincial Government for a short period, Mr. T. Bhaskara Rao, I.C.S., acted as Regional Director from whom Mr. Ramakrishna took over the Directorate again. He was also the Industrial Adviser and Development Commissioner with the Government of Madras till 30th April 1947. Mr. C. K. Vijayaraghavan, I.C.S. (now Inspector-General of Police, Madras) and Mr. V. N. Kudva, C.I.E., I.C.S., (now Second Member of the Board of Revenue, Madras) were Regional Directors successively. The present Regional Director, Mr. S. Abdul Qadir, took over from Mr. V. N. Kudva on 14th August 1947. He is assisted by a Deputy Director, four

Assistant Directors, a Regional Public Relations Officer, a Regional Inspector, a Deputy Regional Inspector, two Assistant Regional Inspectors, a Chairman, Trade Testing Panel, and four Trade Testing Officers.

The duties of the Employment Organisation are twofold :

- (i) Bringing the employers and employment-seekers together, *and*
- (ii) Increasing the employability of the workers by giving them suitable training in Technical and Vocational Trades.

At the time when this Organisation was started, it was realised that the classes of persons who would require employment assistance would be the ex-Servicemen. The Employment exchanges were made to serve the ex-Servicemen only. Gradually the Exchanges began to assist other classes of employment-seekers, like other war service candidates, discharged Government employees, civilian technical personnel and Harijans. Since 1st April 1948, the Employment Exchanges have been thrown open to all categories of civilians also.

In the earlier years when the Organisation was concerning itself mainly with the ex-Servicemen, Mr. V. Ramakrishna, the then Regional Director at Madras, was entrusted with the working of all the Post-War Development Schemes intended for the benefit of ex-Servicemen. During that period, this Organisation in addition to finding civil employment for ex-Servicemen, planned, organised, registered, started and administered various co-operative societies for ex-Servicemen. As the demand for throwing open the Exchanges to the civilians increased, it was felt in the early part of the year that the Organisation could no longer confine itself to the resettlement of ex-Servicemen only. The Provincial Government, therefore, at the request of the Directorate-General, transferred this portion of the work to the Co-operative Department, and a Special Joint Registrar of Co-operative Societies, Sri Rao Bahadur K. Subrahmanyam, was placed in immediate charge of the work. The transfer was effected on 1st March 1948. Twelve Land Colonies at Komaragiripatnam, Kaluvapudi, Kalidindi, Rudravaram, Mayyur-Gudappakkam, Chinnakalpalayam, Tirumangalakottai, Neidalur, Manivalandan, Siddaramapuram, Bhavadevarapalli and Sennaleri (the last five were in abeyance) and ten workshops at Madras (Engineering), Tiruvottiyur (Timber),



A view of the Machine Room of the Training Centre at Anantapur.

Kumbakonam (Metal), Tinnevely (Timber), Olavakkot (Timber and Metal), Katpadi (Timber and Metal), and Duvvada (Metal and Timber) ; and eleven Transport Societies at Madras, Calicut, Coimbatore, Salem, Vellore, Cuddalore, Tanjore, Trichy, Madura, Tinnevely, and Guntur were thus handed over to the Co-operative Department. One more workshop, i.e., Metal Workshop at Tinnevely which was intended to be started was not started as it was felt that it might not be successful. One more Motor Transport Society has since been formed at Vijayawada by the Co-operative Department.

The financial position of the Societies as on 1st January 1948 when they were in charge of this Department are in Appendix No. 1 (A). The Committee for the Administration of the Post-War Services Reconstruction Fund had very kindly sanctioned a loan of Rs. 20 lakhs free of interest and repayable within a period of three years, towards the capital expenditure on the Transport Societies. They have since sanctioned a grant of Rs. 2,25,500 and a loan of Rs. 1,80,400 for the nine Land Colonies and a total grant of Rs. 4,09,500 towards capital cost and subsidy of Rs. 30,940 towards the cost of the staff for the workshops at Kumbakonam (Tanjore District), Duvvada (Vizagapatam District) and Olavakkot (Malabar District). Claims are being made on the Committee for grants in respect of other workshops. The Provincial Government has been meeting all the expenditure that is necessary for the organisation and the starting of the Societies. The Government of India have promised to pay Rs. 500 *per capita* in the case of Land Colonies, provided certain conditions laid down by them are fulfilled, as and when claims are made by the Provincial Government. Besides, they are sanctioning block grants in the case of workshops on the expenditure incurred. It is thus seen that the Provincial and Central Governments and the Committee for the Administration of the Post-War Services Reconstruction Fund have done everything possible to enable the Ex-Servicemen to resettle themselves comfortably.

Though the administration of the Ex-Servicemen's Co-operatives has been transferred to the Registrar of Co-operative Societies, this Department is still continuing to afford training facilities to the ex-Servicemen in the workshops and in some of the Land Colonies. The present position of the various Co-operatives will be found in Appendix No. 1 (B).

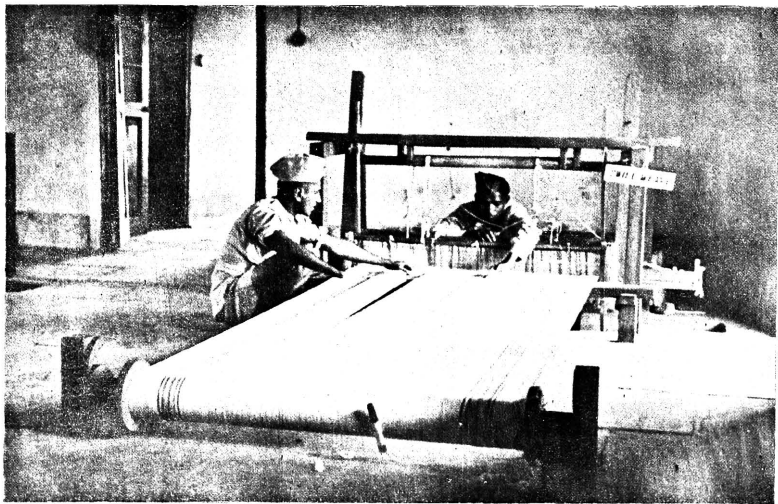
The total number of employment-seekers who sought employment assistance at the various Exchanges in this Region upto 1st November 1948, i.e., who have 'registered' themselves is 3,39,502. The total number of persons out of these for whom employment was secured, i.e., 'placed' in jobs is 92,460. The total number on the Live Register on 1st November 1948 was 40,845.

Training :

During the World War No. II, the Government of India (Department of Labour) started a number of technical training centres all over India, to give training in various engineering and building trades to recruits who were required in large numbers for the various branches of the Defence Forces of India. Under the National Service Labour Tribunal, Madras, there were 32 such centres functioning in this region, with a seating capacity for 7,211 men. As a result of the cessation of hostilities in November 1945, these Centres were taken over by the Directorate-General of Resettlement and Employment to give further training for the ex-Servicemen, who were to be demobilised in large numbers. At present there are 32 Technical Training Centres with a seating capacity of 3,138 in 34 trades. The number undergoing training now is 2,654 while the number that have gone out after training so far is 2,916. A list of Technical Training Centres together with the trades in which training is now being imparted in this Region is attached (Appendix II).

In addition to the Technical Training Scheme, there is a scheme for Vocational Training which provides facilities for training in trades other than engineering and building, and covers a wide range of trades and occupations such as commerce, clerical and professional and semi-professional occupations, cottage and small scale industries etc. This aims at increasing the trainee's earning capacity by equipping him for gainful occupations. There are 17 Vocational Training Centres with a seating capacity of 1,139 in 39 trades. At present 623 persons are undergoing Vocational Training in this province. A list of Vocational Training Centres showing the several trades now in existence is attached (Appendix III).

Besides the above two schemes, there is also the Apprenticeship Scheme whereby persons with some kind of technical knowledge



From "DISABILITY" to "ABILITY". This trainee with one arm has learnt weaving and to-day he is an adept in this trade.

as a background would be eligible to undergo training as apprentices in industrial concerns. At present 211 are undergoing their apprenticeship in 32 private institutions.

Technical, Vocational and Apprenticeship trainees are given stipends and free boarding, lodging, recreation and medical facilities during the period of training. When the training is imparted in an institution other than a centre especially established and managed by Government of India, *per capita* training fee is also paid to training institutions for meeting the cost of consumable stores.

There is also a special training centre for the War-disabled at Bangalore. Under this scheme of rehabilitation of the disabled persons, it is being endeavoured to equip them for such skilled work as is suitable to their potential employability so that they can once again be independent and productive members of society. At present there are 314 persons undergoing training.

It will be of considerable interest to know that there is a staff of 381 men in the above training schemes of whom five are graduates, 70 diploma holders, 243 certificate holders and 63 men of varying amount of experience in their trades.

The last three or four months of the training period are devoted to production work, the object being to make the trainee conscious of his inherent capacity to produce by his own efforts. In all the vocational centres, during the period of training, production work is done on a satisfactory basis and the articles produced comprise textile goods, toys, leather goods, etc., and they compare favourably in both quality and price with those available in the market, as will be seen from the exhibits shown in the permanent exhibition hall opened by His Excellency the Governor in the Employment Exchange, Madras. Job orders are also undertaken from the public and executed in all the Centres. A list of the articles made in different centres is given in Appendix IV.

At the end of the training, the trainees are trade tested by a Panel, to which experts are co-opted from leading industrial concerns and workshops.

Soldiers', Sailors' and Airmen's Boards :

Recently, i.e., from 15th June 1948 the Employment Organisation has taken up the administration of the Provincial and District

Soldiers', Sailors' and Airmen's Boards in this Province. There were 25 district Soldiers', Sailors' and Airmen's Boards in each of the districts of the Presidency and a Provincial Board at Madras, each with a separate paid Secretary. Since 15th June 1948 the posts of all these paid Secretaries were abolished. The Deputy Director of Resettlement and Employment is now the *ex-Officio* Secretary of the Provincial Board and the Employment Officer in each district is the *ex-Officio* Secretary of the respective District Boards.

Rest Centres :

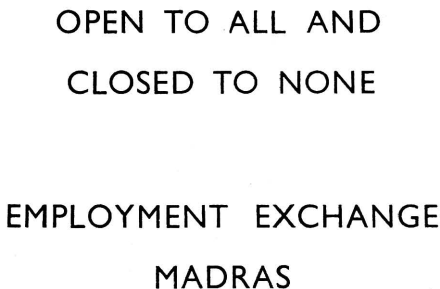
Consequent on the Employment Officers taking over the work of the Secretaries of the District Soldiers', Sailors' and Airmen's Boards, the management of all except one out of the six Ex-Service Centres in the Presidency has been transferred to this Department. In the years 1943-45 when the war was still in progress, funds were collected as donations from the public in all the districts for the construction of Ex-Servicemen Rest Centres. A total sum of Rs. 7,91,866-7-4 was collected. It was at first proposed to construct 11 rest centres in the most heavily recruited districts. Six of them were completed by December 1946. Owing to the difficulty in getting suitable sites, the remaining five could not be completed. The question of constructing more buildings was also deferred pending further consideration. The six rest centres that are now working are at Guntur, Vellore, Cuddalore, Tanjore, Tinnevely and Coimbatore. These rest centres are being maintained for the benefit of ex-Servicemen. Ex-Servicemen who visit the district headquarters find accommodation in these centres during their stay; facilities for recreation are also provided there. Till recently the Government were paying for the maintenance and up-keep of all these rest centres. Since 1st July '48, the Rest Centre, Coimbatore, has become self-supporting. It has also been possible to effect considerable retrenchment in the maintenance and up-keep of the other rest centres as a result of the Employment Officers taking over their management. The amount paid by the Government on the maintenance and up-keep of all these rest centres upto 30th June 1948 has recently been sanctioned from the Post-War Services Reconstruction Fund so that the Government might be reimbursed; as the expenditure of the rest centres has been considered as a legitimate charge on the Post-War Services Reconstruction Fund.



Ex-Servicemen's Motor Transport Co-operative Societies are manned and run by ex-Servicemen in several Districts.

There is a balance of Rs. 5,24,849-2-2 out of the amount collected for the construction of the rest centres. The question of constructing further rest centres in other district headquarters is pending consideration.

*Regional Director, of Resettlement and
Employment, Madras.*



OPEN TO ALL AND
CLOSED TO NONE

EMPLOYMENT EXCHANGE
MADRAS

APPENDIX I (A).

EX-SERVICEMEN'S LAND COLONISATION CO-OPERATIVE SOCIETIES—Particulars as on 1.1.1948.

| Name of Land Colonisation Societies | No. of members | Paid-up share capital | Total assets | Total liabilities | Book profit | Net profit | Net loss |
|-------------------------------------|----------------|-----------------------|--------------|-------------------|-------------|------------|----------|
| 1. K. Pudi (W. Godavari) | 318 | 16,915 | 59,541 | 57,313 | 2,228 | — | 1,695 |
| 2. K.G. Patnam (E. Godavari) | 88 | 6,050 | 19,132 | 15,121 | 4,011 | 3,501 | — |
| 3. K. Dindi (Kistna) | 148 | 7,450 | 12,013 | 11,765 | 248 | 248 | — |
| 4. R. Varam (Kurnool) | 69 | 3,450 | 3,712 | 3,708 | 4 | 4 | — |
| 5. Neidalur (Tiruchirapalli) | 77 | 3,850 | 7,368 | 4,477 | 2,891 | 2,891 | — |
| 6. T. Kottai (Tanjore) | 95 | 6,750 | 8,370 | 6,395 | 1,975 | 1,975 | — |
| 7. M. G. Pakkam (Chingleput) | 30 | 1,500 | 2,137 | 2,808 | — | — | 671 |
| 8. M. Vilandan (Salem) | 24 | 1,200 | 6,160 | 6,147 | 13 | 13 | — |
| 9. B. D. Pali (Kistna) | 25 | 1,250 | 1,034 | 1,050 | — | — | 16 |
| 10. S. Puram (Anantapur) | — | — | 911 | 916 | — | — | 5 |
| 11. Sennaleri (N. A. Dt.) | — | — | 4,680 | 4,665 | 15 | 15 | — |
| 12. C. K. Palayam (Coimbatore) | 28 | 1,400 | 27,127 | 26,240 | 887 | — | 101 |
| Total | 902 | 49,815 | 1,52,185 | 1,40,605 | 12,272 | 8,647 | 2,488 |

APPENDIX I (A).

CO-OPERATIVE WORKSHOPS FOR EX-SERVICEMEN--Financial particulars as on 1-1-1948

| Name of the Workshop | No. of members as on 1-1-48 | Paid-up share capital as on 1-1-48 | Total assets | Total liabilities | Net profit | Net loss |
|-----------------------------|-----------------------------|------------------------------------|-------------------|-------------------|------------|----------|
| 1. Strathie Engg. (Madras) | 106 | 3,864 | 4,05,598 | 3,77,036 | 28,562 | — |
| 2. Kumbakonam Metal Works | 44 | 2,600 | 1,79,672 | 1,77,240 | 2,432 | — |
| 3. Tinnevely Timber Works | 77 | 3,950 | 11,048 | 6,583 | 4,465 | — |
| 4. Malabar Timber Works | 80 | 4,155 | 28,399 | 27,013 | 1,386 | — |
| 5. Malabar Metal Works | 91 | 4,550 | 16,610 | 11,794 | 4,816 | — |
| 6. Vizagapatam Metal Works | 65 | 6,725 | 47,012 | 43,364 | 3,648 | — |
| 7. Vizagapatam Timber Works | 66 | 6,805 | 47,922 | 45,707 | 2,215 | — |
| 8. Katpadi Timber Works | 85 | 6,685 | 21,720 | 15,012 | 6,708 | — |
| 9. Katpadi Metal Works | 90 | 7,425 | 27,004 | 23,502 | 3,502 | — |
| 10. Reid Timber Works | 218 | 55,384 | 1,49,595 | 1,52,108 | — | 2,513 |
| 11. Tinnevely Metal Works | | | Not started work. | | | |
| Total | 922 | 1,02,143 | 9,34,580 | 8,79,359 | 57,734 | 2,513 |

APPENDIX I (A).
CO-OPERATIVE MOTOR TRANSPORT SOCIETIES FOR EX-SERVICEMEN as on 1-1-1948.

| Names of Societies | | No. of mem- bers | Paid-up share capital | Total assets | Total liabilities | Net profit | Net loss |
|--------------------|----------------------------|---------------------|--------------------------|--------------|----------------------|------------|----------|
| 1. | Transport Society (Madras) | 59 | 16,050 | 5,29,401 | 5,10,816 | 18,585 | — |
| 2. | do Coimbatore | 45 | 13,732 | 2,34,404 | 2,07,233 | 27,171 | — |
| 3. | do Madurai | 68 | 13,850 | 42,165 | 39,435 | 2,730 | — |
| 4. | do Tinnevely | 30 | 18,650 | 50,436 | 48,674 | 1,762 | — |
| 5. | do North Arcot | 162 | 38,520 | 1,77,790 | 1,68,512 | 9,278 | — |
| 6. | do South Arcot | 38 | 15,648 | 1,81,499 | 1,83,062 | — | 1,563 |
| 7. | do Vizagapatam | 36 | 7,900 | 1,48,702 | 1,39,977 | 8,725 | — |
| 8. | do Malabar | 88 | 21,632 | 1,86,015 | 1,77,209 | 8,806 | — |
| 9. | do Trichinopoly | 34 | 15,300 | 48,485 | 83,247 | 15,238 | — |
| 10. | do Tanjore | 64 | 1,41,400 | 14,338 | 14,430 | — | 92 |
| 11. | do Guntur | 91 | 15,443 | 15,394 | 15,543 | — | 149 |
| 12. | do Salem | 58 | 12,200 | 21,187 | 21,526 | — | 339 |
| Total | | 773 | 2,03,325 | 16,49,816 | 15,59,664 | 92,295 | 2,143 |

APPENDIX I (A).

MISCELLANEOUS SOCIETIES FOR EX-SERVICEMEN as on 1-1-1948.

| Serial No. | Name of the Societies | No. of members | Paid-up share capital | Total assets | Total liabilities | Net profit | Net loss |
|------------|--|----------------|-----------------------|--------------|-------------------|------------|----------|
| 1. | Madras Radio Sales and Service Society ... | 16 | 2,700 | 11,835 | 10,888 | 947 | — |
| 2. | Madras Tailors' Society ... | 10 | 1,560 | 2,361 | 1,886 | 475 | — |

APPENDIX I (B).
CO-OPERATIVE WORKSHOPS FOR EX-SERVICEMEN.

| Serial No. | Name of the Co-operative Workshops | No. of members as on 30th June | | Paid-up share capital as on | | Value of goods produced during the year | Value of goods sold during the year | Value of the stocks on hand at the end of the year | Net profit or loss 1947-48 | Remarks |
|------------|------------------------------------|--------------------------------|---------|-----------------------------|----------------------|---|-------------------------------------|--|----------------------------|-----------------------------------|
| | | 1946-47 | 1947-48 | 1946-47 | 1947-48 | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 1. | Strathie (Madras)... | 117 | 124 | 4,440 | 5,080 | Rs. 1,28,258 | Rs. 1,28,258 | Rs. — | Rs. +26,675 | |
| 2. | Kumbakonam Metal | 30 | 70 | 1,950 | 3,599 | 55,873 | 42,745 | 17,170 | +6,208 | |
| 3. | Tinnevely Timber | 40 | 62 | 2,000 | 3,100 | 11,050 | 9,450 | 1,783 | +8,400 | Profit earned by 9 Societies 0.84 |
| 4. | Malabar Timber | 51 | 127 | 2,396 | 6,580 | 10,309 | 7,937 | 2,862 | +5,003 | |
| 5. | Malabar Metal | 55 | 112 | 2,750 | 5,600 | 24,687 | 17,454 | 8,196 | +9,095 | |
| 6. | Duvvada Metal | 59 | 77 | 5,855 | 5,810 | 15,260 | 13,081 | 4,862 | +4,434 | |
| 7. | Duvvada Timber | 60 | 82 | 5,785 | 6,295 | 45,819 | 45,791 | 2,838 | +4,583 | |
| 8. | Katpadi Timber | 98 | 100 | 6,915 | 9,230 | 23,647 | 19,223 | 6,856 | +11,865 | |
| 9. | Katpadi Metal | 134 | 112 | 8,780 | 10,255 | 17,598 | 16,913 | 4,665 | +7,869 | |
| 10. | Reid Timber | 222 | 218 | 55,374 | 54,123 | 29,955 | 14,981 | 16,979 | -2,270 | |
| 11. | Tinnevely Co-operative Metal Works | | | | Not started on work. | | | | | |
| | Total | 866 | 1,084 | 96,245 | 1,09,672 | 3,62,456 | 3,15,833 | 66,211 | | |

APPENDIX 1 (B).

CO-OPERATIVE MOTOR TRANSPORT SOCIETIES FOR EX-SERVICEMEN.

| Name of the Co-operative Motor Transport Societies | No. of members | | Paid-up share capital | | Hire charges earned | | No. of vehicles | | No. of Ex-Servicemen employed | | Profit or loss | |
|--|----------------|-------|-----------------------|----------|---------------------|-----------|-----------------|-------|-------------------------------|-------|----------------|---------|
| | 46-47 | 47-48 | 46-47 | 47-48 | 46-47 | 47-48 | 46-47 | 47-48 | 46-47 | 47-48 | 46-47 | 47-48 |
| 1. Madras | 36 | 58 | 12,250 | 16,850 | 12 | 2,71,196 | 5 | 23 | 10 | 51 | -144 | +22,186 |
| 2. Coimbatore | — | 66 | — | 18,886 | — | 2,77,060 | — | 23 | — | 58 | — | +53,158 |
| 3. Madurai | — | 55 | — | 15,814 | — | 1,42,349 | — | 23 | — | 47 | — | +9,190 |
| 4. Tinnevely | — | 70 | — | 21,920 | — | 2,29,972 | — | 23 | — | 56 | — | +22,082 |
| 5. N. Arcot | — | 163 | — | 48,258 | — | 2,01,441 | — | 23 | — | 65 | — | -183 |
| 6. S. Arcot | — | 60 | — | 22,134 | — | 1,77,914 | — | 23 | — | 57 | — | +11,150 |
| 7. Vizag | 39 | 45 | 6,900 | 8,600 | — | 1,39,742 | — | 15 | — | 34 | +100 | +8,265 |
| 8. Malabar | — | 97 | — | 26,644 | — | 2,18,013 | — | 30 | — | 72 | — | +26,564 |
| 9. Tiruchy | — | 43 | — | 20,708 | — | 1,38,359 | — | 19 | — | 43 | — | +8,603 |
| 10. Tanjore | — | 57 | — | 14,162 | — | 40,401 | — | 15 | — | 41 | — | -2,362 |
| 11. Guntur | — | 44 | — | 10,730 | — | 75,105 | — | 15 | — | 39 | — | +4,715 |
| 12. Salem | — | 61 | — | 15,214 | — | 63,497 | — | 15 | — | 41 | — | +3,629 |
| Total | 75 | 819 | 19,150 | 2,39,920 | 12 | 19,75,049 | 5 | 247 | 10 | 604 | | |

APPENDIX I (B).

EX-SERVICEMEN LAND COLONISATION CO-OPERATIVE SOCIETIES.

| Names of the Land Colonisation Societies | Total Strength of the Colony | No. of members as on | | Paid-up share capital | | Total Land Allotted | | Extent Reclaimed | | Extent Cultivated | | Quantity of Crops Raised 30-6-48 |
|--|------------------------------|----------------------|---------|-----------------------|---------|---------------------|---------|------------------|---------|-------------------|---------|---|
| | | 30-6-47 | 30-6-48 | 30-6-47 | 30-6-48 | 30-6-47 | 30-6-48 | 30-6-47 | 30-6-48 | 30-6-47 | 30-6-48 | |
| 1. K. Pudi (West Godavari Dt.) ... | 361 | 303 | 270 | 18,050 | 16,450 | 1,825 | 1,825 | — | 982 | 1,318 | 1,318 | About 800 tons of food crops and about 10 tons of commercial crop was raised. |
| 2. K. G. Patnam (East Godavari Dt.) ... | 120 | 82 | 119 | 4,650 | 7,600 | 600 | 470 | 76 | 250 | 40 | 151 | |
| 3. K. Dindi (Kistna) ... | 375 | 100 | 154 | Not known | 7,800 | 1,834 | 1,834 | — | 521 | 273 | 521 | |
| 4. R. Varam (Kurnool) ... | 72 | 40 | 70 | 2,000 | 3,600 | 473 | 494 | — | 377 | 14 | 247 | |
| 5. M. G. Pakkam (Chingleput) ... | 82 | 27 | 30 | 1,850 | 1,450 | 680 | 484 | 484 | 484 | — | 150 | |
| 6. C. K. Palayam (Coimbatore) ... | 30 | 27 | 29 | 1,450 | 4,400 | 204 | 147 | 147 | 147 | 62 | 147 | |
| 7. M. Vilandan (Salem) ... | 250 | 21 | 24 | 1,050 | 1,200 | 3,000 | 2,993 | 415 | 415 | 10 | 143 | |
| 8. T. Kottai (Tanjore) ... | 285 | 77 | 135 | 3,850 | 4,750 | 1,567 | 1,441 | 400 | 439 | — | 268 | |
| 9. Neidalur (Trichy) | 82 | 32 | 76 | 1,600 | 4,448 | 361 | 381 | 172 | 172 | — | 284 | |
| Total ... | 1,657 | 709 | 907 | 34,500 | 51,698 | 10,544 | 10,069 | 1,694 | 3,787 | 1,517 | 3,229 | |

The remaining three land colonisation schemes are not implemented.

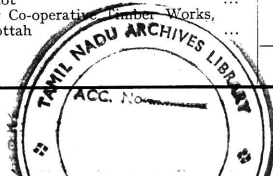
APPENDIX I (B).

MISCELLANEOUS SOCIETIES FOR EX-SERVICEMEN as on 1-7-1948.

| Names of the Societies | No. of Members | | Paid-up Share Capital | | Value of Goods Purchased | | Value of Goods Sold | | Profit or Loss | | No. of ex-Servicemen Employed | |
|---------------------------------------|----------------|-------|-----------------------|-------|--------------------------|--------|---------------------|--------|----------------|--------|-------------------------------|-------|
| | 46-47 | 47-48 | 46-47 | 47-48 | 46-47 | 47-48 | 46-47 | 47-48 | 46-47 | 47-48 | 46-47 | 47-48 |
| 1. Madras Radio Sales and Service ... | 16 | 20 | 2,400 | 2,850 | 10,300 | 41,659 | 5,188 | 39,490 | +570 | +1,027 | 4 | 7 |
| 2. Madras Tailors' ... | 10 | 7 | 1,560 | 1,410 | 836 | — | — | — | +178 | +279 | 9 | 5 |

APPENDIX II.
TECHNICAL TRAINING CENTRES.

| Serial No. | Name of the Centre | Sanctioned strength | No. under training |
|------------|--|---------------------|--------------------|
| 1. | College of Engineering, Guindy ... | 24 | 3 |
| 2. | Orr's Training Centre, Madras ... | 48 | 54 |
| 3. | C.N.T. Institute, Madras ... | 168 | 162 |
| 4. | Madras Corporation, Madras ... | 88 | 95 |
| 5. | I.M.T.C., Madras ... | 246 | 208 |
| 6. | M.T.T.C., Anantapur ... | 316 | 228 |
| 7. | Technical Training Centre, Tiruttani ... | 120 | 103 |
| 8. | Government Industrial School, Bellary ... | 48 | 30 |
| 9. | A.G.T. Institute, Vuyyuru ... | 236 | 182 |
| 10. | St. Aloysius Engineering Works, Vizag. ... | 172 | 89 |
| 11. | Dravida Polytechnic, Madura ... | 112 | 121 |
| 12. | St. Xavier Industrial School, Tanjore ... | 52 | 53 |
| 13. | District Board Industrial School, Tanjore... | 40 | 36 |
| 14. | Motors & Services, Coimbatore ... | 72 | 85 |
| 15. | South Madras Agencies, Tiruchirapalli ... | 56 | 64 |
| 16. | Government Industrial School, Calicut ... | 60 | 50 |
| 17. | Government Trades School, Mangalore ... | 76 | 61 |
| 18. | Technical Training Centre, Kakinada ... | 48 | 36 |
| 19. | College of Engineering, Trivandrum ... | 248 | 292 |
| 20. | Government Trades School, Trichur ... | 120 | 74 |
| 21. | Pioneer Motor Service, Nagercoil ... | 204 | 216 |
| 22. | Mysore State Railway, Mysore ... | 56 | 38 |
| 23. | Indian Institute of Science, Bangalore ... | 52 | 35 |
| 24. | Strathie Co-operative Engg. Works, Madras ... | 100 | 63 |
| 25. | Co-operative Timber Works, Duvvada ... | 36 | 25 |
| 26. | Co-operative Metal Works, Duvvada ... | 24 | 16 |
| 27. | Co-operative Metal Works, Kumbakonam... | 48 | 32 |
| 28. | Katpadi Co-operative Metal Works, Katpadi ... | 36 | 25 |
| 29. | Katpadi Co-operative Timber Works, Katpadi ... | 48 | 22 |
| 30. | Malabar Co-operative Timber Works, Olavakkot ... | 76 | 52 |
| 31. | Malabar Co-operative Metal Works, Olavakkot ... | 60 | 73 |
| 32. | Tinnevely Co-operative Timber Works, Palamcottah ... | 48 | 31 |
| | | 3,138 | 2,654 |



APPENDIX II.

LIST OF TECHNICAL TRADES.

1. Armature Winder. 2. Blacksmith. 3. Bricklayer. 4. Boiler Maker.
5. Carpenter. 6. Cabinet-maker. 7. Concretor. 8. Draughtsman (Mech.).
9. Draughtsman (Arch.). 10. Electrician. 11. Electro-plater. 12. Engine-driver (I.C.).
13. Engine-driver (Steam). 14. Lineman. 15. Machinist.
16. Mason. 17. Mechanic (Instrument). 18. Mechanic Motor. 19. Mechanic I.C.E., Engine.
20. Mechanic Radio. 21. Mechanic General. 22. Moulder.
23. Painter & Decorator. 24. Pattern Maker. 25. Plumber.
26. Surveyor. 27. Tin and Coppersmith. 28. Trimmer. 29. Turner. 30. Welder Gas.
31. Welder Electric. 32. Wireless Operator. 33. Wireman.
34. Watch Repairer.

APPENDIX III.

VOCATIONAL TRAINING CENTRES.

| Serial No. | Name of the Centre | Sanctioned strength | No. under training |
|------------|--|---------------------|--------------------|
| 1. | A.G.T. Institute, Vuyyuru ... | 18 | 16 |
| 2. | Dt. Bd. Indl. School, Tanjore ... | 30 | 24 |
| 3. | St. Xavier Indl. School, Tanjore ... | 90 | 75 |
| 4. | Vocational Trg. Centre, Kakinada ... | 330 | 215 |
| 5. | St. Mary's Indl. School, Kumbakonam | 50 | 49 |
| 6. | Trinity Weaving Esst., Kakkad ... | 10 | — |
| 7. | Bharat Knitting Works, Coimbatore. | 40 | — |
| 8. | Pompie Rozario Weaving Estt., Mangalore ... | 15 | — |
| 9. | St. Vincent Indl. School, Calicut ... | 20 | 19 |
| 10. | Ag. Co-operative Land Colony, Komaragiripatnam ... | 40 | 35 |
| 11. | Ag. Co-operative Land Colony, Kalavapudi ... | 82 | 81 |
| 12. | Do. Do. Neidalur ... | 82 | 5 |
| 13. | Ag. Co-operative Land Colony, Thirumangalakottai ... | 100 | 38 |
| 14. | Ag. Co-operative Land Colony, Meyyur Gudapakam ... | 40 | 39 |
| 15. | Ag. Co-operative Land Colony, Rudravaram ... | 82 | — |
| 16. | Karur Indl. School, Karur ... | 30 | 22 |
| 17. | Kanara Land Investment, Manipal.... | 80 | 5 |
| | | 1,139 | 623 |

LIST OF VOCATIONAL TRADES

1. Hand Weaving of Cotton and Art Silk Fabric. 2. Weaving of Newar and Tape. 3. Knitting with hand machines. 4. Manufacture of felt and namda. 5. Calico Printing. 6. Bleaching and dyeing of yarn and cloth (tie and dye process included). 7. Basketry and Cane work. 8. Wood turning and inlaying. 9. Wood turning and Lacquerware. 10. Fret work and toy-making. 11. Stenography. 12. Proof-reading. 13. Composing. 14. Block-making and engraving. 15. Casting, turning of brass, bell-metal, aluminium, alloy and electro-plating. 16. Soap-making. 17. Cutting and tailoring. 18. Manufacture of metal toys and trinketry. 19. Production of Brushware. 20. Manufacture of Musical instruments. 21. Manufacture of suit cases, harness, saddlery etc. 22. Manufacture of foot wear. 23. Weaving of sari borders, ribbons, gota etc. 24. Manufacture of sports goods. 25. Manufacture of glass bangles and beads. 26. Manufacture and glazing of earthenware with improved type of kiln and potter's wheel. 27. Penmen. 28. Manufacture of chalk, crayons, blanco etc. 29. Production of paper machine work and production of paper and cloth flowers, lamp shades. 30. Evaporator mates. 31. Centrifugal mates. 32. Mates and Juice clarification and settling station. 33. Boiler house supervisors. 34. Book-binding. 35. Food fodder crops. 36. Sheep and goat breeding. 37. Pisciculture. 38. Manufacture of gur and sugar. 39. Manufacture of Dairy and food products.

APPENDIX IV.

The following are the articles made by the various training centres.

1. *The Instrument Mechanics Training Centre, Madras*: Repairs to Radio Sets, Burglar Alarm Sets, precision tools and Electro-plating job works.
2. *Strathie Engineering Works, Madras*: Structural works, machine made utensils in brass, copper and stainless steel and welding job works.
3. *C.N.T. Institute, Madras*: All jobs in machine drawing, blue prints, tracings etc. Household articles such as ovens, karandis, machinery jobs, oil engine repairs and electrical installations.
4. *Technical Training Centre, Tiruttani*: Household articles of furniture.
5. *Madras Technical Training Centre, Anantapur*: Household furniture, machinery jobs, fancy articles such as flower vases, spittoons etc., and miscellaneous household requirements and engineering tools.
6. *A.G. Technological Institute, Vuyyuru*: Manufacture of engineering parts, cabinet making and electro-plating job works.
7. *Rayalseema Polytechnic, Bellary*: Manufacture of engineering spare parts.

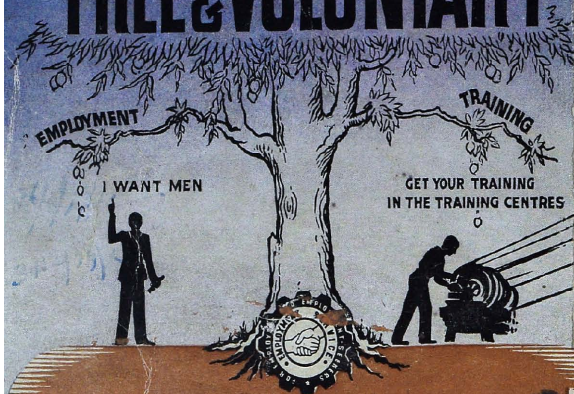
8. *Mysore Railway Works, Mysore*: Meeting mainly the requirements of Railway. 9. *Institute of Science, Bangalore*: Manufacture of engineering spare parts. 10. *Katpadi Co-operative Timber and Metal Works, Katpadi*: Household utensils, and articles of furniture; mainly meeting the demands of Government. 11. *South Madras Agencies, Trichinopoly*: Electrical installations, repairs to fans and other job works. 12. *Dravida Polytechnic, Madura*: Engineering spare parts and furniture; supply mainly to Government Institution. 13. *P.M.S. Training Centre, Nagercoil*: Household carpentry articles, repairs to cars and buses. 14. *Engineering College, Trivandrum*: Household furniture, sanitary fittings, all machine spares, garden implements and electrical fittings; manufacture of such articles as brief cases, attache cases, metal boxes, suit cases etc. 15. *Motors and Services Ltd., Coimbatore*: Manufacture of signboards. 16. *Kerala Polytechnic, Calicut*: Machine parts and household furniture. 17. *Karnataka Polytechnic, Mangalore*: Machine parts and household furniture. 18. *Vocational Training Centre, Cocanada*: Utility articles, such as clothing, toys (metal and wood), soaps, ceramics and other light metal castings, leather goods such as suit cases, shoes etc. 19. *Training Centre for War Disabled, Jalahalli*: Wood toys, fret work, upholstery, tailoring, dyeing and printing jobs, book-binding jobs, cabinet-making, brush-ware, coir mattings, knitting and textile goods, jellies, squash and other utility articles. 20. *The Karur Indl. School, Karur*: Textile goods and rattan furniture. 21. *The St. Mary's Indl. School, Kumbakonam*: Textile goods, household utensils and toys. 22. *District Board Industrial School, Tanjore*: Textile and household furniture, garden tools, ceramic ware, chalk and crayons. 23. *St. Xavier Indl. School, Tanjore*: Textile and household furniture, garden tools, ceramic ware, chalk and crayons.



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