

สารนิพนธ์

THESIS ABSTRACTS

EMPLOYMENT SERVICE AS OPERATED BY THE DEPARTMENT OF PUBLIC WELFARE

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This thesis deals with the efficacy of the employment service as a means of raising national employment levels and facilitating labour mobility. It is also directed towards highlighting current problems and defects in the operations of employment service of the Public Welfare Department.

The Department's employment service was initiated after the 1932 coup d'etat as a section in the Ministry of Interior, and is now in the Public Welfare Department. The activities of the service are, at present, restricted to the Bangkok-Thonburi metropolitan area, although efforts were made in the early years to include the provinces as well.

Problems which currently confront the Employment Service Division may, for convenience sake, be divided into substantive and procedural-administrative.

Principal substantive problems are:

1. The number of job-seeking people registered at the department is less than that demanded by employers, consequently the Public Welfare Department is unable to provide workers sufficient to satisfy the needs of employers.
2. The demand for labour tends to be rather lumpy while the supply comes in dribblets.
3. The conflicts between the workers' interests and those of employers.

Administrative defects are:

1. The number of public employment service officers is inadequate to perform the functions and discharge the responsibilities assigned to them. The lack of money may well lead to inefficiency and defects in many administrative areas.
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2. Certain procedures are not satisfactory. For example, the "employer relation program" and the search for workers to suit the requirements of employers.

3. Operation procedures in, for instance, selection of applicants and filing of job application and employers' requests are not operated on the basis of a well defined occupation classification system.

4. In 1957 the government for the first time extended the employment service to furnish temporary work opportunities to school children and college students. No additional personnel were provided, hence the work load has had to be divided among the available officers. Beside this problem, there is another one arising from the fact that there are not enough jobs for students. This is complicated by the fact that student working periods are limited to vacation time, thereby presenting a problem to employers who require workers on a more regular basis.

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