



THE CON-MEN OF EMPLOYMENT IN INDIA : ‘JOB SCAMS, A CURSE

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Abstract:

The Pandemic of Covid-19 has been almost like a nightmare for millions of people surviving on this planet Earth. Many suffered from health, many with their lives and ‘many’ with unemployment. During this, we realized the importance of time, money and health the most as compared to the past few decades. The worst scenario in all this nightmare was, some people instead of getting support and sympathy, got conned and scammed in many ways. One of the major and post observed methods of being a scam victim in India was the Job Scam. We, the authors pay a sincere condolence to all the sufferers of lives in the pandemic and also a heartfelt sympathy to all those who were scammed for employment during these terrible years. This article will emphasize on how conning for employment reached the high peaks during pandemic in India, no wonder how much our neighbor and fellow nations also suffered the same, but this article will majorly focus on how, why and when job scams reached the peak in India and how, the Incredible Nation can face such challenges and elude the employment conning to its maximum extent. The article speaks content about the concept and nature of job scams and remedies which can make sure safety and security of the unemployed is enhanced. This article shall also play an alarming role in awaking people and spreading awareness about job scams and how to avoid being the victims of it.

Key words: Employment, Job Scams, Pandemic, Frauds, Cons.

Introduction:

Job Scams are neither the Concern of ‘only’ India nor is the concern ‘new’ to India. The title of article itself states the Con-Men of employment referring to all the innovators of decades who have successfully managed to cheat and trick people for the sake of easy money and greed. However, this con leads to the loss of time, energy, money and sometimes even loss of lives of the innocent victims of the job scams. The con men hardly realize the seriousness of this crime and sometimes exceed the boundaries of harming the victims

through several methodologies. This might sound weird but now-a-days, employment scams are the professions of thousands of people in India and have to be stopped from this severe crime as soon as possible. The government of India and respective officials since past few decades have grabbed a mission on the same and have also been successful in reducing these scams and spreading awareness among the people to avoid the future victims. However, sometimes the circumstances might get much more severe and that's exactly what happened during the pandemic. Many factors are responsible for people getting / becoming the victims of employment scams and also, many new platforms and methods have been studied where big job scams were observed. The Harvard Job con was one of the recent and major examples of employment cons. Why do these job scams take place? Who are the Con Men? And Who are the Victims? What are the remedies to these job scams and what is the current scenario in India? This is for no doubt that the job scams all over the world in many Nations are of similar types, however in India, how can they be aided? The articles gives a sound emphasis on answering all the above questions and problems.

Objectives:

1. To study and understand what Job/employment scams are and what are the possible reasons behind increasing job scams.
2. To study the perceptions of people regarding job scams in India and find possible solutions to avoid job scams.

Hypothesis:

Job scams is not a new concern/ issue in India however, its frequency increased during the pandemic and unemployment was one of the major reasons to job scams and employment frauds.

Methodology:

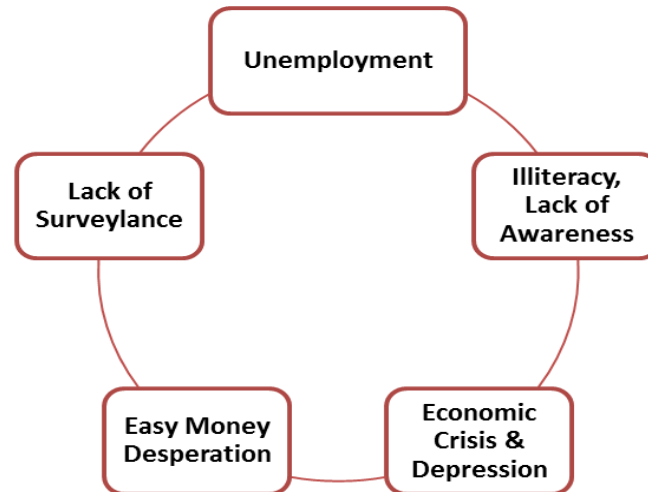
The research paper is a descriptive type of research work and the study is limited to the regions and demography of India. The data collected for the study is of both the types: Primary as well as secondary data. The sample is chosen by convenience sampling method that was easily approachable and available keeping the time constraint in mind. The secondary data is majorly extracted from news papers, news sites, articles and magazine. Where as, the primary data is extracted through an online questionnaire which was circulated on social websites for mass communication and time saving. Around 50 respondents are considered as samples for the study and as it was a random sampling methodology, the age, gender, profession is region in India is miscellaneous.

What do you mean by a Job Scam? Or an Employment Fraud?

A Job Scam or an Employment Fraud is the activity of few Con Men (People who cheat or trick others by deceptive and false information to gain sums of money or material advantage). This activity includes advertising fake jobs/vacancies, Giving false information, tempting or compelling people to get stuck in a fraudulent job scam racket only for the sake of cheating and exploiting people to gain large sum of money in a relative short amount of time. This activity is illegal being hazardous and sometimes even life taking. Such activities of job scams or employment frauds can either be done individually or in a group of people sharing the cheated money sums. Job scams are common all over the world as it is an activity of fraudulent, criminal minded human beings. As human reside in every single corner of the planet, we can definitely say this crime of job scamming and employment frauds is existing all over the world. There is no single Nation in the world which does not have job scam cases filed in the courts. Considering the scenarios in India, there are many reasons behind the raise of job scams and employment frauds, some of the following are listed below:

- India is a Nation Blessed with Higher Intelligent Quotients of people. However, if these IQs are uncontrolled and not channelized they might get used for easy money making ways, probably shortcuts in the criminals language that we generally call as scams and frauds.
- The challenge of Unemployment in India caused due to Challenge of second highest Population in the world is a stimulator for fraudulent or Con Men to cheat & Scam as well as the Victims to get targeted by these scammers.
- The lack of knowledge, Realistic and practical thinking and lack of awareness against job scams is also one of the major reasons to ob scams in India. People generally seek for easy was of earning money by tricking, cheating and scamming people and other way round, the victims seek for betterment in job positions, pay raise and recognition and fame.
- Also, The advancement in technology and the inappropriate use of these advancements is one of the major factors of Job Scams and Job Frauds.
- Poverty and helplessness, need for survival and low labor value are some of the bitter truths of being major reasons that cater to job scams and Con Men.
- The increasing Inflation and Drop in Economy in the markets due to pandemic and other significant factors also lead victims to get restless for jobs and get scammed in the hurry of finding means of survival.
- Literacy, Education and Awareness are also significant contributors to the reasons of job scams and employment frauds.

All the above issues were even existent before the pandemic, but, due to lock down, many lower class people who had a survival running kiosks and stalls had to suffer daily struggle for survival. Also, Literate and educated professionals lost employment as companies could not afford paying them salaries and Wages. This lead to the struggle of restless job search and gave a perfect opportunity for the fraudulent and Con men to get in rapid action. It was also difficult for the administration and Police forces to govern on these matters due to shifting emphasis towards hospitalization and pandemic problems.



What are some of the Popular Platforms of Job Scams & Employment Frauds?

1. Online Employment Sites:

As humans started depending too much on the click platforms during lock down, employment websites were almost infected by a lot of fake employer accounts and fake job advertisement. Job sites like Naukri.com, Mosnter.com, Indeed immediately got back in awareness and also changed their privacy and security policies for employers.

They introduced a more of profile checks of employers and strict actions against fraudulent profiles. However, to get this in implementation, there had to be a study of some job scam cases which had already taken place on these websites.

2. The Referral Groups:

The Referral groups were not as infected with scammers as much as the job sites but rumors started floating in markets which were carried along with referral groups of employment which sometimes also promoted fraud and scamming companies.

3. Consultancies & Agents:

Now a days consultancies do have a good profile check of the company before partnering with them, but what about the new born consultancies who were themselves, scam or fraud consultancies and agents? Many new recruitment consultancies were opened which made job

scams and employment frauds their very favorite objectives of conning people and earning large sums of money.

Such agencies also marketed themselves on the online social medias and platforms and took registration charges different from the commissions, Promising fraud interviews and employment vacancies.

4. Registered Companies and Employers:

Now you might be surprised by how a registered, renowned and legal company can be listed under such an issue. We all need to remember that job scams and frauds are not only the ones which are fake and exploit for money but also provide false information. During the peak of job scams and employment frauds, even legal companies applied “Strategies” that can be considered scams. Like for example, providing wrong salary information in the advertisement than that in reality or promoting advertisement for XYZ job position and selecting for a lesser one. This is very much common these days but we don’t find it scamming or wrong as we are unaware about the exact concept of job scam.

All the above can be called as the platforms or the prospects of job scams and employment frauds. We all are knowledgeable of these platforms or agents of job scams however, sometimes we need to fine tune and brainstorm our thought process which will help us in being aware about the job scams and also help is in finding proper solutions to avoid being a victim of such Con Men.

The Rescue of Job Scam Victims:

1. India Cyber Crime Cell:

The Legal body of Indian Cyber Crime Cell plays a significant role in tracking and dealing with job scams and employment frauds.

They have a strong networking site and also advanced technological support to secure and safeguard government websites from hacking and viruses. Also, they play a significant role in surveillance and protection of citizens of India against Con Men.

2. A complaint can be filed with proper evidences about the job scam and total information about the company.

3. The police force and HRD also plays an important role in spreading awareness about job scams among the citizens, leading to much of a secure environment and a helping hand towards the society.

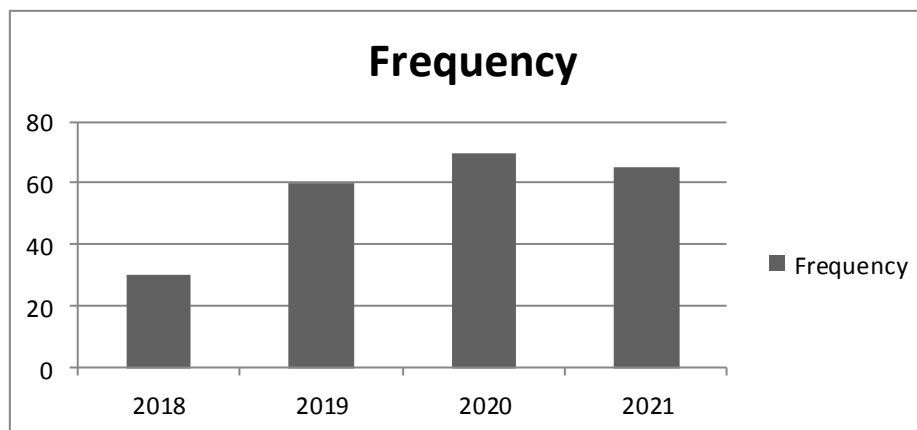
Awareness about Job Scams & Con Men: The responsibility of every Indian.

Not only the Hon Prime Minister, Shree Narendra Modi Ji along with his forces fellow mates is responsible for reducing the job scams and frauds in the Nation but it is the responsibility

of every Indian as well. Even though there has been significant advancements in the GDP growth of the Nation, thanks to the ultimate leaders and also the predicted forecast of the Indian GDP Growth in 2023 that shall grow up to 7.6% or even more, the risk of Job Scams and Employment Frauds shall be reduced as well. Many New Cyber Security laws have also been initiated by the government which work for the security of job scam victims. A training program, Audio Visual Instructive tool and also seminars can be taken in order to make literate people aware of the job scams and, how to complaint about fake jobs as well. Also, the layman workers and labors should be trained and made aware about job scams and Con Men and how to treat them as well.

To avoid and stop the practice of Job scams and Employment Frauds is the responsibility of each and every individual.

The Increasing Frequency of Job Scams in Pandemic



Conclusions:

1. The Pandemic boosted the job scam activities more than ever in history of the nation.
2. Factors like unemployment, Unrealistic want for income and growth, Advancement in Technology, Illiteracy and Poverty lack of surveillance etc. are some the reasons of boost in the job scams.
3. The Government bodies like Cyber Crime Cell, Police Force, Volunteers and Freelancers, Prime Minister initiated Regulations and Law are the agents that rescue and safeguard Job scam victims from Con Men and more & More awareness also needs to be spread among the citizens regarding this massive crime.
4. A proper education to students and youngsters must be provided in order to know and identify the fake jobs floating around in corporate markets and also, they should be aware about their responsibility to identify and report such job scams in order to help the government take action against it.

5. A separate regulation must be formed for this particular crime and must be monitored massively. There must be strict actions taken against such Con Men or Con Groups and also spread the message of alarming warnings against further scam activities.

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