

A Review of Impact of Deen Dayal Upadhyaya Grameen Kaushalya Yojana on Rural Employment Generation in India

Sandra Surendran

Research Assistant & Scholar, The Gandhigram Rural Institute-DU, Tamil Nadu

Pradeep Kumar Panda

Odisha Legislative Assembly, Government of Odisha, Bhubaneswar

ABSTRACT

The paper presents a comprehensive review of literature relevant to impact of Deen Dayal Upadhyaya Grameen Kaushal Yojana (DDU-GKY) on employment generation programs in India. The paper critically analyses studies specifically related to the DDU-GKY program and its impact. The paper concludes by identifying the research gaps that emerge from the existing body of literature. Numerous studies have examined rural employment programs, including the DDU-GKY. However, there is a notable absence of comprehensive evaluations that specifically address the nuanced impact of DDU-GKY on rural employment generation in a regional context. Many studies focus on national-level evaluations or compare various rural development programs, often neglecting the specific socio-economic and structural challenges faced by states. Post-placement dynamics like job retention, income sustainability, and long-term economic mobility of the beneficiary were overlooked. The existing literature does not capture whether DDU-GKY promotes sustainable livelihood transitions or effectively addresses the interconnected dimensions of poverty distinct to rural communities across India.

Keywords: DDU-GKY, Skilling, Training, Impact, Socio-Economic Transformation, Livelihood, Poverty Eradication, India

Introduction

India, a nation renowned for its thriving economy and rich cultural legacy, struggles with the harsh reality of poverty. Even with notable progress across different sectors, a substantial segment of the rural population still grapples with severe issues related to poverty and insufficient access to essential services in the nation. The high incidence of poverty in rural India stems from various interrelated factors, including restricted access to education and healthcare services, poor infrastructure, and a lack of adequate employment opportunities. The interplay of these elements has created a self-reinforcing cycle of poverty, significantly obstructing the comprehensive development and welfare of rural

communities throughout the country. Grasping the nuances and challenges of poverty is essential for formulating impactful strategies and interventions that can elevate these underserved communities and foster a more inclusive and equitable India.

In several nations, the issue of youth unemployment stands as a significant economic and political challenge. The Government of India has initiated several skill training programs to enhance employment opportunities for the youth. The ongoing pandemic and economic decline once more highlight the significant obstacles to job creation, particularly the reasons behind the sluggish pace of the Indian economy in producing more productive employment opportunities. Conversely, the

growing population and significant migration from rural to urban regions have exacerbated the housing crisis, leaving many individuals without sufficient housing and essential amenities. Considering the prevailing supply and demand dynamics, the income generated from this endeavour may fall short of providing adequate household earnings for a family with non-working dependents to rise above the poverty threshold. An attempt is made to analyse the impact of DDU-GKY on the eradication of poverty in the state of Kerala.

In India, 54% of the population of 1.21 billion is below the age of 25 and faces a high rate of disguised unemployment. The DDU-GKY program is distinctive in its focus on serving marginalised youth from rural backgrounds. They face substantial socio-economic obstacles to accessing formal employment. Youth unemployment is a significant concern in India, with rural youth facing particular disadvantages stemming from limited access to quality education, insufficient vocational training, and a scarcity of employment opportunities in their vicinity. DDU-GKY targets these deficiencies by emphasising skill development opportunities aligned with industry requirements.

Overview of DDU-GKY

The Ministry of Rural Development (MoRD) of India launched the Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY) in 2014 as a flagship skill development and poverty alleviation initiative under the National Rural Livelihood Mission (NRLM). This program focuses on rural youth from economically disadvantaged backgrounds, aiming to equip them with industry-relevant skills and provide guaranteed placement opportunities in the formal sector. DDU-GKY is critical to the larger agenda of inclusive growth and long-term poverty eradication of the nation because it addresses unemployment and promotes economic empowerment. The scheme will benefit more than 55 million poor rural youth who are ready to be skilled by providing sustainable employment. The programme acknowledges that the youth of India are its most valuable resource and that over 60% population lives in rural areas, making them a crucial demographic for economic transformation.

DDU-GKY is distinguished by a focus on placement-linked skill development, which ensures that at least 70% of trained candidates find regular-wage employment. The scheme prioritises inclusivity by allocating minimum quotas to socially disadvantaged groups: 50% for Scheduled Castes (SC) and Scheduled Tribes (ST), 15% for minorities, and 33% for females. The scheme focuses on post-placement retention and career advancement, providing support mechanisms

such as migration support centres and alumni networks to ensure long-term benefits for the beneficiaries. DDU-GKY stands out from other skill development programs by focusing on sustainable livelihoods rather than just training.

Recognising the diverse needs of the rural population in India, DDU-GKY includes several region-specific initiatives. "Roshni" addresses the challenges of left-wing extremism-affected areas by providing mandatory residential training that prioritises the participation of the women category. "Himayat" aims to help both rural and urban youth in Jammu and Kashmir, including those living below the poverty line (BPL) and above the poverty line (APL), find work and start their businesses. North Eastern states receive special attention through flexible guidelines and enhanced support structures to address the unique challenges of the regions.

DDU-GKY utilises a three-tier implementation model. At the national level, the MoRD is in charge of policy formulation, funding, and technical support. State Rural Livelihood Missions (SRLMs) and State Skill Missions execute the program at the state level, implementing its operational components. Project Implementing Agencies (PIAs), which include private, public, and civil society organisations, are critical in providing training and ensuring placements. The integration of the scheme with other rural development initiatives broadens its reach and impact.

The operational process of this scheme consists of several stages: beneficiary mobilisation, counselling, and selection; skill training using standardised curricula; and post-placement support. Mobilisation efforts are centred on identifying and enrolling candidates from underserved communities, with Gramma Panchayats and Self-Help Groups (SHGs) serving as primary outreach channels. Training centres are outfitted with cutting-edge infrastructure, qualified trainers, and IT-enabled facilities to ensure high-quality skill development. Placement strategies focus on matching candidates to industry demands, while post-placement services include migration assistance, alum tracking, and counselling to promote retention and career growth.

DDU-GKY uses a co-funding model, with contributions from both the central and state governments. While the Centre provides the majority of the funding, states are required to contribute their fair share based on predetermined guidelines (10% for North Eastern and hilly states, 40% for others). PIAs provide additional incentives for higher placement rates while penalising underperformance. The financial structure of the program ensures accountability and efficient resource allocation.

The implementation of DDU-GKY is based on robust monitoring and evaluation mechanisms. Performance is measured using a variety of metrics, including training quality, placement rates, retention metrics, and career progression outcomes. ERP systems and geotagged, time-stamped biometric attendance help to ensure transparency and accountability. SRLMs and MoRD conduct regular inspections, audits, and concurrent evaluations to maintain program standards and address implementation challenges.

Since its inception, DDU-GKY has made significant progress in skill development and poverty alleviation. Millions of rural youth have been trained and placed in formal sector jobs, thereby boosting their economic empowerment. Notable successes include increased participation from women and marginalised communities, as well as the impact of the program in remote and underserved areas. However, challenges remain, such as high dropout rates, regional disparities in implementation, and gaps in post-placement retention. Addressing these issues is critical for maximising the potential of the scheme.

The contribution of the scheme to poverty alleviation and rural livelihoods is consistent with an overall vision of the nation to become a global skills hub. By addressing unemployment and skill gaps, the program promotes inclusive growth and reduces socioeconomic disparities. Its emphasis on sustainable livelihoods and community engagement serves as a model for future rural development initiatives. It also represents a transformative approach to skill development and poverty alleviation in rural India. Its emphasis on placement-linked training, inclusivity, and post-placement support has enabled millions of rural youth to secure long-term employment opportunities. Moving forward, addressing implementation challenges and expanding its reach will be critical for realising its full potential and contributing to the socio-economic development of the nation.

Krishnappa and Agarwal, 2023 propose the complexities of poverty in India necessitate ongoing policy reforms, transparent governance, and active community participation. Combating corruption, improving resource allocation, and encouraging innovation are critical to the success of these initiatives. By investing in sustainable agricultural practices, renewable energy, and education, India can close the urban-rural divide and pave the way for prosperity. Individual empowerment through education, skill development, and access to essential services breaks the cycle of poverty while also ensuring a brighter, more inclusive future for all.

The Economic Survey 2022–23 highlights the findings of the 2022 UNDP report on the Multidimensional

Poverty Index, indicating that 41.5 crore individuals in India escaped poverty between 2005–06 and 2019–20. The relentless pursuit of the nation to eradicate poverty and enhance the quality of life for its citizens has yielded significant results, showcasing a noteworthy achievement in this endeavour. The significant advancements observed across the economic landscape are prominently featured in the Economic Survey 2022–23. Job prospects are emphasised, alongside the notable increase in job creation and the decline in unemployment rates. The survey underscores the advancements achieved in education and healthcare, revealing that more individuals now enjoy enhanced access to superior educational and medical opportunities. It underscores the focus of the government on enhancing infrastructure, leading to better connectivity and living standards in both rural and urban areas. As India advances in its adoption of digital platforms for financial transactions and service delivery, the survey recognises the significant impact of technology and digitalisation in fostering economic growth and inclusivity.

The Labour Bureau Report 2014 indicates that the formally skilled workforce of the nation is relatively limited, standing at around 2%. The absence of structured vocational education, elevated high school dropout rates, insufficient capacity for skill training, unfavourable attitudes towards skill development, and a deficiency of industry-relevant skills in professional courses collectively contribute to the subpar skill levels of this workforce. At the national level, approximately 6.8% of individuals aged 15 and older are engaged in vocational training. Previously, there existed a variety of programs lacking proper connections, and many of the initiatives have deviated from their original objectives. Prior research indicates that numerous initiatives have either faltered or become ineffective due to a lack of alignment with actual needs or an absence of expected outcomes. The implementation of placement-linked skill training through DDU-GKY is launched with heightened anticipation, as it is both need-based and driven by demand.

The National Policy for Skill Development & Entrepreneurship 2015 has recognised a significant skills gap of 109.73 million across 24 essential sectors by the year 2022. Achieving this figure necessitates a focus on the 55 million individuals living Below the Poverty Line in India. A study released by FICCI in 2012 highlighted a significant deficit of more than 47 million skilled workers worldwide by the year 2020. This represents a unique chance for India to leverage its demographic dividend into the global job markets, thereby capitalising on its economic advantages. DDU-GKY values its partners, and the collaboration is promoted to enhance the scale and capacity of the scheme.

The DDU-GKY initiative is structured into three distinct phases as outlined in the Annual plan—the initial phase spanned from 2014 to 2016, followed by a second phase from 2017 to 2019. However, due to the COVID-19 pandemic, this latter phase has been extended until 2023. The implementation of the third phase is scheduled for the year 2024. Upon examining the initial two phases it is primarily characterised by a process of experimentation and adjustment. The government has implemented numerous adjustments and revisions to date. For instance, as outlined in the Standard Operating Procedures from July 2016, four significant changes have taken place in this scheme concerning project appraisal, PIA eligibility, the expansion of the target group, and industrial internships. Aside from this, during the pandemic, certain modifications were implemented by the respective committees under the Government of India. All the modifications are designed to enhance the efficiency and streamline the program. Analysing the various policy implementations can yield substantial outcomes for future governmental policy initiatives. The third phase of the scheme is poised to impact the economy significantly. Current research focuses on the beneficiaries, examining their achievements and exploring their expectations. This study will significantly enhance the efforts of the implementation committees and the Government of India.

T, Athira Krishnan K (2020) identifies that Kerala still has pockets of poverty despite having high social development indicators, especially in areas where traditional livelihoods are no longer viable because of economic shifts. Poverty is made worse by differences in access to healthcare, education, and opportunities for earning a living. Many people living in rural areas are caught in a cycle of poverty as a result of these disparities, particularly young people. While not as bad as in many other states, poverty is still a major problem in Kerala. Underemployment and disguised unemployment are the main problems of the state, particularly for young people who have little access to good vocational training and opportunities for employment that meet market demands. With its emphasis on job placement and skill development, the DDU-GKY scheme is especially pertinent for filling this gap. To assess the efficacy of present tactics, further study is needed on the influence of such programs on eliminating poverty and enhancing rural livelihoods in Kerala.

The current employment situation in India, as measured by the Labour Force Participation Rate (LFPR), Worker Population Ratio (WPR), and Unemployment Rate (UR), shows a mix of progress and persistent challenges. Between 2017-18 and 2020-21, the LFPR showed a gradual increase in all categories (male, female, and

total population). For males, LFPR increased by two percentage points, from 55.5% in 2017-18 to 57.5% in 2020-21. Females showed a more significant improvement, rising from 17.5% to 25.1% during the same period, representing a 7.6 percentage-point increase. This positive trend indicates that women's labour force participation is increasing, albeit at a slower rate than men's, emphasising the need for skill development and employment generation programs such as DDU-GKY to accelerate this progress.

The WPR, which measures the proportion of employed people in the population, also saw a gradual increase over the same period. Male WPR increased from 52.1% in 2017-18 to 54.9% in 2020-21, while female WPR increased significantly from 16.5% to 24.2%. This indicates that women's employment participation has improved, thanks in part to rural-focused livelihood initiatives. The national average for WPR reached 39.8% in 2020-21, representing a 5.1 percentage-point increase since 2017-18. Despite this progress, the presence of underutilised labour, particularly among rural youth, emphasises the need for targeted interventions such as DDU-GKY to improve employability through skill development.

In contrast, between 2017-18 and 2020-21, the unemployment rate (UR) decreased. The UR decreased from 6.2% to 4.5% in males and from 5.7% to 3.5% in females. This decline reflects a positive shift towards job opportunities. However, the COVID-19 pandemic disrupted economic activity in 2020, temporarily raising the unemployment rate before stabilising it in 2021. The data indicate that while the labour force is improving, it remains underutilised, particularly in rural areas. Programs such as DDU-GKY, which provide skill development and job placements to underprivileged rural youth, are critical to reducing unemployment and empowering the workforce.

Studies Related to Rural Employment Generation:

Bravo, A., Ray, A., and Ali, A. (2021) examined how well the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) in the Indian state of Karnataka meets the needs of the state's Scheduled Castes and Scheduled Tribes (SCs/STs) in terms of providing fair wage work and productive, sustainable assets. The study reveals that SC/ST exclusion from assets is more pronounced than their exclusion from wage employment. The article concludes that a right-based welfare program with self-selection alone could not replace earmarking (reservation, affirmative action) and the protection of the interests of SC/ST HHs. The study concludes that the promotional objectives outlined in the guidelines do not translate into formal actions, observable outputs, or outcomes. The socioeconomic and political situation

of SC/ST HHs justified a case for affirmative action on their behalf. The article suggests that the exclusion of SCs/STs from the program's benefits requires immediate attention and policy responses. The study recommends incorporating affirmative action policies into the program to ensure the equitable participation of SCs/STs in wage employment and assets. The study also suggests that the program should utilise the potential of Self-Help Groups (SHGs) to increase awareness and facilitate collective actions such as demanding work and pressing for a selection-based, right-based universal workfare program. The implications of the findings of the study and recommendations for policymakers and practitioners working toward inclusive development in India are significant.

This article intends to analyse a number of Central Government schemes that have an impact on rural development. The data analysis reveals that the Central Government has launched several rural development programs, including DDUGKY, PMJDY, PMAYG, and Mudra Yojana. The rural populace has benefited from these programs' financial inclusion, skill development, and housing initiatives. The study also emphasizes the significance of rural electrification, which has been achieved through the DDUGKY program. The findings of the study suggest that the Central Government must improve the implementation of these programs to ensure that the intended beneficiaries receive the benefits.

SenGupta, Swapnil, et al. empirically examine the relationship between public debt and unemployment, employing IV-2SLS and dynamic two-step SGMM methodologies across 162 countries from 1996 to 2019. A 1% increase in central government debt is associated with a 1.6% increase in global unemployment, with Europe exhibiting the most significant effect. The research identifies notable regional disparities and concludes that public debt influences unemployment; however, this relationship differs among income groups, revealing no correlation in low-income countries. This research enhances the literature by offering a thorough global perspective on this dynamic.

Berdegúe, Julio A., et al. discuss pinpoint knowledge gaps regarding the integration of the agri-food value chain and the effects of modernisation on income sharing and employment. It underscores the necessity for inclusive value chain development to enhance the livelihoods of marginalised producers and workers. The findings examine structural changes and employment patterns within agri-food value chains, emphasising innovations and supportive policies. The conclusion underscores the imperative for further investigation into employment conditions and the dynamics of value chain innovations. The study indicates varied results

concerning the advantages of innovations for farmers and SMEs.

The World Bank study found that while the marginalised groups, such as the scheduled castes and scheduled tribes, are 20 years behind the average performance, the success story of the growth of the Indian economy and its reduction of poverty in recent years is well-appreciated. This is because caste, tribe, and gender-based divisions of Indian society in the past have contributed to social exclusion on the part of these marginalised groups in India.

Kannan, K.P states that in order to estimate the predicted probability of being poor, we divide households in the economy according to their employment, educational, rural/urban, and social group statuses. This allows us to examine the issue of poverty from the perspective of numerous inequalities. The findings highlight the enormous variation in predicted probability, which places households with low educational attainment, social group disadvantage, sporadic employment, and rural residence at the bottom of the scale. These findings highlight the necessity of increasing employment while improving its quality. Due to poverty and a lack of human capital, the young population in India faces significant obstacles. Even though educational attainment has rapidly increased in recent years, many Indian youth continue to struggle to find employment.

A study by Jagadeeswari reveals that NRLM has had a substantial effect on the economic and social aspects of the beneficiaries. The study indicates that NRLM has assisted women in gaining economic autonomy and improving their quality of life. The article also emphasizes the need for a more nuanced analysis of cultural factors in order to gain a more comprehensive understanding of the connections between NRLM and women's empowerment. The study proposes sustainable strategies to enhance the inventiveness of grassroots inventors and innovators engaged in the development of NRLM solutions to local problems.

Vinita Sharma's article seeks to extend Ashish Bose's analysis of the demographic backwardness of Bihar, Madhya Pradesh, Rajasthan, and Uttar Pradesh (BIMARU) to recent years. The article analyses the progress made by these states using the same indicators analysed by Bose. This article compares the demographic indicators of the BIMARU states to the national average as its methodology. The analysis of the data is based on the urban population growth rate, the fertility rate, the literacy rate, and the infant mortality rate. In terms of demographic indicators, the findings of the article indicate that the BIMARU states have made progress but continue to lag behind the national average. The urban population growth rate in the BIMARU states dropped

from nearly 57% between 1971 and 1981 to almost 30% between 2001 and 2011. In the 20-24 age group, the BIMARU states continue to have a higher fertility rate than the national average. Despite progress, the article concludes that the BIMARU states are still behind in terms of demographic indicators. The article suggests that policymakers should prioritise improving these states' demographic indicators in order to close the gap between them and the national average.

Chakravorty et al. analyses the effects of COVID-19 on rural youth in India, with an emphasis on employment shifts following the lockdown in their study. The study identified 2,260 young workers from Bihar and Jharkhand over a period of 20 months. One-third of respondents experienced the loss of salaried employment, with a significant number of women exiting the labour force. The study emphasises gender differences in employment recovery and migration trends. It highlights the necessity for specific policy measures to assist female workers.

Krueger, Dirk, et al assesses the welfare implications of governmental education policies, including free college and enhanced funding for public schooling. The model developed incorporates intergenerational linkages and processes for human capital production within a general equilibrium framework. The welfare gains resulting from the reforms require time to manifest and are generally less pronounced in general equilibrium compared to partial equilibrium. The optimal policy integrates reforms aimed at improving affordability while simultaneously mitigating dropout risks.

Gayawan, Ezra, et al. (2025) examine youth unemployment as a critical issue in Africa, notwithstanding governmental attempts to alleviate it. A two-parameter beta geospatial model is employed to examine spatiotemporal unemployment patterns in various African countries. This study examines climatic variables, namely temperature and rainfall, to evaluate their effects on unemployment rates. Data were obtained from the World Bank Development Indicator database for the period from 1991 to 2020. Findings indicate that rising unemployment rates correlate with increases in temperature and rainfall, with neighboring countries showing similar patterns.

Sujittra Rodsomboon and Jidapa Meepien focus on the youth employment situation in rural Thailand and seek to offer recommendations for enhancing fair employment and employability for young people in these areas. The research uses qualitative research methodology, which includes document research and secondary data analysis. According to the study, many young people in rural areas, particularly in Thailand's northeastern and northern regions, have limited access to the labor market and dangerous working conditions pose a risk

for those employed in labor-intensive industries. The main causes of this predicament are the social and economic disadvantages of rural communities. In order to increase rural youth employment opportunities, the article recommends the creation of programs that include skill development, income-generating programs, social protection programs, and livelihood programs in order to increase opportunities for rural youth employment. The article concludes that the Royal Thai Government needs to implement a significant policy to support rural non-farm and off-farm employment, which should be combined with the policy to boost farm income.

Van Den Brink, Yannick, and Caroline Lanskey examine demographic disparities in youth justice decisions within different systems, focusing specifically on England and Wales, as well as the Netherlands. This framework analyses mechanisms of cumulative disadvantage within youth justice processes. The study highlights the necessity of interdisciplinary methods to comprehend and tackle disparities in youth justice decision-making. This underscores the necessity of systematic data collection to identify marginalized groups and guide reforms. The research advocates for extensive reforms that consider various factors influencing youth justice outcomes.

Siddiqui et al., in their article, examine the impact and opportunities of the Make in India initiative on entrepreneurship and innovation in rural India. The article emphasizes the value of innovation and entrepreneurship in rural areas as underutilized sources of growth in India. It implies that entrepreneurship is now more than ever connected to the growth of rural areas. The applicability of the Make in India campaign in resolving these problems is also examined in the article, along with the problems and difficulties that rural areas face. According to the article, millions of young people in rural India should learn the skills necessary to help transform their nation into a modern one. It also suggests that the government concentrate on fostering innovation for the growth of entrepreneurship and sustainable rural economies. Overall, the article sheds light on the significance of entrepreneurship and innovation in rural areas for India's growth and development.

Gandhi M. S examines the effect of caste-based exclusion on the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) implementation in India. The objective of this article is to comprehend caste-based exclusion in the MGNREGA implementation as well as the social audit and follow-up action undertaken by the vigilance wing. According to the study, caste-based social exclusion exists in MGNREGA implementation in terms of employment, pay, and other factors. During the audit in Sonala village and Boathmandal, the social

aspect was highlighted by the social audit process. The article proposes that those involved in the MGNREGA implementation, including government employees, representatives of the people, community service providers (CSPs), and village organizations (VOs), should be held accountable for their actions. The vigilance wing needs to follow up with the employees who were found to be at fault during the social audit process.

A Study of Chathukulam et.al indicate that the AUEGS was poorly designed and implemented, and that it suffered from political and administrative apathy. With the biggest increase seen in 2019–20 as a result of the convergence of AUEGS with Pradhan Mantri Awas Yojana (Urban) (PMAY) and Livelihood Inclusion and Financial Empowerment (LIFE), employment generation and person days of employment have increased at a slow rate.

The article also emphasizes the patriarchal and paternalistic control that has limited the availability of women's labour in urban labour markets and middle- and lower-middle-class households. The study contends that patriarchal power has shaped and limited women's access to certain occupations and labour market participation. The AUEGS should be redesigned and re-implemented to focus on employment generation in industries other than housing construction, as the article suggests in its conclusion. In order to increase women's participation in the labor market, the article also makes the case that patriarchal and paternalistic control over their labour supply needs to be addressed. In conclusion, the article offers a critical analysis of the AUEGS in Kerala, highlighting its advantages and disadvantages as well as making recommendations for ways to enhance its conception and application.

According to Bansal and Jain the program has been effective in supplying skill development institutions for inculcating, maintaining, and enhancing the working efficiency of the population in the specific area. In the north-eastern states of India, the article emphasizes the natural adversity and failure of skills to utilize the resources that are available fully. According to the study, the main goals of economic development and social change in any nation are capacity and data. Higher- and better-developed nations are better able to adapt to the challenges and risks of globalization. The article suggests as a conclusion that the North Eastern Region Community Resource Management Project (NERCORMP) implementation systems set an amazing model of alternative change perspective that makes work choices that are socially, financially, and biologically sustainable while enacting attitude and behavioural changes among development administrators in the region. The study suggests that the government

uphold tribal groups' rights and incorporate them into successful development models. Overall, the article offers insightful information about the state of skill development in India's north-eastern states and the effects of the NERCORMP program on the populace. The study emphasizes the need for training facilities in the region and makes recommendations for efficient implementation strategies for sustainable growth.

The main objective of Chandrakant and Nagesh Sonar's paper is to examine the key factors that influence socio-economic stability in any nation. The article contrasts traditional and contemporary economic theories and concludes that youth and employability are key factors in the development of nation-building. The study focuses on the young population that is currently available in India and acknowledges that while this country is ahead in terms of youth population availability, unemployment continues to be the main barrier to advancement. The article explores the various measures taken by policymakers to reduce unemployment and improve employability. It emphasizes the value of using young talent to build the nation by ensuring their employability through entrepreneurship and appropriate employment. The article also provides information on the various reform initiatives the government has undertaken in this area.

The findings of the article indicate that the government's poverty alleviation programs have made significant progress in all sectors of the economy since their inception. However, employment opportunities have been impacted by corruption in government institutions and employment generation organizations, particularly in rural areas. The article further contends that in order for residents of remote areas to benefit from these employment generation programs, proper awareness is necessary. The article concludes by offering a thorough overview of initiatives aimed at reducing poverty and creating jobs in India.

In Bihar, one of India's poorest states, the Deen Dayal Upadhyaya Grameen Kaushal Yojana (DDUGKY) program's effects on employment outcomes are examined in this article. The objective of the study is to evaluate how well the program reaches its intended target audience and creates job opportunities. The authors compare trained participants with non-participants who applied for the scheme but did not attend, using survey and qualitative data that was gathered in the middle of 2016. They also calculate an estimate of the program's effect on employment and earnings using value-added or panel data. This article aims to challenge the dominant narrative of a "youth employment crisis" in sub-Saharan Africa (SSA). Instead, it proposes a reframing of the issue as a "missing jobs crisis". The authors argue that

the focus on youth-specific interventions is misplaced and that priority should be given to broader structural issues that can deliver better and larger results for both young people and others. The article brings together evidence from a range of sources and disciplines to support this argument. It identifies five pillars of the dominant narrative about youth employment, including demography, violence and civil unrest, training and skills, the rural economy, and the urban economy. However, the authors highlight three critical dimensions of Africa's broader employment crisis: economic risk, stability, and protection. The authors propose that, in addition to addressing caste-based discrimination and wage disparities, the program should concentrate on enhancing the calibre of training and job placement services. Overall, the article offers insightful information about the efficacy of employment and skill-training programs in India and emphasizes the necessity of thorough assessments of such programs.

The status of women entrepreneurs in Tamil Nadu, India, is covered in this article. The importance of entrepreneurship in enhancing the standard of living for people, families, and communities as well as in maintaining a strong economy and environment is emphasized in the introduction. The objective of the study is to comprehend the difficulties women business owners face in starting small, profitable operations. According to the findings of the study, women make a significant contribution to the management of family businesses, primarily through their unpaid skills and labor. Programs designed to help women entrepreneurs will only be successful if they recognize how social and familial conditioning limits women's confidence, independence, and mobility. Therefore, the women and youth in rural India need to receive intensive training rather than just schemes (financial and developmental) as the carrot for the development of entrepreneurship. The article concludes by arguing that technological advancement offers a new way to start a business and that the Indian government's Swarna Jayanthi Grama Swarozgar Yojana program has given rural women in India a new lease on life in terms of their social and economic empowerment.

The efforts of NABARD to lower rural unemployment in India are discussed in this study, specifically its Rural Entrepreneurship Development Program (REDP) and Skill Development Program (SDP). While SDP focuses on giving people in rural areas opportunities for employment, REDP aims to foster entrepreneurial skills among educated, unemployed rural youth. The progress of NABARD's support for REDPs/SDPs for the growth of entrepreneurs in rural India is examined in the article. The methodology is founded

on secondary data taken from NABARD annual reports and other relevant sources. According to data analysis, NABARD has been successful in educating over 3,500 rural youths through these programs, of which 65% to 70% are female. The results indicate that NABARD's initiatives to support entrepreneurship in rural areas have been successful. The article also emphasizes the necessity of ongoing supervision and follow-up with trainees to guarantee the success of their endeavors. A step in the right direction is the incentive program NABARD introduced to reward REDP implementing agencies based on the quantity of trainees who establish their own units. The article suggests that in order to ensure successful unit management, NABARD should concentrate on technical/activity-based REDPs. NGOs, voluntary organizations, development organizations, and institutions of the RUDSETI type are eligible for the REDP, and NABARD offers promotional support to qualified organizations with a proven track record and the expertise to successfully implement the REDP.

Jolliffe, P conducted a study and found that the results imply that ethnicity and citizenship status, along with social ties and personal abilities for institutional networking, significantly influence young Karen women's and men's pursuit of education, as well as their decisions to put off their studies in order to transition to the workforce, within the continuum of displacement at the Thai-Myanmar border. The article concludes that education can offer continuity and stability in a context of multiple displacements and may increase the resilience of young people living in forced migration contexts. The study suggests that both secular and religious organizations educate displaced youth in nursery, primary, secondary, and post-secondary levels as well as through vocational training and adult education.

In order to address the issue of unemployment and underemployment among educated youth, this article seeks to examine the effectiveness of entrepreneurship training in Uganda's tertiary institutions. The study used secondary data that was gathered from reliable databases, including the Uganda Bureau of Statistics, over an eight-year period (2009–2016). The study discovered that, despite the fact that tertiary institutions offer entrepreneurship training programs, unemployment is on the rise in Uganda and is worse in urban areas than in rural areas. The study also discovered that underemployment due to a lack of time was more common than underemployment due to a lack of skills or income. The article concludes that entrepreneurship training has not been able to solve Uganda's issue of educated youth unemployment and underemployment. The authors advocate for the implementation of more technical entrepreneurial training to promote self-

employment as well as the implementation of volunteer and internship programs through public-private partnerships to mould the skills and attitudes of young people.

The focus of this research is to look into the efficacy of training programs provided by Rural Development and Self-Employment Training (RUDSET) institutes in Karnataka, India. The significance of self-employment to the state is emphasized in the introduction, as is the contribution of training to the emergence of new businesspeople. The goals of the study are unmistakably stated, and they include evaluating the impact of the efficiency of the entrepreneurial training programs offered by RUDSET Institutes in Karnataka from the perspective of the entrepreneurs, as well as the effectiveness of training for entrepreneurial performance. A questionnaire was used as part of the study's methodology to gather information from 300 entrepreneurs from seven different districts in Karnataka. In order to conduct a comparative analysis and test a hypothesis, the collected data are examined using average, percentage, and Chi-square tests. The results of the study show how entrepreneurs generally view starting a business and the effectiveness of the training needed to maintain business growth. The article concludes that RUDSET institutes are setting up efficient training programs for those who want to start their own businesses and that the institute will assist such individuals in standing on their own two feet. According to the study, Karnataka needs to have more people work for themselves, and training is essential for developing new business owners. The article highlights the significance of training in developing new entrepreneurs and offers insightful information about the efficacy of training programs provided by RUDSET institutes in Karnataka.

This article intends to examine the nature and function of Youth Skill Development Loans (YSDL) in creating livelihood opportunities for Bangladeshi youth under the "NutonJibon" initiative for women's empowerment and livelihood development. The study is important because there is a dearth of research on the young people who benefit from the project and because Bangladesh, a developing country experiencing the demographic dividend, has a "youth bulge." The authors used the logit model to examine the YSDL utilization status of 105 youths. The findings show that education, loan size, and amount owed are important determinants of whether a young person will be a regular loan payer or a defaulter. According to the study, it is crucial to improve rural youths in their general aptitudes and competencies. All in all, this article offers useful insights into the use of YSDL and the variables influencing rural Bangladeshi youths' loan repayment behavior. The results of this study can

help development practitioners and policymakers in Bangladesh and other developing nations create and implement successful youth development initiatives.

Kumar, G. K. and S. highlights the significant government initiatives made possible by a number of initiatives, policies, and programs, including the MGNREGS, the Skill Development Program, the Pradhan Mantri Kaushal Vikas Yojana (PMKVY), the Swarna Jayanti Gram Swaraj Yojana (SJGSY), Sampurna Gramin Rojgar Yojana (SGRY), and the Deen Dayal Upadhyaya-Grameen Kaushalya Yojana (DDU-GKY). The challenges associated with employment and the demographic dividend are also covered in the article, including lowering the rate of underemployment, creating job opportunities, and utilizing young people productively to support economic growth through employment. The article concludes by providing a thorough analysis of the employment situation in India as well as the major government initiatives to create employment opportunities and make use of the demographic dividend. The article also identifies the difficulties and makes recommendations for how to solve them. The article is an important addition to the body of knowledge on India's demographic dividend and employment

Anbalagan, G. also highlights how open and distance learning (ODL) systems have the potential to offer rural communities creative, skill-based education. The authors analyse the significance and necessity of skill development among rural youth using a qualitative approach. They discuss creative tactics for fostering skill growth and job opportunities in rural areas. In order to better serve rural communities, the authors propose that the University Grants Commission (UGC) switch to funding training programs for Distance Education Institutions (DEIs). They also draw attention to the UDAAN scheme, a unique industry initiative for J and K that encourages youth employability through skill-building and training initiatives. The discussion of recent government programs like Make in India, Skill India, and Digital India, which have increased employment across a variety of industries, concludes the study.

Mamminiyan, Sini. examining RUDSETI's role in generating self-employment opportunities among unemployed rural youths in Kannur District, Kerala. The study concludes that RUDSETI has been successful in giving unemployed rural youth in the Kannur district opportunities for self-employment. RUDSETI's grassroots strategy for locating, preparing, and encouraging rural youth without jobs to start their own businesses has been successful in fostering rural entrepreneurship. The article makes the case that other regions of the nation can use RUDSETI's model to address the problem of rural unemployment.

M, Parvathamma G.L. analyzes the MGNREGA program's potential to promote sustainable rural development in India. The program has been effective in giving the rural population employment opportunities and in reducing poverty. The importance of local involvement, decentralized administration, and good governance in the execution of rural development programs is also highlighted in the article. The article makes the case that the MGNREGA program's successful implementation can lead to India's rural areas developing sustainably. The following actions are suggested in the article to enhance the scheme's implementation: Improving the scheme's monitoring and evaluation system, Increasing the local communities' involvement in the planning and execution of the project, Improving the standard of the assets produced by the plan, Giving the rural population training and capacity-building opportunities.

Professor Alakh Sharma highlighted various changes in the labor market and in employment since the start of economic reforms while citing the findings of the India Labor and Employment Report 2014 (ILER 2014). He explained the reasons for unemployment, the lack of productive employment, the wide regional disparities in access to good jobs, and more.

The study promotes major adjustments to human capital and the provision of basic services to all people. An egalitarian society can be established by making investments in public services, health care, education, affirmative action, and social infrastructure. A study found that people who have a specific type of paralysis might go through an emotional shock that makes them more aware of their condition. In light of the notion that the latter is the best they can get anyhow, this would then lead them to accept any job offer they receive. In order to participate in active labor market policies, people may be afraid of social stigma or social pressure from their families and peers. The nature of the question should be investigated through further research.

O'Higgins and Niall in their study states that due to the lack of participation of rural youth in any economic activity or human capital investment through attendance at educational institutions, they do not fall under the definition of the "unemployed". The authors also pointed out some of the issues faced by the rural youth in their study.

ILO, 2013 report states that the rural youth are not even actively looking for work. It is a form of voluntary unemployment, also known as unrevealed unemployment, that has long been ignored by policymakers. They are regarded as disgruntled employees. These disenfranchised young workers, who are not included in the measures of youth unemployment, need to be the focus of policy attention.

Bravo et al. in their study suggest development is progressing in India, but it is contingent on effective grassroots policies and their implementation. A favorable institutional and economic framework is required for rural India to realize its potential and integrate into the market fully. In this century, development will only benefit humans if it strengthens and develops rural societies. Still, more programs are needed to boost rural economic growth, create jobs, and increase self-sufficiency.

A study suggested that increasing employment opportunities in industry is necessary to close the demand-supply gap on the labor market. This would not only enhance the employability of vocationally and technically trained youth but would also aid in the reduction of existing wage disparities. For young people, moving from school to work is a crucial process, but not everyone can do it successfully. Future youth population growth, coupled with rising youth unemployment and educational attainment, will make this problem worse. Failure to capitalize on this "demographic dividend" could pose a threat to long-term economic growth. Thus, it is critical to offer young people the appropriate support during this transition so that they can successfully enter the workforce and participate fully in society. If steps are not taken to raise the educational attainment and skill development of young people, the workforce's low employability will undermine the benefits of the demographic dividend.

The findings of the 62nd Annual ISLE Conference: A Report (2022) suggest that a large increase in public investment in social protection schemes might generate a large increase in labor supply and lower the rates of voluntary unemployment. Employability skills help students develop and advance skills like communication, presentation, teambuilding, leadership, time management, interview, and interpersonal skills, which in turn shape their careers. As a result, developing soft skills in students enables them to participate in various recruitments successfully. Employability depends on the faculty, curriculum, and teaching methods used in university systems, as well as the employers who hire the graduates and their expectations. It also depends on the characteristics of the individual graduates, such as their subject knowledge, experience, skills, and personality traits. The role of universities in creating well-rounded citizens and meeting labor market demands must be balanced. Although there are thousands of graduates from higher education institutions each year, not all of them find employment. The fact that the industries are having trouble finding qualified graduates in the job market shows that the educational institutions' curricula don't align with those of the industries.

When it comes to creating jobs, the skill gap is the most important factor, and the transition from academic institutions to the workplace seems difficult. Universities should establish numerous training facilities where the curriculum must be regularly updated to meet industry needs. The search for a good job is difficult for educated people. They are either overqualified for the open position or their education is insufficient to keep up with the shifting demands of the labour market. Those who were unable to cover their living expenses until the ideal job presented itself were forced into hazardous and irregular employment situations

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