



Impact of Government Schemes on Employment Opportunities in India

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One's life revolves on the importance of education. It is essential for future success and a Wealth of options in our lives. Human personality, mental processes, interpersonal relationships, and readiness for life events are all developed by enlightenment. It elevates people to a higher social rank both within their own culture and around the world. The chances are better with more educated people engaging themselves. Additionally, education sharpens our minds, supports our ideas, and bolsters our morality and interpersonal actions.

There are many opportunities for us to work at whatever place we want. It increases the likelihood of obtaining better and simpler work. Our prospects in life are higher the education the more enlighten we get. Additionally it sharpens our minds, supports our ideas, and bolsters our moral fibre and interpersonal behaviors. It provides us with knowledge in a variety of subjects in general and our area of expertise in particular, particularly what we must learn for our professional careers. Therefore, without enlightenment, we may not be able to live comfortably or have a successful career.

Over the past 20 years, employment has become a key topic on the development agenda of the majority of national governments and a number of international organizations. While many developing nations view productive work as a way to reduce poverty, persistently high and rising unemployment rates in wealthy nations have rekindled concerns about job creation.

In order to absorb the present numbers of jobless and underemployed, it is important to provide enough employment opportunities for job seekers. It can be done by investing in education system ,vocational training, suitable work options, and youth leisure activities in order to provide better job opportunities for young people and to make them more economically and socially productive.

India needs to generate 300 million jobs by 2040 at the rate of 10 million jobs per year. Employability is referred to as the ability to improve and

apply skills necessary in the context of a job market . India is going through a promising phase of young demographic profile. Average age of Indian citizen is 25 years of age and 65% people are below 35 years of age. (Smita, 2021)

Employment and its situation in India:

Unemployment is increasing in India; everyone wants a genuine job, but Most businesses nowadays do not want to invest additional time or money on training. These are the primary causes of the country's slowing development. According to the 2011 Indian Census, India has 1.21 billion people, accounting for 17.5 percent of the world's population (Chahal, 2018). It is very difficult to run an economy when there is a high rate of unemployment. The labour market is influenced by the rise and decrease of employment, which is known as demand and supply of labour. The demographics and movements of a nation have a significant impact on the labour market's supply and demand balance. According to the 'Wage Fund' hypothesis, labour salaries are set aside, but owing to a shortage of capital, manufacturers only hire a limited number of employees, resulting in unemployment. Unemployment has been cited by some economists as a cause of supply-demand imbalances. Overproduction also raises unemployment because it reduces commodity prices, which forces people to work longer hours, resulting in more unemployment. In the event of low market demand, products are decreased, companies/factories are redeployed, pay is suspended, and labour is shifted from employees to the jobless. Due to bad commerce and trade, as well as low/shifting investment in the industrial and non-producing sectors, less demand promotes slower development rates and postponement of investments. Geographic immobility is another factor that contributes to unemployment. (Digvijay Dilip Bhujbal, 2021)



Problems:

➤ **Mismatch between education and employment:** The number of employment opportunities is not keeping pace with the growth of the workforce, the type and quality of these opportunities does not match the expectations of many educated job seekers, which reflects inadequacies both in the type of employment generated and type of education being imparted to youth.

➤ **Unemployed youth:** The problem confronting youth is that despite the education, they fail to get a job. The young females in India continue to be at a disadvantage in the pursuit of education as well as employment compared to young males. The economic cost of unemployed educated youth is high, because expenses on their education and training are wasted.

➤ **Informal sector:** the informal economy workers are skilled workers, but since they have acquired their skills in informal arrangements, their skills are not recognized. Informal sector is present both in rural and urban areas, but expansion is rapid in urban areas as compared to rural areas and mostly females have produced a bigger slice of this expansion. The informal sector is difficult to estimate because of non-recording of activities falling in the informal sector. Therefore reliable data is difficult to obtain on the size of this sector

➤ **Agricultural employment:** Workforce employed in agriculture has also continued to decline, though at significantly slower rates. A reduction is due to mechanization. The strategic initiatives to modernize and diversify agriculture sector can generate employment opportunities for very large numbers of people, and provides expansion of employment potentials in other sectors.

➤ **Women employment:** women and unemployed youth are also two major issues, which require special attention of the policy makers to foster their employment prospects. The government has given the priority to the woman sector and initiated a numbers of programs and projects for women in education, training and skill development and also for facilitating income generation activities for women.

The government's top objective is to increase employability while creating new jobs. As a result, the Indian government has undertaken a number of initiatives to promote employment throughout the nation. Various long-term plans, programme, and policies are being made in an effort to make the nation self-sufficient and to create jobs. Below is a summary of the Government's Employment

Generation Schemes and Employment Promotion Programs, along with links to respective websites.

1) **Aatmanirbhar Bharat Rojgar Yojana (ABRY):** As part of Atmanirbhar Bharat package 3.0, the Aatmanirbhar Bharat Rojgar Yojana was introduced with effect from 1st October 2020 under the ministry of Labour and Employment to encourage companies to create new jobs with social security benefits and restore jobs lost due to the Covid-19 epidemic.

This programme, which is being carried out by the Employees' Provident Fund Organization (EPFO), lessens the financial burden on employers across a range of businesses and sectors, including MSME, and will motivate them to increase employee hiring. Depending on the number of employees at the EPFO-registered enterprises, the Government of India will either cover the whole employees' portion (12 percent of earnings) or the entire employer share (12 percent of wages) of the contribution that is due under ABRY. The programme began on October 1, 2020.

Impact: The Aatmanirbhar Bharat Rojgar Yojana (ABRY), which was designed to encourage job development in the midst of the epidemic, has benefited as many as 46.89 lakh individuals, Parliament was informed on Thursday.

In a written response to the Rajya Sabha, Minister of State for Labour Rameshwar Teli stated that benefits have been given to 46.89 lakh beneficiaries through 1.26 lakh establishments as of January 29, 2022.

2) **MNREGA (Mahatma Gandhi National Rural Employment Guarantee Act) -** Every rural household with adult members who volunteer to perform unskilled manual labour is guaranteed to get at least 100 days of employment in a fiscal year under Section 3 of the Act. In accordance with the legislation, additional work beyond the required 100 days may be covered. The government must guarantee unemployment benefits if it cannot find jobs. The Sampoorna Grameen Rozgar Yojana and the Jawahar Rozgar Yojana, two government programmes, were unable to meet the demand for rural employment, leading to the creation of the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA). Rural regions had ongoing unemployment, and there was no social security system in place for the poor. MGNREGA seeks to improve rural lives, foster social inclusion, and give pay employment to low-income rural households.



Impact: The quantity and level of employment would increase as a result of programmes like MGNREGA. The country-wide improvement in agricultural revenues is mostly attributable to MGNREGS. In the agricultural industry, women have historically earned substantially more than men. 18.1 percent of all home labour is provided by MGNREGA in the form of employment. The study has shed light on the disparity between employment in developed and impoverished areas.

3) **Pradhan Mantri Rojgar Protsahan Yojana (PMRPY)** - To encourage companies to create new jobs, the Pradhan Mantri Rojgar Protsahan Yojana (PMRPY) was introduced on 1.4.2016 by the Ministry of Labour and Employment. The benefits will continue to be paid to beneficiaries who have been enrolled under the plan as of March 31, 2019, for a period of three years, or until March 31, 2022. PMRPY guidelines. The Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA), administered by the ministry of rural development, mandates that every rural family with adult members who volunteer to perform unskilled manual labour receive at least 100 days of guaranteed pay employment each fiscal year.

Impact: Employees making up to Rs. 15,000 per month are the target market for the programme. This programme has two advantages: on the one hand, the employer is encouraged to increase the number of employees employed by the firm, and on the other side, many workers will find employment in such establishments. The fact that these employees will have access to organised sector social security benefits is a clear benefit. PMRPY has been operating well.

4) **Rural Self Employment and Training Institutes (RSETIs)** - The Ministry of Rural Development (MoRD), the Government of India, State Governments, and Sponsor Banks collaborate in the RSETI (Rural Self Employment Training Institutes) programme. The creation of at least one RSETI in each lead district is required of the banks in order to teach rural youngsters to start their own businesses. The RSETI programme has a strategy of providing entrepreneurs with both short-term training and ongoing support. The programme is open to rural impoverished adolescents between the ages of 18 and 45. By educating rural impoverished kids in the field and in entrepreneurship, the RSETIs have established themselves as forerunners in

seizing their dreams and transforming them into successful entrepreneurs.

5) **Agniveer Scheme**

The Indian union cabinet has authorised one of the programmes that encourage young people to enlist in the armed forces. The chosen individual is known as Agniveer, and the programme is known as Agnipath. This programme covers more than 46,000 posts. For this post, you must have grades in ITI, 10th, and 12th.

Advantages:

1. A significant adjustment to military recruitment procedures.
2. A unique opportunity for youth to serve their country and contribute to nation-building.
3. An active, youthful profile for the military.
4. Entice the Agniveers with a monetary offer.
5. The opportunity for Agniveers to obtain instruction from top colleges and raise their credentials.
6. The existence of intelligent, disciplined, and military-minded young people in civil life.
7. Selected 25% soldiers will be made permanent in jobs and remaining 75% soldiers will be provided guaranteed jobs by government of different states
7. Enough opportunities for those who have left society but might one day serve as role models for future generations to find new jobs.

Impact: Impact is yet to come.

Job seekers need more guidance and career counselling

Finding desired and adequate career prospects is reportedly difficult for many young people. Young Indians are being held back by factors including information asymmetries on jobs and skills, a lack of help for defining realistic career objectives and making career decisions, and more. A big impediment, according to 51% of respondents, is not knowing about jobs that meet their skill set requirements. About 30% of respondents claim they have no access to any counselling or mentorship possibilities. According to 44% of respondents, this is the main cause of the demand-supply imbalance. The mismatch between talents and ambitions may be addressed and young Indians' employment choices can be improved with increased access to career counselling and mentorship services.



• **Young Indians are interested in pursuing higher education and skills development**

Among respondents, 97 percent want to earn a degree in higher education, and 84 percent believe that a postgraduate degree is necessary for their dream employment. They are also interested in other types of continuous education, with 76% of young people saying they would be very interested in taking part in a programme for skill development. The primary drivers for achieving this aim are expanded work possibilities and greater earnings.

This contrasts with the reality that, in contrast to between 60-70 percent among industrialised countries, less than 3 percent of the nation's total working population has professional or vocational training. India must capitalise on the optimism of its young people and encourage the expansion of chances for top-notch education and training. There is now a severe dearth of knowledge about the government-run skill development programmes that are accessible. Additionally, there is a lot of doubt about their value and quality. Making current programmes more relevant, accessible, and inexpensive is crucial for increasing programme adoption.

India ranks 122nd on "New Global Youth Development Index"

India is placed 122nd out of 181 nations in the latest Global Youth Development Index 2020, which was published in London by the Commonwealth Secretariat. The top five rankings were Singapore, Slovenia, Norway, Malta, and Denmark. Last place went to Chad, the Central African Republic, South Sudan, Afghanistan, and Niger.

According to the 2020 Global Youth Development Index, between 2010 and 2018, young people's living standards improved globally by 3.1%. Overall, the score demonstrates improvements since 2010 in young people's involvement in peace processes as well as their access to education, employment, integration, and health care.

Conclusion:

In the modern period, the problem of unemployment has grown increasingly complex. The issue is sparked by the fact that each year more young people join the workforce, with a high percentage doing so. Due to a lack of employment in the market compared to the unskilled labour pool, there are many unemployed individuals living in the nation. The restrictive work market that results in low employment prospects, underemployment, and unemployment is still present. This is due to the significant job shortage. The Indian young must

contend with survival issues and bleak growth prospects in the absence of established social security. There is not a single state in the nation that is unaffected by the threat of unemployment. Additionally, it fosters young discontent. Employment guaranteeing programmes are required to address the issue and effectively direct the youngsters. Government introduces various schemes for creating more employment opportunities and trying to create good economic conditions for citizens as well as for the nation.

Works Cited

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