

EMPLOYMENT AND SKILL DEVELOPMENT AMOUNG EDUCATED YOUTH: AN EMPIRICAL STUDY OF SAKSHAM YUVA SCHEME IN HARYANA

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Abstract

This paper explores the intricate issue of unemployment among educated youth in India, a many-sided problem that stubbornly refuses to go despite India's continuing economic growth. The problem is engrained in several interrelated factors, including poor employability, lack of proper skill-education, a scarcity of job opportunities and demographic pressures. Therefore, the Indian government has taken several steps to increase the quantum of skilled manpower which inter-alia includes skill development programmes and unemployment allowances schemes. However, there are concerns about the effectiveness of these programmes. Therefore, after going through a few selected nationwide skill development schemes, the Saksham Yuva Scheme in the state of Haryana was chosen in order to study the efficacy of this scheme. In the present study, it was found that though the beneficiaries liked the overall scheme, yet they would like an additional amount should be paid to them as allowances and honorarium to tide over inflation under this scheme. Our study suggested that as a prerequisite for modern industry and government jobs in future in the technology driven world of 21st century, the students should be trained in the subjects of reasoning ability, aptitude, soft skills, vocational training and technical education right from schools.

Keyword: Unemployment, Educated youth, Skills, Allowances, Honorarium, Entrepreneurship

Introduction

Unemployment is a grave issue in the whole world. Thousands of people are out there who do not have employment. The problem of unemployment is severe in India because there is a large proportion of the youth population in India. Moreover, if we neglect this problem, then it will be going to become the reason for some other serious evils like vulnerability to drug abuse, agitations

and crimes etc., which badly affects the peace and harmony in society. The economic performance of a country is measured by using various key indicators, one of which is the unemployment rate. When adults who are willing and able to work cannot find a job, it may be a sign that an economy is producing less than it could. Unemployment is also a natural phenomenon that even healthy economies experience it. However, for India being one of the major developing economies of the world, unemployment brings multiple and serious social and economic problems.

In India, unemployment and poverty have always been significant obstacles to economic development. Regional disparities are also crucial in this context. Economic and taxation reforms, changes in industrial policy and better utilization of available resources are expected to reduce the problem of unemployment and poverty. Opportunities for employment and equality in income distribution are the two key factors that are most important in dealing with the dual problem of unemployment and poverty alleviation. There is a need to promote sustained, productive employment and decent work for youth. India has estimated¹ more than 34% of the youth (between the ages of 15 and 29 years) in the total population of the country. All they need is training and skills to get employment.

Employment and Sustainable Development Goals

The concept of sustainable development formed the basis of the United Nations Conference on Environment and Development held in Rio de Janeiro in 1992. The summit marked the first international attempt to draw up action plans and strategies for moving towards a more sustainable pattern of development. It was attended by over 100 Heads of State and representatives from 178 national governments. The Summit was also attended by representatives of other organizations like civil society. Sustainable development was the solution to the problems of environmental degradation². Sustainable development is a development that meets the needs of the present, without compromising the ability of future generations to meet their own needs. It is an approach of development that emphasize the awareness of the environment, social, and economic limitations. Development is often driven by one particular need, without fully considering the wider or future

¹ <https://static.pib.gov.in/WriteReadData/specificdocs/documents/2022/may/doc20225553401.pdf> accessed on 23-10-2022 at 10:31 am

² https://www.sd-commission.org.uk/pages/history_sd.html#:~:text=The%20concept%20of%20sustainable%20development,more%20sustainable%20pattern%20of%20development accessed on 22-11-2023 at 05:12 pm

impacts. We are already seeing the damage this kind of approach can cause large-scale financial crises and climate change resulting from our dependence on fossil fuel-based energy sources³.

Sustainable Development Goal-8

For sustainable development to be achieved, it is crucial to harmonize three core elements: economic growth, social inclusion, and environmental protection. These elements are interconnected and all are crucial for the well-being of individuals and societies. Eradicating poverty in all its forms and dimensions is an indispensable requirement for sustainable development. There must be the promotion of sustainable and equitable economic growth, creating greater opportunities for all, reducing inequalities, raising basic standards of living, fostering equitable social development and inclusion, and promoting integrated and sustainable management of natural resources and ecosystems⁴. SDG 8 calls for promoting ‘sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all’. Economies grow when more workers have access to jobs and when workers are more productive. The COVID-19 pandemic has considerably impacted employment opportunities in countries around the world. In India, the government has launched various schemes to ensure that young people receive sustainable work opportunities through programs like Make in India, Start-up India, Skill India and Digital India etc., creating employment opportunities for the country’s youth. Government is laying immense emphasis on creating conducive trade and business environment. This was reflected in the ‘Ease of Doing’ business report 2016-17 by World Bank.⁵

Strategies to achieve SDG-8 in India⁶-

- Education and Skill development has been accorded national priority to address the unemployment concerns in the economy. To provide skills that are relevant to the employment needs, Skill India Mission has been launched, under this Mission more than 40 programmes are being implemented. Besides, a dedicated Ministry of Skill Development and Entrepreneurship was also created in 2014.
- Promoting Entrepreneurship is yet another strategy adopted to productively engage the youth in the country in the economic development activities. The Government of India launched the Start-up India

³ <https://www.sd-commission.org.uk/pages/what-is-sustainable-development.html> accessed on 09-11-2023 at 11:16 am

⁴ <https://www.un.org/sustainabledevelopment/development-agenda> accessed on 10-10-2022 at 05:44 pm

⁵ https://www.niti.gov.in/sites/default/files/2019-01/Report_SDG-8.pdf accessed on 23-10-2022 at 09:55 am

⁶ http://164.100.47.193/Refinput/Research_notes/English/04122019_171911_102120495.pdf accessed on 27-11-2023 at 08:38 am

initiative in January 2016 to provide a strong eco-system for nurturing innovation and Start-ups in the country.

- Inclusive Growth: Pursuing the path of *Sabka-Saath, Sabka-Vikas*, efforts are also afoot to make the Indian growth story more inclusive. Through varied sectoral interventions, the Government is striving to address specific concerns of the different segments of the society.
- Localising SDGs at the State level and also at the district levels in India has been one of the striking features of pursuing the ambitious agenda. While the Government of India through NITI Aayog, MoSPI and other central- 12 - departments are working towards implementing the SDGs, many States in India have also taken a lead in this direction.

History of Schemes to tackle Unemployment in India

The concept of unemployment originated in the Industrialization era. Ancient societies had no concept of unemployment because they did not rely on external resources. In India, after Independence, the issue of unemployment has different repercussions during different periods. In the initial years of development plans, unemployment was not a major problem. It was assumed that a reasonable growth rate and labor-intensive sectors would prevent any increase in unemployment, and this expectation continued from the first Five Year Plan and followed during the 1950s and 1960s. However, the economy of the country grew at a slower pace around 3.5% per annum and the labor force grew more rapidly than the increase in employment, doubling the unemployment during 1956-1972 (5 to 10 million), and increasing the unemployment rate from 2.6 to 3.8 percent in 1992⁷. The government has formulated policies to achieve Sustainable Development Goals (SDG) -8 to mitigate the effect of unemployment. The following scheme were introduced to provide employment opportunities to youth from time to time: -

Employment Assurance Scheme (EAS)

The Employment Assurance Scheme (EAS) was launched in 1993. The Scheme covers backward blocks of different States including drought-prone areas, desert, tribal and hilly areas where the revamped public distribution system was in operation. The blocks covered under this scheme were

⁷ <http://mospi.nic.in> accessed on 06-11-2023 at 05:46 pm

under the Drought Prone Areas Programme (DPAP), Desert Development Programme (DDP), and Modified Area Development Approach (MADA, having a more significant concentration of tribal population). The Scheme was designed to provide up to 100 days of assured manual employment at statutory minimum wages to each wage employment seeker in rural areas, subject to a maximum of two beneficiaries from each family. The village panchayats were required to maintain a record of persons seeking employment and were also required to coordinate and monitor the works.

Swarna Jayanti Shahari Rozgar Yojna

Swarna Jayanti Shahari Rozgar Yojana (SJSRY)⁸ was launched in 1997. Beneficiaries of this scheme were only urban poor living below the poverty line (BPL). It has five major components like a) Urban Self-Employment Programme (USEP), b) Urban Women Self-help Programme (UWSP), c) Skill Training for Employment Promotion amongst Urban Poor (STEP-UP), d) Urban Wage Employment Programme (UWEP), e) Urban Community Development Network (UCDN). This scheme provided gainful employment to the urban unemployed and under-employed poor and encouraged them to set up self-employment ventures. It also provided skill training and wage employment by utilizing their labour to construct socially and economically valuable public assets.

Sawrna Jayanti Gram Swarozgar Yojna

Swarna Jayanti Gram Swarozgar Yojana (SGSY)⁹ was launched in 1999. It is a holistic scheme covering all aspects of self-employment like organizing the poor into Self Help Groups to provide the training, financial credit, technology, infrastructure, and marketing. The Centre and the States governments funding to the scheme in the proportion of 75: 25 and implemented by Commercial Banks, Regional Rural Banks, and Co-operative Banks. This Scheme was to help families below the poverty line living in rural areas of the country. SGSY focused on vulnerable sections of the rural poor. The scheme covered the SC/ST 50%, Women 40%, and the disabled 3%

⁸ <https://employmentbank.gov.in> accessed on 30-11-2023 at 03:15 pm

⁹ <https://www.rbi.org.in/Scripts/NotificationUser.aspx> accessed on 02-11-2023 at 10:16 pm

of those assisted. The objective of the Scheme was to bring every assisted family within three years by providing them income-generating assets through a mix of bank credit and Government subsidy.

Make in India

The Make in India¹⁰ programme was launched in 2014. The program's main aims were to facilitate the investment, foster innovation and enhance skill development to utilize the existing Indian talent base, create additional employment opportunities, and empower the secondary and tertiary sectors. The programme also aims at improving India's rank on the Ease of Doing Business Index by eliminating unnecessary laws and regulations, making bureaucratic processes easier, making the government more transparent, responsive, and accountable. The programme focused on 25 sectors like automobile components, aviation, oil and gas, biotechnology, chemicals, defence manufacturing construction, electrical machinery, electronic system mining, pharmaceuticals, etc.

National Skill Development Mission

The National Skill Development Mission¹¹ was started in 2015. It has been developed to create a convergence between the sectors and states regarding skill training activities. To achieve the objectives of 'Skilled India', it would have consolidated and coordinated the skill efforts and expedite decision-making across sectors to acquire skills with speed and standards. The Institutions' mechanism for achieving the Mission's objectives has been divided into three tiers. It consists of a Governing Council (apex level) for policy guidance, a Steering Committee, and a Mission Directorate (along with an Executive Committee) as an executive arm of the Mission. Mission Directorate is supported by three other institutions, a) National Skill Development Agency (NSDA), b) National Skill Development Corporation (NSDC), c) Directorate General of Training (DGT) – all they have horizontal linkages with the Mission Directorate to facilitate smooth functioning of the national institutional mechanism. Seven other sub-missions have been proposed initially to act as the building blocks for achieving the overall objectives of the Mission. They are (i) Institutional Training, (ii) Infrastructure, (iii) Convergence, (iv) Trainers, (v) Overseas Employment, (vi) Sustainable Livelihoods, (vii) Leveraging Public Infrastructure.

¹⁰ Make In India | Prime Minister of India (pmindia.gov.in) accessed on 16-11- 2023 at 12:58 am

¹¹National Skill Development Mission | Ministry of Skill Development and Entrepreneurship | Government of India (msde.gov.in) accessed on 07-11-2023 at 01:19 pm

Deen Dayal Upadhyaya Grameen Kaushalya Yojana

Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY)¹² was launched in 2014. It was a part of the National Rural Livelihood Mission (NRLM). Its main objectives were diversity to the income of rural low-income families and cater to the career aspirations of rural youth. The scheme focused on rural youth, and it covered the people aged between 15 to 35 years from rural low-income families. It played a significant role as a partner of 'Skill India'. It supports the socio-economic programs of the Government like Make in India, Digital India, Start-up India, etc. Partners were supported through investment, capacity building, international placement, and technology support for training purposes. And it had a unique implementation structure involves the partners committed to changing people's lives and is experts in their areas. Partners are supported through investment, capacity building, strategies for retention, linkages to international placement, and technology support for training purposes.

Pradhan Mantri Mudra Yojana

Pardhan Mantri MUDRA Yojana(PMMY)¹³ scheme launched in 2015. It provides loans up to ₹ 10 lakh to the non-corporate, non-farm small/micro-enterprises. Commercial Banks give the loans, Regional Rural Banks (RRBs), Small Finance Banks, Micro-Finance Institutions (MFIs), and Non-Banking Financial Company (NBFCs). Micro Units Development and Refinance Agency (MUDRA) scheme has three products named 'Shishu', 'Kishore' and 'Tarun'. 'Shishu' covering loans up to ₹ 50,000 'Kishore' covering ₹ 50,000 to ₹ 5,00,000 and 'Tarun' covering ₹ 5,00,000 to ₹ 10,00,000. The Mission of MUDRA was to create an inclusive, sustainable, and value-based entrepreneurial culture in collaboration with our partner institutions in achieving economic success and financial security. Its basic purpose was to attain development inclusively and sustainably by supporting and promoting partner institutions and creating an ecosystem of growth for the micro-enterprises sector.

¹² About Us | Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY), MoRD, Government of India (ddugky.gov.in) accessed on 22-11-2023 at 12:03 pm

¹³ Mudra - Micro Units Development & Refinance Agency Ltd accessed on 21-01-2023 at 08:08 am

Pardhan Mantri Kaushal Vikas Yojna

Pardhan Mantri Kaushal Vikas Yojna (PMKVY)¹⁴ was a flagship scheme the Ministry of Skill Development & Entrepreneurship (MSDE) launched in 2015. This Skill Certification Scheme aimed to enable Indian youth to take up industry-relevant skill training that was helped them secure a better livelihood. Individuals with prior learning experience/skills was also be assessed and certified under the Recognition of Prior Learning (RPL). Under this Scheme, the Government ultimately paid training and assessment fees. The Objectives of the Scheme was to take advantage of the demographic dividend in India needs to equip its workforce with employable skills and knowledge.

Pardhan Mantri Kaushal Viskas Yojna-2.0

This Scheme was launched in 2016 to augment the Scheme with other sectors and align with the government missions such as 'Make in India,' 'Digital India,' and 'Swachh Bharat Abhiyan.' Under this Scheme, approximately 89.59 lakh candidates have been trained from 2016 to 2020. The Courses covered under this scheme were Short Term Training (STT) Recognition of Prior Learning (RPL), Special Project (to create innovative, critical, and practical projects), Kaushal and Rozgar Mela, Placement Assistance, Continuous Monitoring.

Pardhan Mantri Kaushal Vikas Yojana 3.0

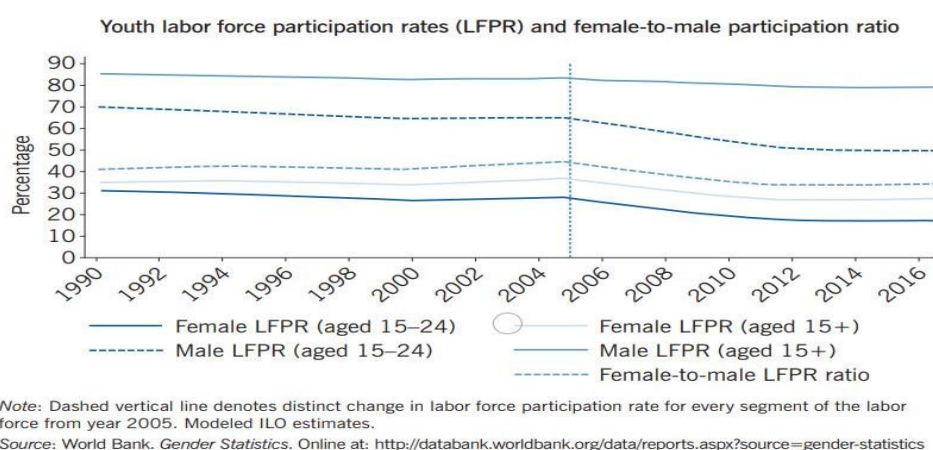
Bias based on learnings from PMKVY 1.0 and PMKVY 2.0, the MSDE launched a newer version to match the current policy doctrine and energize the skilling ecosystem that was affected due to the Covid-19 pandemic. The PMKVY 3.0 scheme was implemented in two phases, wherein phase one was a pilot basis in FY21 (2020-21). Under this new Scheme, approximately 2.78 lakh candidates have been trained between 2020-21, the Government implement the framework for the second phase (from 2021 to 2026). The Government is working on comprehensively mapping other schemes—which are being run by central and state governments and have similar goals (schemes such as National Apprenticeship Promotion Scheme (NAPS), MUDRA loans under Pradhan Mantri MUDRA Yojana (PMMY), and the Mahatma Gandhi National Employment Guarantee Act (MGNREGA))—to create a mechanism for better convergence of the related schemes.

¹⁴Pradhan Mantri Kaushal Vikas Yojana (PMKVY) (pmkvyofficial.org) accessed on 19-11-2023 at 11:00 pm

Achievements of Employment Schemes in India¹⁵

- ☞ Between 1994 and 2012, the proportion of the population below the poverty line (BPL) fell from 45 % to 22 % and more than 13 crore people were lifted out of the poverty.
- ☞ India ranks 130 out of 189 countries in the latest Human Development Index (HDI) in 2018. Between 1990 and 2017, India's HDI value increased from 0.427 to 0.640.
- ☞ India has been recording the highest growth rate amongst the BRICS economies, India's significant jump of 33 places in the World Bank's Ease of Doing Business rankings (the 100th rank in 2017 to 77th rank in 2018). In fact, India is the only nation to have made it to the list of top improvers for the 2nd consecutive year.

Employment creation covers multiple sectors and is impacted by various policies of government. In India, employment promotion is identified as one of the important milestones of various programmes inter-connected with each other. The government is actively promoting FDI and motivating the FIIs to invest in India so that more job opportunities could be created. The entrepreneurial spirit of the country, with the support of the Government, has also attracted billions of dollars of foreign funding by change in investment policies of the country, the fast expanding domestic demand and market, the evolving technology and the enterprising youth and cheap labour.



¹⁵ http://164.100.47.193/Refinput/Research_notes/English/04122019_171911_102120495.pdf accessed on 27-11-2023 at 06:00 pm

Unemployment Schemes in Haryana

Unemployment is a burning issue in Haryana politics and a number of schemes have been launched in Haryana to tackle this problem. Scheme like “Up-Gradation of the typing and data entry skill of the scheduled castes and backward classes unemployed youth through computer training” has been start from 2009, the main aim of this Scheme¹⁶ was to upgrade the typing and data entry skills of the Scheduled Castes and Backward Classes of unemployed youth through computers. And, “Financial assistance for training to scheduled caste candidates in un-organized sector through private institutions” scheme¹⁷ was started in 2009 to provide employment opportunities to Scheduled Castes in the unorganized sector.

The government launched the “*Haryana Kaushal Rozgar Nigam*” portal on 1st November 2021. Through this scheme, all the appointments will be done online by the government, which was earlier done under outsourcing policies. All the benefits like the Employees' Provident Fund (EPF), Employees' State Insurance Scheme (ESI), etc., will also be provided to all the selected candidates hired through this system. Haryana Kaushal Rozgar Nigam Limited has been incorporated under the Companies Act, 2013. The Government has decided to withdraw the erstwhile ‘DC Rate’ concept and prescribe new rates for various job roles. The new rates shall be termed ‘Nigam Wage Rates.’ The objectives of the Nigam are, to provide contractual manpower to all Government entities in Haryana in a transparent, robust, and equitable manner and it will focus on Uplifting socio-economically disadvantaged candidates.

From the view of above schemes, it is inferred that state government is deeply concerned about unemployment among educated youth. One of these schemes is Saksham Yuva which is under study here.

¹⁶ Up-gradation of the Typing and Data Entry Skill of the SC/BC Unemployed Youth through Computer Training. | Welfare of Scheduled Caste & Backward Classes Department, Government of Haryana (haryanascbc.gov.in) accessed on 15-10-2023 at 08:08 pm

¹⁷ Scheme for the Pre Examination Training of Scheduled Castes| Welfare of Scheduled Caste & Backward Classes Department (haryanascbc.gov.in) accessed on 14-10-2023 at 03:17 pm

Educated Youth Allowances and Honorarium Scheme (Saksham Yuva) in Haryana

Educated Youth Allowance and Honorarium Scheme (Saksham Yuva)¹⁸ was launched on 1st November 2016 in Haryana. Aims of the scheme were following:-

1. Scheme will provide monthly unemployment allowance to educated youth.
2. It will provide allowances and honorarium to eligible postgraduate applicants for honorarium assignments in various Departments/Boards/Corporations/Registered Societies etc., and private companies and enterprises.
3. To enable such youth to develop their skill, which will allow them to take up employment or self-employment in the Sector of their choice. The Saksham Scheme empowers the youth to choose the sector where they would like to develop their skill.

The eligibility conditions for taking benefit under this scheme are: The applicant should be domiciled in Haryana. The applicant's age should be 21-35 years, and his/her family income should not be more than Rs.3,00,000 annually. Unemployment allowances for 10+2 pass or equivalent applicants are ₹ 900 per month and for Graduates or equivalent degree holders ₹ 1,500 per month. The unemployment allowance for Post-Graduates or equivalent degree holders is ₹ 3,000 per month. The eligible post-graduate unemployed youth shall be paid an additional amount as an honorarium up to the limit of ₹ 6,000 per month for up to 100 hours of honorary assignment in a month in various Departments/Boards/Corporations/ Registered Societies etc. under the Haryana Government. Private companies/enterprises (as per their requirement) with the assistance of the Department of Industries and Commerce.

Under the *Saksham Yuva scheme*, the applicant shall select five preferential work options like Information, Education & Communication (IEC) and Haryana Government/Union Government schemes like 'Beti Bachao-Beti Pado,' 'Swachh Bharat Mission, 'National Health Mission etc. marketing, field publicity, awareness generation, and such like work in Government Boards, Corporations, and other government agencies. As far as is practicable, the beneficiary shall be given an honorary assignment out of their preferences as indicated by them.

¹⁸https://hreyahs.gov.in/saksham/notification/notification_62.pdf accessed on 01-11-2023 at 04:40 pm

Literature Review

Dev and Venkatanarayana (2011)¹⁹ examined the employment and unemployment situation of the youth in India during the last two-and-half decades (1983 to 2008) and analysed in the study trends in the labour force and workforce participation rates, joblessness, employment elasticities, etc. They recommended increased productive jobs and reduced unemployment for the youth. The poor employability of the workforce will hamper the advantages due to demographic dividends if measures are not taken to improve the educational attainment and skill development of the youth.

Choudhry et al. (2012)²⁰ analysed the youth unemployment depends on macroeconomic, structural, educational, and labour market policies. This study investigated the determinants of youth unemployment rates between 1980-2009 for a sample of high-income Organisation for Economic Co-operation and Development (OECD) countries. The study findings were that Labour Market Reforms (LMR) impacted the unemployment rate. Growth of Gross Domestic Product (GDP), economic freedoms, part-time employment and ac labour market policies help reduce unemployment. Policymakers should reduce the overall rate of unemployment and implement appropriate labour market reforms to stimulate growth.

Mitra and Verick (2013)²¹ studied the challenge around the world to create jobs for youth. The global financial crisis has also effected the young Indian population which is facing a significant barrier because of poverty and low levels of skilled human capital. It found that the young males of rural and urban areas were usually employed in casual jobs, while females tended to be self-employed. They suggested that policies should address the unproductive employment opportunities for youth in rural and urban areas. While skills development is essential, initiatives should be supplemented by more comprehensive programs that target the country's most vulnerable and disadvantaged youth.

¹⁹ Dev, M. and Venkatanarayana, M. (2011). Youth employment and unemployment in India. Indira Gandhi Institute of Development Research, Mumbai Working Papers 2011-009, Indira Gandhi Institute of Development Research, Mumbai, India. [Youth employment and unemployment in India \(repec.org\)](https://repec.org) accessed on 23-10-2022 at 09:44 am

²⁰ Choudhary et al., (2012). Youth and total unemployment rate: the impact of policies and institutions. Retrieved from <https://www.researchgate.net/publication/265202166> accessed on 12-12-2023 at 08:00 pm

²¹ Mitra, A. and Verick, S. (2013). *Youth employment and unemployment: An Indian Perspective*. ILO Asia-Pacific Working Paper Series. https://www.ilo.org/wcmsp5/groups/public/asia_delhi/documents/publication/wcms_211552.pdf on 02-11-2023 at 10:17 pm

Singaravelu and Kavitha (2014)²² found that invention of new technologies has increased the problem of unemployment. Machines replaced human beings in many sectors, an intelligent computer doing the work of many people. Lack of good English-speaking skills, awareness, corruption, bribes are causes for the people to be out of work for little time. The study suggested that economic development by employment opportunities in the agricultural sector might be increased by constructing significant irrigation projects, forest and fisheries, dairy farming, etc. Commercial crops can bring good income to the farmers. New agricultural programs and projects should be launched to get new opportunities for the area's young people.

Bairagya (2015)²³ observed that the relationship between education and unemployment has differed across developed and developing countries. The government schemes aimed at supporting self-employment and casual labour activities were more visible in the rural areas of developing regions. In urban areas of both developing and underdeveloped regions, government-sponsored schemes were not sufficient enough to employ all the educated people.

Sushmita (2016)²⁴ analyzed the initiatives of the government to tackle the problem of unemployment in India. It was interesting that rural females were more employed than their urban counterparts and urban males led their rural counterparts. The study suggested lowering tax rates and increasing government spending, eventually increasing the aggregate demand and economic growth rate. Government should invest more in human capital development. She emphasized on vocational courses as an essential part of under-graduation and post-graduation colleges.

Chand et al. (2017)²⁵ studied the issue of unemployment in India. The negative development of economic activities, the substitution of labour by capital and increasing workforce supply were causes of unemployment in India. The cause of unemployment is a lack of suitable jobs for people and full-time positions. Full-time job opportunities have been decreased due to part-time and casual

²² Singaravelu, K. and Kavitha, M. (2014). Unemployment in India. *Indian Journal on Applied Research*, Vol.4 (9). Retrieved from [https://www.worldwidejournals.com/indian-journal-of-applied-research-\(IJAR\)/article/unemployment-in-india-an-overviews](https://www.worldwidejournals.com/indian-journal-of-applied-research-(IJAR)/article/unemployment-in-india-an-overviews) on 30-11-2023 at 05:18 pm

²³ Bairagya, I. (2015). Socio-Economic Determinants of Educated Unemployment in India. Retrieved from <http://isec.ac.in/WP%20343%20-%20Indrajit%20Bairagya%20-%20Final.pdf> on 08-11-2023 at 06:48 pm

²⁴ Vishwas, S. (2016). Unemployment in India, *Proceedings of National Conference on Recent Innovations in Science Engineering & Technology*, Pune, India, ISBN: 978-93-85465-94-92 accessed on 16-11-2023 at 08:24 am

²⁵ Chand et al., (2018). *Economic Growth and Unemployment Rate: An Empirical Study of Indian Economy*. Pragati, Vol. 4(2). Retrieved from <https://www.researchgate.net/publication/324184334> on 28-11-2023 at 07:41 pm.

work. The study found that the effect of economic growth on the unemployment rate in India, strong negative correlation between economic growth and unemployment rate and GDP accounts for 48% of the cause of change in the unemployment rate. Females are more affected by unemployment as compared to males. Okun's law explains that a 1% percent increase in unemployment is related to a 2%-point decrease of real GDP, the negative relationship between economic growth and unemployment.

Singh and Raj (2018)²⁶ examined that a large portion of Indian population is in the working-age group (15-59 years), and in 2026, this will increase to 68.4%. But the challenge in the Indian economy was that it could not correctly utilize a significant labour force, so youth unemployment is rising day by day. More than six crores of well-educated youth in India are unemployed. It is suggested in the study that appropriate macro policies are essential for generating employment, Investments for higher growth in the labour-intensive sector, Improvements in skills and vocational training, controlling the growth rate of population, adopting the modern methods of Agriculture and well planning of Human resources.

Sharma and Bhattacharjee (2020)²⁷ studied the need for social inclusion, economic empowerment and enhanced opportunities for labour market access. According to the India Skills Report 2019–20, only 46.2 percent of youth were found employable compared to 47.3 percent in 2018. The demand for skilled workers has increased due to industrialization and the expansion of technology caused joblessness. Employment pattern in the rural region revolves around agriculture and the allied sector. But it was affected by high employment and low wages problems. Thirty-three percent (33%) of the formally trained youth remained unemployed in 2017-18 because the employers' skills were looking for were lacking in the Youth. The study suggested to adopt the new technologies which generates demand for new talents like artificial intelligence and machine learning. Apart from the focus on short-term skill training, up-gradation of ITIs as a center for new-age skills training for candidates.

²⁶Singh, R. and Raj, A. (2018). Causes of Youth Unemployment: Emerging Issue in Indian Economy, Vol. 7(13), 649. Retrieved from <https://www.researchgate.net/publication/329943538> on 11-11-2023 at 02:00 pm.

²⁷Sharma, S. and Bhattacharjee, M. (2020). Enhancing Employability Potential of Rural Youth. Vol. 68(6), 37-38. Retrieved from <https://chahalacademy.com/assets/pdf/Kurukshetra%20April%202020%20English.pdf> on 15-10-2023 at 11: 30 pm

Dasari and Somvanshi (2021)²⁸ states that demand for employment is rising with an improvement in the youth literacy rate. Employment opportunities were worst due to Covid-19 Pandemic. The lockdown halted skill development programmes. It was observed in study government schemes like Mahatma Gandhi National Rural Employment Act (MGNEGA), Skill India, which includes Pradhan Mantri Kaushal Vikas Yojana were efforts to bridge the gap between employment opportunities and employment seekers in rural India. The government schemes with corporate initiatives have played an essential role in removing the problem of unskilled rural youths, but there is a long way to go. The study suggested child should be updated with the new age of technology and the requirement of the Labour Market. The skill training of youth should be there for better future.

Khushwah (2022)²⁹ studied the unemployment in India. Primary sector, agriculture is the most labour absorbing sector of the economy. But in recent years, there has been a decline in the dependence of population on agriculture partly because of disguised unemployment and some of the surplus labour in agriculture has moved to secondary or the tertiary sector. In the secondary sector, small scale manufacturing is the most labour absorbing. In case of the tertiary sector, various new services are now appearing in the areas such as Biotechnology, Information Technology, Artificial Intelligence etc. Through National Career service scheme, jobseekers and employers can avail the facility of a common platform for seeking and updating job information. Not only private vacancies, contractual jobs available in the government sectors. There has been enormous improvement in the unemployment scenario since the time it was recognized as a challenge. The government is implementing various measure for increasing the employment rate and has succeeded to a great extent.

Saini et al. (2023)³⁰ examined the issue of youth unemployment in India, a multifaceted challenge that persists despite the nation's ongoing economic growth. The issue is rooted in several

²⁸Dasari, S. and Somvanshi, M. (2021). Employment Opportunities for Rural Youth. Vol. 69(10), 35-36. Retrieved from <http://yojana.gov.in/Kurukshetra-English-August%20'17.pdf> on 02-11-2023 at 11:22 pm.

²⁹ Kushwah, J. S. (2022). Unemployment in India. *International Journal of Innovative Research in Technology*, Vol. 8(8), 405-407. Retrieved from https://www.ijirt.org/master/publishedpaper/IJIRT153639_PAPER.pdf on 10-04-2022 at 06:41 pm

³⁰ Saini, N., Kaur, D., and Mir, S. (2023). Youth Unemployment in India: A Multifaceted and Tenacious Challenge. *Journal of Survey in Fisheries Sciences*,10 (1), 3637-3643.

https://www.researchgate.net/publication/374590480_Youth_Unemployment_In_India_A_Multifaceted_And_Tenacious_Challenge/link/65268 accessed on 08-12-23 at 05:41 pm.

interrelated factors, including deficiencies in the education system, a shortage of job opportunities, and demographic pressures. The COVID-19 pandemic has further exacerbated this problem. To combat youth unemployment effectively, a comprehensive approach is essential. This includes changing the education system to meet the needs of a changing job market, expanding vocational training and skill development programs, encouraging entrepreneurship, and encouraging innovation. Additionally, investments in infrastructure, key industries, and robust social safety nets are vital components of the solution.

Significance of the study

The present study is focused on the important issue of youth unemployment, unemployment allowances and honorarium. It is an era of technological advancement, which has given a rise to increased labour mobility, bringing new employment opportunities as well as a new type of uncertainties. There has also been an increase in part-time, casual, and other forms of typical employment. As new entrants to the labour market, young people experience the effects of all these changes directly and indirectly. A need is there to create adequate productive and decent work for all young people and for this purpose, ensuring all young people should have access to education and training. There is a serious challenge to improve employability among the youth and particularly the educated youth. The underemployment problem is also there. Hence, the schemes started by government for the betterment of educated unemployed youth can make an important contribution in skill development of educated youth. Therefore, the present study is focused on Saksham Yuva Scheme in the state of Haryana which still needs to be explored fully by the research studies because it seems to be a significant step in this direction.

Objectives of this study

Following are the objectives of study: -

1. To study the problem of unemployment in India.
2. To study the initiatives of the Government to achieve SDG-8 in India.
3. To study the achievements of the Saksham Yuva Scheme in Haryana.
4. To give suggestions to improve the implementation of Saksham Yuva scheme.
5. To give general suggestions to achieve SDG-8 in India.

Research Methodology

As the present study is focused on the problem of unemployment and initiatives of the Government to achieve SDG-8 in India, the scope of this empirical study was limited to the Saksham Scheme in Haryana. The study is based on Primary and Secondary data. To analyse the working of the Saksham Yuva Scheme in Haryana, the primary data was collected from one Block, that is, Tohana Block chosen on the convenience basis from Fatehabad district located in the south western part of Haryana. The present study is concerned only with the post-graduate beneficiaries in Tohana block. There were total 210 post-graduate beneficiaries in this block. A purposive sample of 70 (33 percent of 210) post-graduate beneficiaries (respondents) was interviewed through Telephonic Interview Method due to Covid-19 pandemic restrictions at the time of data collection, i.e. from 2020-21. Furthermore, secondary data was collected through books, journals, articles, newspapers, and internet sources till 2023.

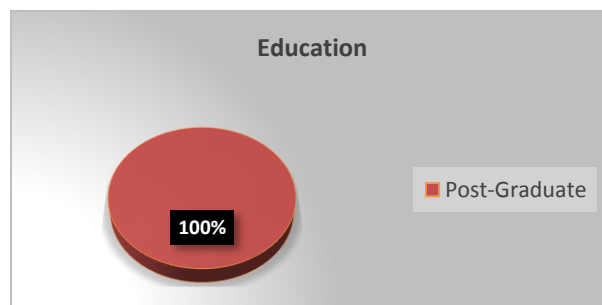
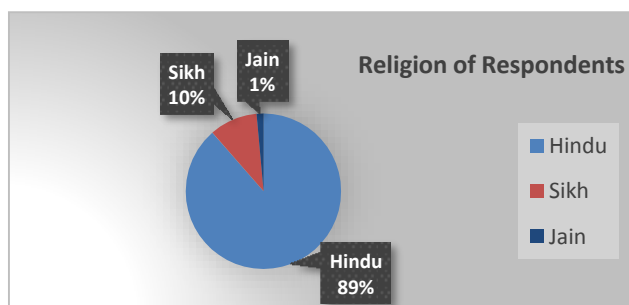
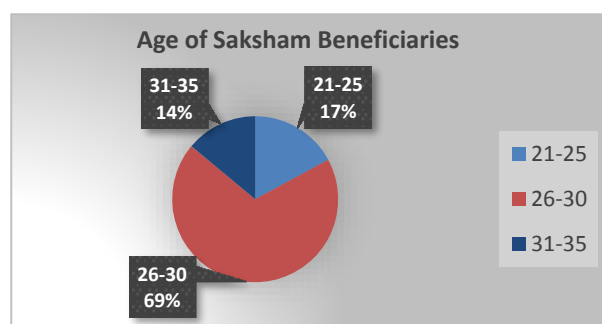
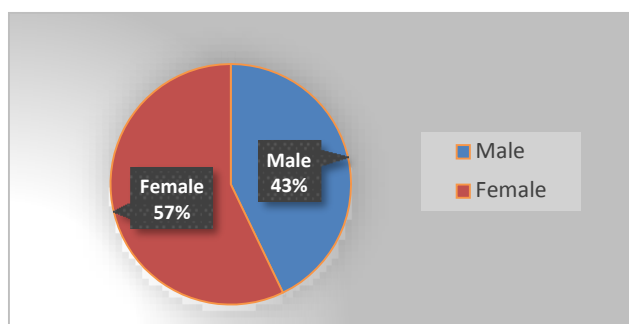
Following are the major findings of Saksham Yuva Scheme:

1. Social Profile of Saksham Beneficiaries

Attributes / Responses	Ranks	No. of Respondents	Percentage
Gender	Male	30	42.86
	Female	40	57.14
Age	21-25 years	12	17.14
	26-30 years	48	68.57
	31-35 years	10	14.29
Religion	Hindu	62	88.57
	Sikh	7	10
	Jain	1	1.43
Education	Post-Graduate	100	100

Source-Primary data

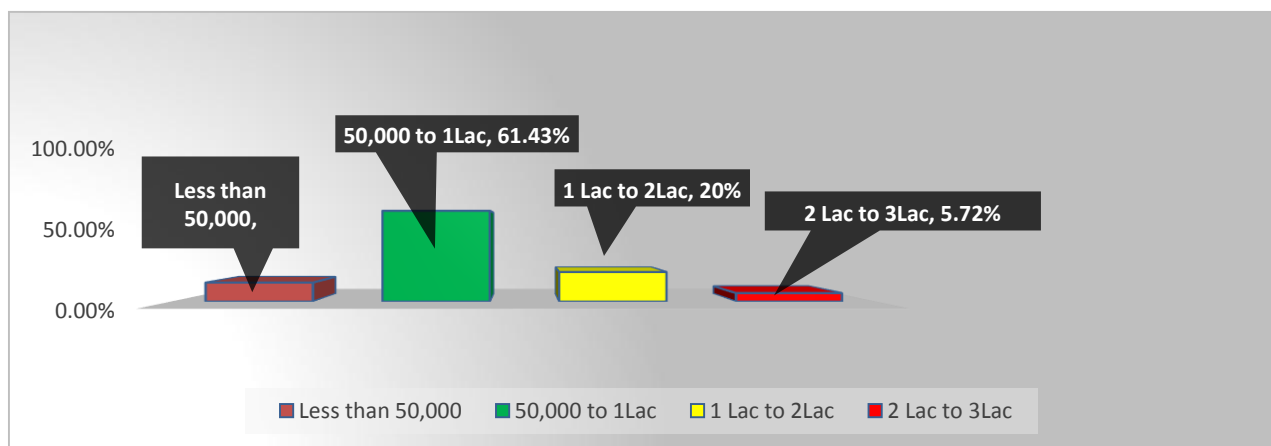
The data presented in the table 1 as well as the figure below depicts that 43 percent of respondents were males while 57 percent of respondents were females. Out of these, there were 17 percent of respondents belonged to the age group of 21-25 years, further 68 percent were of the age group of 26-30 years while 14 percent of respondents were in the age group of 31-35 years. Further, the table shows that 89 percent of respondents were Hindu, while 10 and 1 percent of respondents were Sikh and Jain respectively. And, all the respondent had a postgraduate degree.



2. Family's annual income before obtaining the assignment under this Scheme

Responses	No. of Respondents	Percentage
Less than ₹ 50,000/annually	9	12.85
₹ 50,001 to ₹ 1,00,000/annually	43	61.43
₹ 1,00,001 to ₹ 2,00,000/annually	14	20.0
₹ 2,00,001 to ₹ 3,00,000/annually	4	5.72
Total	70	100.0

The respondents were asked about the approximate level of their family’s income before obtaining assignment under this scheme and responses have been illustrated. The table 2 shows that the annual income of the majority of respondents was between ₹ 50,000 to 1,00,000. It was good to know that the scheme was giving benefits to the educated unemployed youth belongs to the lower middle-class families.



3. The participation of young citizens is increasing in Public Institutions through the *Saksham Yuva* scheme.

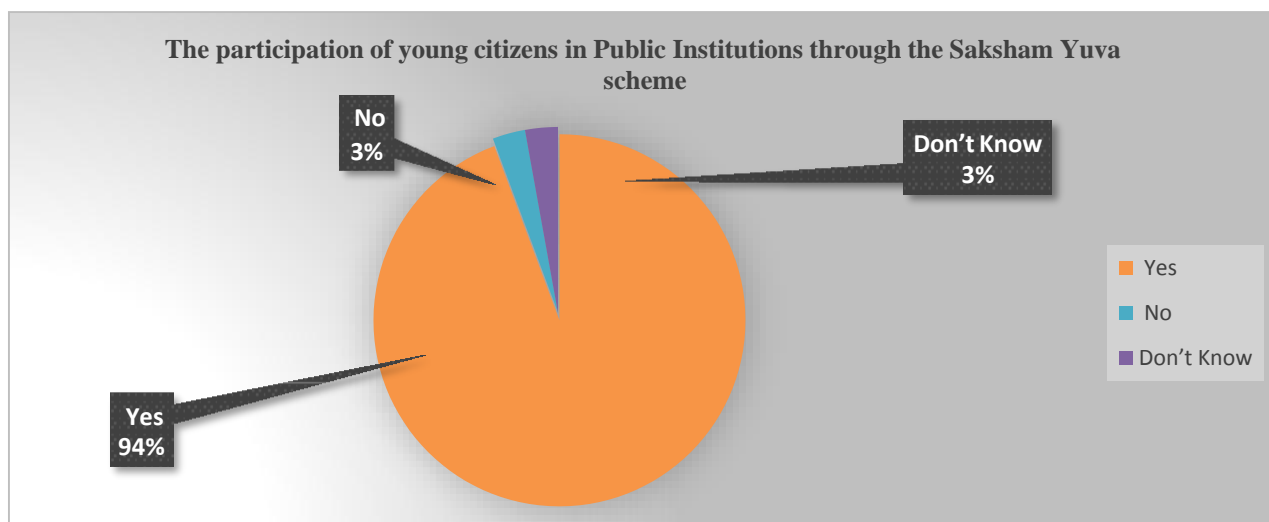
Responses	No. of Respondents	Percentage
Yes	66	94.30
No	2	2.85
Don't Know	2	2.85
Total	70	100.0

Source-Primary data

The data presented in table 3 shows that 94.30 percent of respondents said that participation of educated young citizens is increasing in Public Institutions by their joining under *Saksham Yuva* scheme in various departments of Haryana government whereas 2.85 percent of respondents said no,

while 2.85 percent of respondents were unaware about the participation of educated young citizens is increasing in public Institutions by this scheme.

Overall, it is found that the participation of educated young citizens is increasing in the Public Institutions through this scheme according to majority of the respondents.

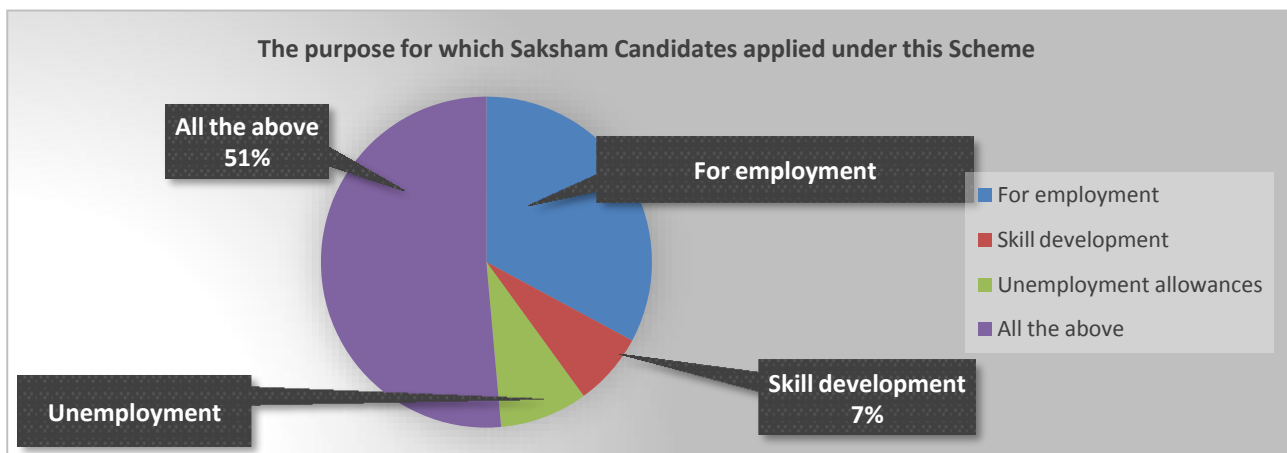


4. The purpose for which Saksham Candidates applied under this Scheme-

Responses	No. of Respondents	Percentage
For employment	23	32.86
Skill development	5	7.14
Unemployment allowances	6	8.58
All the above	36	51.42
Total	70	100.0

Source-Primary data

The table 4 depicts that 32.86 percent of respondents joined under this scheme for only employment purpose while 7.14 percent of respondents joined for skill development through this scheme and 8.58 percent of respondents were assigned only for unemployment allowances. While the remaining majority of 51.42 percent of respondents joined the *Saksham Yuva* scheme for all three purposes i.e., employment, skill development, and unemployment allowances.



5. Was there any requirement of any skill before assignment under this scheme

Responses	No. of Respondents	Percentage
Yes	0	0
No	70	100
Total	70	100.0

Source-Primary data

The table 5 shows that all (100 percent) respondents said clearly that there was no requirement of skill before assignment under this scheme.

The table 5 shows that the scheme intends to provides allowances/honorarium to eligible unemployed youth and enable them to develop their skill which in turn will enable them to take up employment or self-employment.



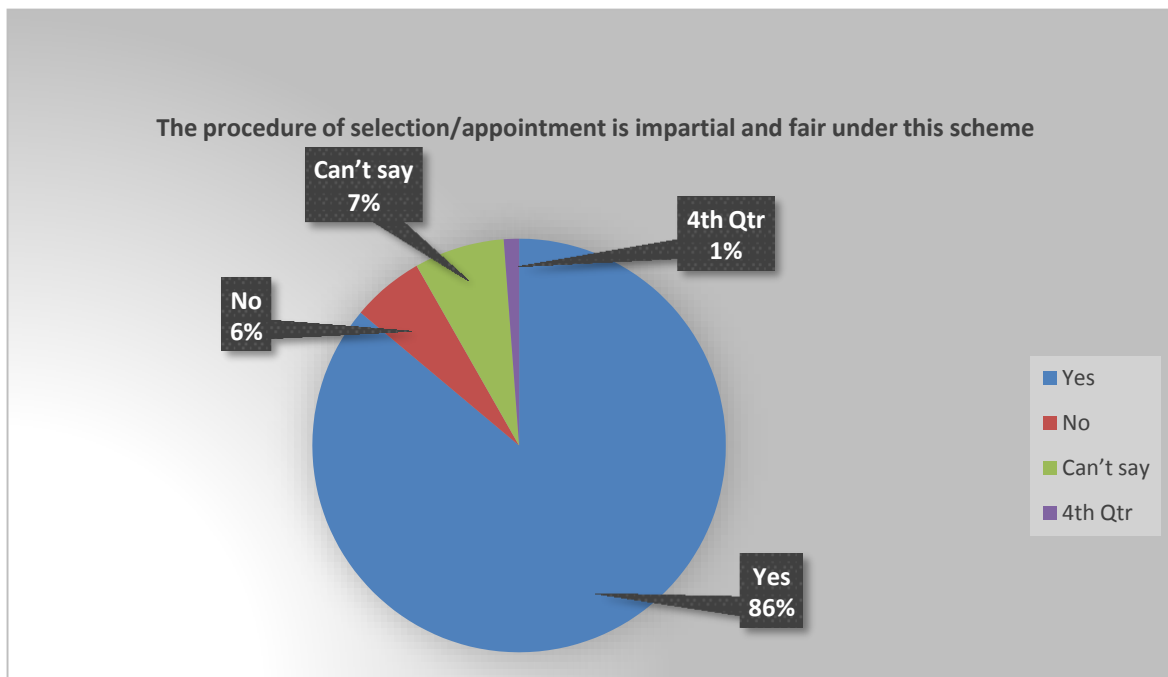
6. The procedure of selection/appointment is impartial and fair under this scheme

Responses	No. of Respondents	Percentage
Yes	61	87.14
No	4	5.72
Can't say	5	7.14
Total	70	100.0

Source-Primary data

The respondents were asked about the impartiality in selection/ appointment under the *Saksham Yuva* scheme. The obtained responses are displayed in table 6, which shows that the majority 87.14 percent of respondents agreed that the procedure of selection/appointment was impartial and fair under the *Saksham Yuva* scheme, while 5.72 percent of respondents disagreed and 7.14 percent of respondents refused to respond.

Thus, it is found that the majority of respondents (beneficiaries) agreed that the procedure of selection and appointment is fair and free from bias under the *Saksham Yuva* scheme which is heartening to note.



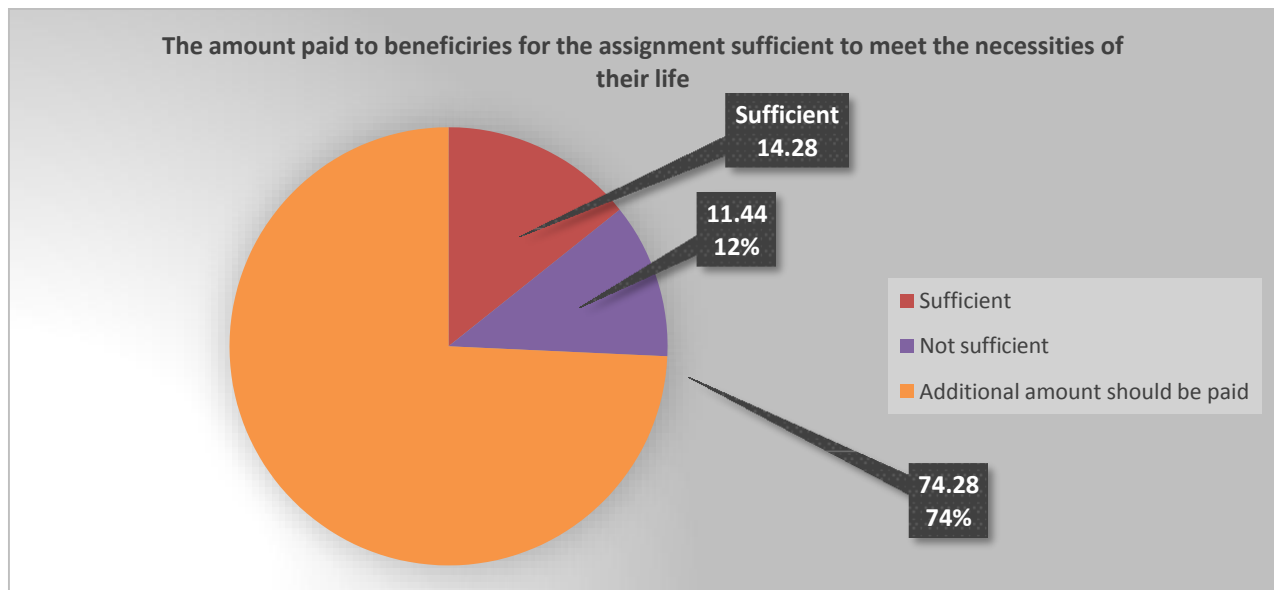
7. The amount paid to beneficiaries for the assignment sufficient to meet the necessities of their life?

Responses	No. of Respondents	Percentage
Sufficient	10	14.28
Not sufficient	8	11.44
Additional amount should be paid	52	74.28
Total	70	100.0

Source-Primary data

The data depicted in the table 7 shows that 14.28 percent of respondents are satisfied with the amount paid to them as allowance and honorarium, while 11.44 percent of respondents are dissatisfied with the amount paid to them under the *Saksham Yuva* scheme. And 74.28 percent of respondents said that the amount was insufficient to meet their basic needs of life and that additional allowance and honorarium should be paid under this scheme.

Therefore, it is found that maximum respondents are not satisfied with the amount paid to them as allowances and honorarium and they desire some additional amount to be paid to them under this scheme.



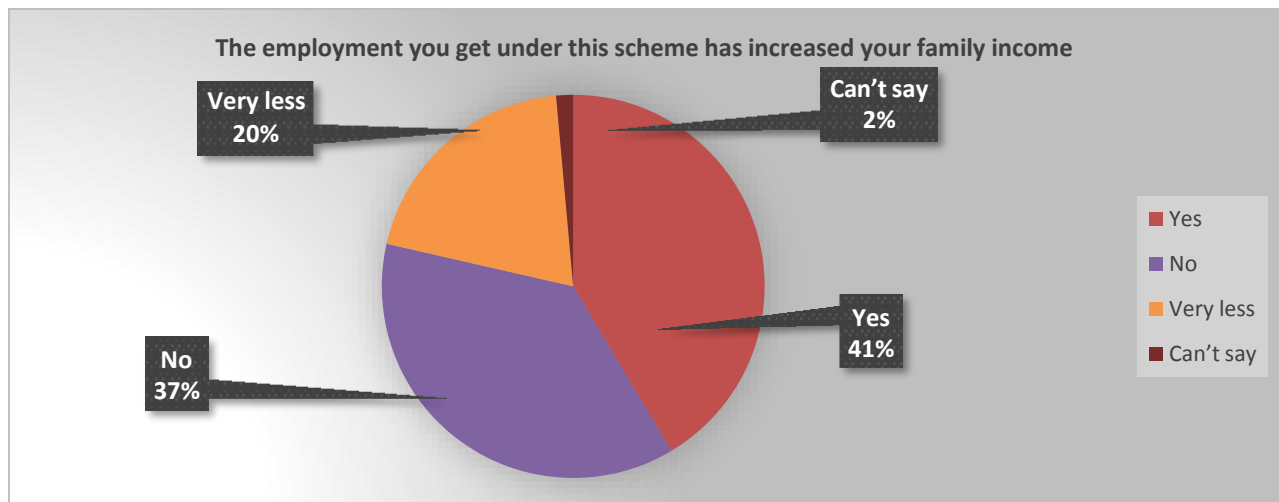
8. The employment you get under this scheme has increased your family income?

Responses	No. of Respondents	Percentage
Yes	29	41.43
No	26	37.14
Very less	14	20
Can't say	1	1.43
Total	70	100.0

Source-Primary data

The respondents were asked whether the assignment of this scheme has increased their family income. The data presented in table 8 depicted that 41.43 percent of respondents agreed that the employment under the *Saksham Yuva* scheme has increased their family income and 37.14 percent of respondents disagreed with this. While 20 percent of respondents working under this scheme said that the *Saksham Yuva* scheme has increased their family income very less and 1.43 percent of respondents did not say anything.

Thus it shows that only less than half of the respondents agreed that the income of their families has increased under this scheme. It is evident from above table the financial assistance (allowances/honorarium) under the scheme benefitted some families only.



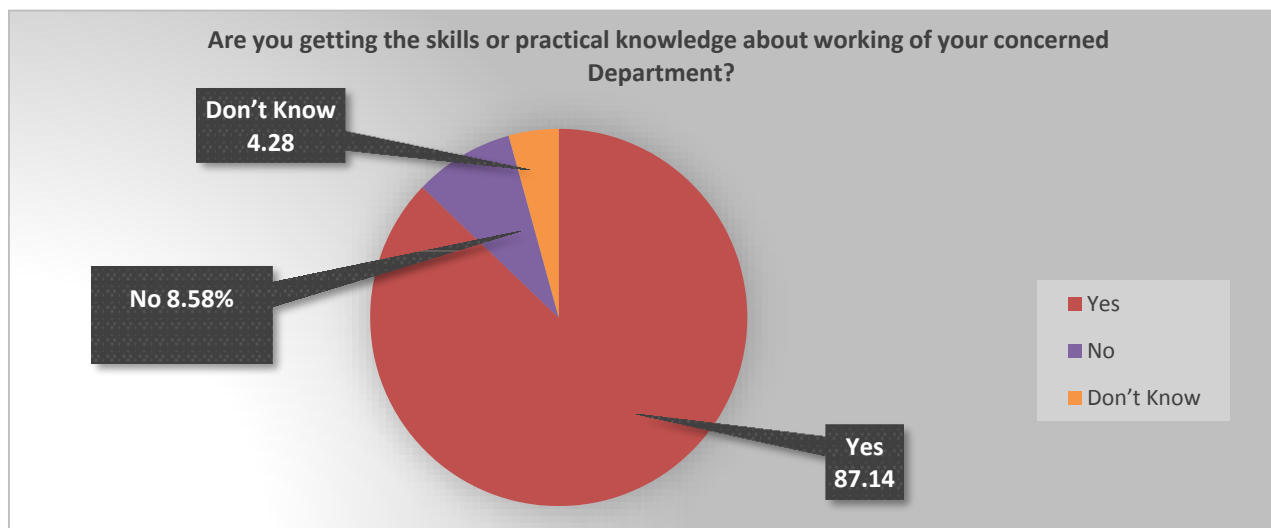
9. Are you getting the skills or practical knowledge about working of your concerned Department?

Responses	No. of Respondents	Percentage
Yes	61	87.14
No	6	8.58
Don't Know	3	4.28
Total	70	100.0

Source-Primary data

The respondents were asked about the practical knowledge of working of their concerned departments. The data presented in table 9 depicted that 87.14 percent of respondents are getting the skills or practical knowledge of working of their concerned departments while 8.58 percent of respondents did not get the skills or practical knowledge of working of their concerned departments. 4.28 percent of respondents expressed their ignorance. From the above description, it can be said that maximum respondents were getting skills and the practical knowledge of their concerned departments

under the *Saksham Yuva* scheme. They were getting skills related to agriculture, fisheries, dairy worker, medical and nursing healthcare and ICT technician etc.



10. Are you satisfied with the *Saksham Yuva* Scheme?

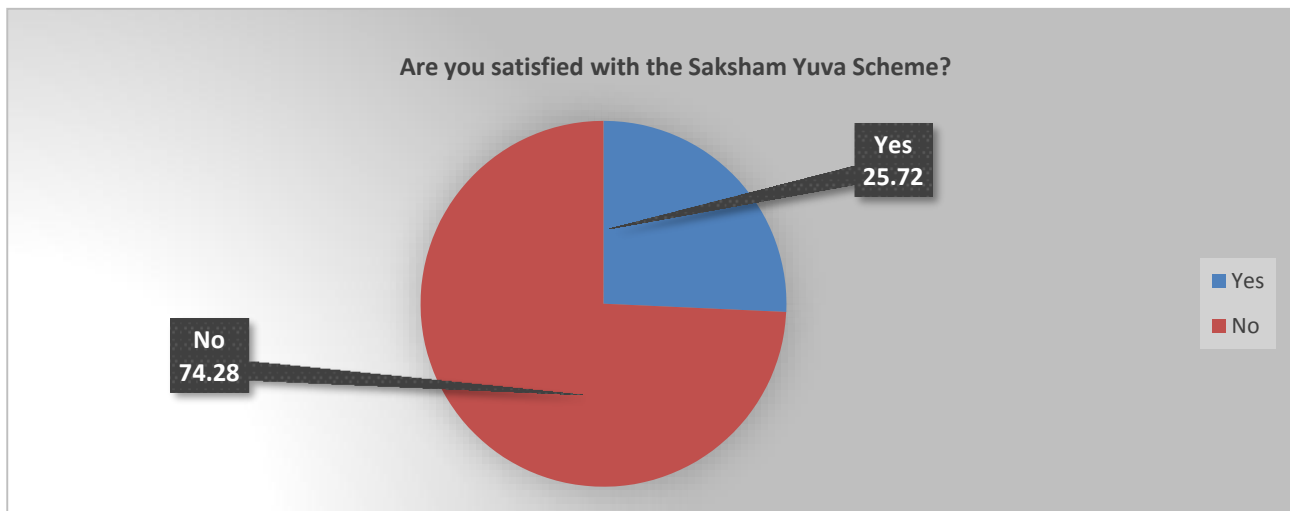
Responses	No. of Respondents	Percentage
Yes	18	25.72
No	52	74.28
Total	70	100

Source-Primary data

The data presented in table 10 clearly shows that only 25.72 percent of respondents were satisfied with the scheme while 74.28 percent of respondents were dissatisfied with the *Saksham Yuva* scheme. And these 74.28 percent of the respondents said later in informal discussion that though they liked the overall scheme yet some improvements must be there in the *Saksham Yuva* scheme.

Thus, it is important to find that the maximum respondents were not satisfied with the *Saksham Yuva* scheme. They wanted to get increase in Allowances and Honorarium, Travelling Allowances facility, abolishment of the condition that honorarium shall paid for maximum period of

3 years (36 month) or 35 Year of age. It should beyond 35 years to until one finds a regular employment.



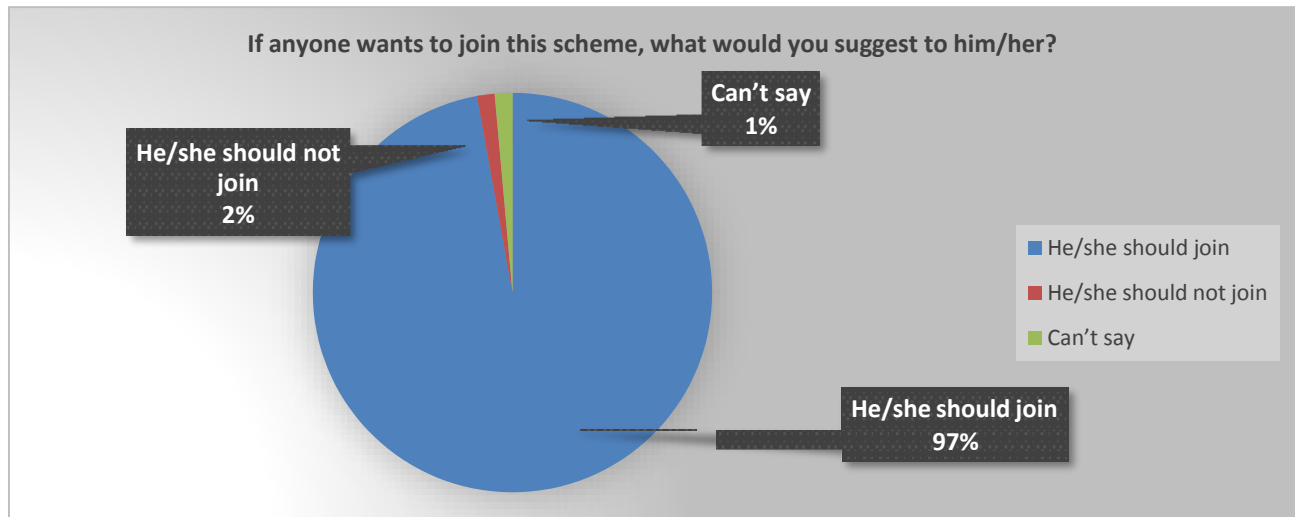
11. If anyone wants to join this scheme, what would you suggest to him/her?
(Beneficiaries of Saksham Yuva Scheme)

Responses	No. of Respondents	Percentage
He/she should join	68	97.16
He/she should not join	1	1.42
Can't say	1	1.42
Total	70	100

The respondents were asked about their suggestion if an unemployed individual should join under the *Saksham Yuva* scheme or not. The data presented in table 11 indicates that 97.16 percent of respondents would encourage other unemployed persons to join the *Saksham Yuva* scheme while only 1.42 percent of respondents would not whereas 1.42 percent did not comment.

It was noteworthy to find that a very high majority of the respondents felt that the young educated unemployed persons should join the *Saksham Yuva* scheme so they get unemployment Allowances and honorarium and develop skills in which enable them to get employment or self-

employment in the various sectors of their choice. It undoubtedly highlights the usefulness and worth of this Saksham Yuva scheme in the eyes of the beneficiaries.



Concluding Observations about the Saksham Yuva Scheme in Haryana: -

The present empirical study of a Block of Fatehabad district in Haryana related to Saksham Yuva Scheme providing monthly unemployment allowance and skill development to educated youth in Haryana brings out important findings. The scheme provides an honorarium to qualified postgraduate candidates for honorary assignments of 100 hours a month in various departments, boards, corporations, registered societies, and private companies and enterprises. Thus, it is facilitating educated youth to develop skills and allowing them to take up employment or self-employment in the sector of their choice like agriculture, fisheries, medical and nursing healthcare and ICT technician etc. Another laudable aspect of the Saksham scheme was that it was giving benefits to the educated unemployed youth belonging to the lower middle-class families in Haryana. It is praiseworthy to find from the beneficiaries of Saksham Scheme during our survey that they liked transparency in selection procedure, skill development, unemployment allowances etc. However, the beneficiaries very candidly demanded improvements in the Saksham Yuva Scheme to be more beneficial to them. In 2023, it was reported that despite the utility of the Saksham Yuva Scheme, the Haryana govt. is unable to provide assignments to over 4 lakh unemployed youth causing discontent in them and since April, 2023, the unemployment allowances have temporarily stopped too.³¹ It

³¹ *Jagran News*, 10-7-2023.

clearly underlines the need to tackle the challenges faced in the smooth implementation of the Scheme which has potential to be an effective scheme for the unemployed youth.

Suggestions

From the present study, it was clear that many beneficiaries of the scheme reported various kinds of grievances that need to be sorted out at the earliest for harnessing the full benefits of the Educated Youth Allowances and Honorarium Scheme (*Saksham Yuva*). From the present study's findings, the following general suggestions can be drawn: -

1. It is very important that there should be training programs for the beneficiaries of the *Saksham Yuva* Scheme before they get work/assignment under this scheme. Most beneficiaries complained that they did not get training under any programme organized by the employment department which is not good.
2. The employment department should decide on fixing the working hours per day. According to respondents, there were no fixed daily working hours for the assignment under the *Saksham Yuva Scheme*.
3. Allowances and honorariums should be disbursed on a regular basis. It was found that the allowances/honorarium were not disbursed monthly/bi-monthly in the *Saksham Yuva Scheme*. This is very annoying and frustrating for the beneficiaries.³²
4. The amount of allowance and honorarium should be increased according to the rise in inflation. The amount of allowances/honorarium is not satisfactory to the majority of respondents as the cost of living is continuously increasing, causing them worry and frustration.
5. It is imperative that a Mobile Digital application be developed for the *Saksham* beneficiaries to provide them with updates regarding their routine duties, attendance, and working hours. It will be very useful for them in today's scenario.
6. Some respondents suggested that the employment department should inform the applicants of the cause of rejection of their application in case their forms are rejected. Some demanded that there should be social security in terms of health insurance and other insurance schemes for *Saksham* Beneficiaries.

³² *Ibid.*

7. There is utmost need to focus on youth welfare and local skill development strategies. Self-employment business incubators should be promoted in rural areas. Full advantage can also be taken of similar or related programmes of the Central govt.
8. To cater to the requirements for modern industry and government sector jobs in near future, there should be subjects of reasoning ability, aptitude, language speaking skills, vocational training and technical education in schools. The reason is that “Job seekers consider themselves qualified, but job providers regard most of them as unfit for jobs. The gap is widening as educational institutions are following traditional approaches to designing and implementing curricula, while the landscape of the job market is changing fast owing to technological advances.”³³ Students must also be prepared to be self-employed by learning practical skills and improving their overall employability depending on their strengths in the higher educational institutions. Highly qualified and highly skilled workers can get better offers and opportunities of employment anywhere.

Conclusion

It can be concluded that India's policies and actions towards achieving targets set under SDG-8 are based on “*Sabka Saath Sabka Vikas*” principle. Through the agenda of inclusive growth, the government is striving to create an enabling environment that protects labour rights and promotes a safe, decent, productive and secure working environment for all. The targets of Sustainable Development Goal-8 were to provide sustained, productive employment and decent work for all. The government of Haryana took many initiatives related to these targets. To attain the SDG-8 goal, *Saksham Yuva* is one component of the unemployment scheme which is providing decent jobs and skills to youth, providing support to youth through monetary assistance. Educated Youth Allowance and Honorarium Scheme is a unique and one-of-a-kind scheme with many benefits. It is like a lifeline for the educated, unemployed young persons, especially women who belong to low-income families of Haryana. By improving its deficient areas, full benefits of the Educated Youth Allowances and Honorarium Scheme (*Saksham Yuva*) can be reaped.

³³ Ghuman, B. S. (2023). *Improving Employability - A Challenge for Punjab*, OPED, The Tribune, 27-03-2023.