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Influence of Government Employment Initiatives on Rural Employment Dynamics in Haryana

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Abstract

Haryana has a high population density, and the population continues to grow. This has put pressure on available job opportunities and contributed to unemployment. While Haryana has witnessed industrial growth, agriculture still plays a significant role in the state's economy. Seasonal and underemployment in the agriculture sector contributes to overall unemployment figures. Overreliance on certain sectors, such as agriculture and traditional industries has limited the variety of job opportunities available. Economic diversification can help create a broader range of employment options. Inadequate infrastructure, especially in rural areas, has limited the ability of businesses to establish themselves and create jobs. Unemployment can have a range of negative effects on individuals, families, communities, and the economy as a whole. In the context of Haryana, where unemployment is a concern, these negative effects can be particularly pronounced. Addressing the issue of unemployment in Haryana requires a comprehensive approach that involves improving education and skill development programs, promoting economic diversification, encouraging entrepreneurship, attracting industries that can provide jobs, and implementing policies that support job creation and economic growth. It's important for the government, private sector, and civil society to work together to find sustainable solutions to this challenge. However, the Govt. of Haryana has launched various welfare schemes for employment of the youth of Haryana. This paper deals with various employment and poverty alleviation schemes that have been implemented in Haryana so far.

Keywords: Unemployment, Education, Economic Growth, Development, Solutions

Introduction

Haryana was formed as a separate state on 1st November 1966 after the reconstitution of the erstwhile state of Punjab. The state has an area of 44212 sq. km. covering 1.3 percent of the total geographical area of the country. Haryana has a population growth rate during 2011-2021 of 11.25%. Its estimated population in 2021 is 2.94 Crores* an increase of around 41 lakhs from 2011. Haryana is located on the north-western side of the Indian Union adjoining Delhi. On the north it is bounded by the States of Punjab and Himachal Pradesh, on the east by Delhi and Uttar Pradesh; and on the South and West by Rajasthan. Agriculture is the mainstay of Haryana's economy and nearly 60 percent of the State's population earns its livelihood from this sector. After its formation, Haryana state has emerged as one of the leading states in the field of agriculture. There has been a remarkable increase in food grains production, and wheat and rice played a major role in pushing up agricultural production. Unemployment is a significant issue that affects many regions, including Haryana. Haryana is a state that has experienced rapid economic growth and industrialization over the years. Despite this growth, it has also faced challenges related to unemployment. Unemployment has always been a challenging problem for economists and administrators all over the world and therefore, the economic thinkers all over the world are devoting their serious attention to a solution. The right to work and earn income in the process of contributing to the national dividend is recognized as one of the fundamental rights of the people in all civilized societies. An individual can contribute towards the national dividend only when he is employed. The modern economic system fails to provide employment for all who desire to work. This shows that unemployment denotes the idea of involuntary idleness. Unemployed is one who despite his willingness and capacity to work is unable to do so. It can be defined as the stock of all those individuals who are not in employment and who are either in the process of moving to a new job or who are unable to find work at the prevailing

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real wage rate. Unemployment has become a challenging situation in India, mainly because of the increase in the labor force, inappropriate technology, and an inappropriate educational system.

Objectives of the study

1. To review the poverty alleviation and employment generation programs in Haryana.
2. To study the physical performance of various employment generation and programs in Haryana

Methodology: The present study primarily depends upon secondary data, which has been collected from Government Agencies, the Ministry of Human Resource Development, the Ministry of Agriculture, five-year plan documents; National Sample Surveys Organization (NSSO), Government Reports and Publications, various journals and other printed matter, etc.

Overview of Rural Unemployment in Haryana: Haryana, like many other states in India, faces the challenge of rural unemployment. The unemployment rate in rural areas of Haryana has varied over the years but has been a matter of concern. Seasonal unemployment is a significant issue in rural Haryana, mainly because of the seasonal nature of agricultural work. Many rural residents depend on agriculture for their livelihoods, and they often face underemployment during non-harvest seasons. Additionally, due to the small and fragmented landholdings, a large section of the rural population relies on agricultural labor, which can result in employment uncertainty and low wages. Rural Haryana has limited non-agricultural employment opportunities, which can lead to a surplus of labor in the agricultural sector. This contributes to underemployment and wage disparities. While there is a demand for skilled labor in certain sectors like manufacturing and construction, rural Haryana faces a shortage of skilled workers. This highlights the need for skill development and vocational training programs. To mitigate rural unemployment and underemployment, many rural residents from Haryana migrate to urban centers in search of employment opportunities. Cities like Gurugram, Faridabad, and Delhi attract a significant number of rural migrants. Gender disparities in rural employment are prevalent in Haryana, with women facing limited opportunities and wage disparities compared to men. limited access to credit for rural entrepreneurs, lack of infrastructure development in remote areas, and the need for diversifying the rural economy are some of the major factors.

Factors Contributing to the Problem of Unemployment and Poverty in Haryana: While Haryana is one of the most economically developed states in the country, it still faces pockets of poverty and socio-economic disparities. There is often a stark difference in development and living standards between rural and urban areas. Rural areas tend to have limited access to basic amenities, education, healthcare, and employment opportunities, contributing to higher poverty rates. Small and marginal farmers struggle due to factors like fluctuating crop prices, climate-related challenges, and a lack of modern farming techniques. Despite industrialization and economic growth, unemployment and underemployment persist, especially among the less

educated and unskilled workforce. This contributes to income inequality and poverty. Marginalized and socially disadvantaged groups, including Scheduled Castes, Scheduled Tribes, and other backward classes, have limited access to resources and opportunities, contributing to higher poverty rates within these groups. Access to basic services like clean water, sanitation, and electricity is limited in certain areas. Lack of these services affects the overall quality of life and hinders economic opportunities. Overreliance on certain sectors, such as agriculture and traditional industries has limited the variety of job opportunities available. Sometimes, the skills possessed by the local workforce do not align with the demands of the job market, and there is a gap between the skills that job seekers have and the skills that employers are looking for.

Effects of Unemployment and Poverty in Haryana:

Unemployment and poverty can have a range of negative effects on individuals, families, communities, and the economy as a whole. Unemployment leads to reduced household income, which in turn affects consumer spending and demand for goods and services. This can result in economic stagnation and lower overall economic growth in the region. Unemployed individuals and families living in poverty often lack access to basic necessities such as nutritious food, clean water, sanitation facilities, and proper housing, leading to increased poverty and financial stress. This can result in inadequate nutrition, housing instability, and difficulties in accessing healthcare and education. Financial constraints can prevent children from attending school, perpetuating the cycle of poverty. Limited education opportunities and illiteracy can further hinder their ability to escape poverty and access better job prospects. Individuals in poverty are often more vulnerable to exploitation, including child labor, human trafficking, and unsafe working conditions, as they may accept any work available to survive. Unemployment can be linked to higher crime rates as individuals may resort to illegal activities out of desperation. If educated and skilled individuals are unable to find suitable employment in their home region, they might leave in search of better opportunities elsewhere. This "brain drain" can lead to a loss of talent and skilled workforce from the state. High unemployment rates can result in an increased reliance on government welfare programs and social safety nets, straining public resources and budgets. Children growing up in poverty often face physical, cognitive, and emotional developmental challenges due to inadequate nutrition, healthcare, and educational opportunities. Persistent unemployment can discourage young people from pursuing education and entering the job market. This can lead to a skewed age distribution in the population and hinder overall development.

Efforts to Address the Problem of Unemployment in Haryana: The sectors that have the potential to generate employment and income for marginalized populations, including agriculture, agro-processing, and small-scale industries have been focussed upon. The government has implemented programs that address gender and social inequalities and provide opportunities for economic and social empowerment. Investing in rural infrastructure, including roads, electricity, and water supply has certainly improved living conditions and attracted economic activities to rural areas. The government, in collaboration with non-

governmental organizations (NGOs), has undertaken efforts to promote skill development, entrepreneurship, and self-employment among rural youth. Besides, the Haryana Government has also initiated several welfare schemes for the unemployed and the eradication of poverty.

Haryana Skill Development Mission: This Mission was launched by the Government of Haryana in 2013 with a vision to transform the state into a hub of skilled manpower and create a dynamic and vibrant workforce capable of meeting the emerging demands of the industry. In recent years, Haryana has seen a significant increase in focus on skill development initiatives to bridge the gap between education and employment. The Haryana Government launched the Haryana Skill Development Mission to formulate and operate skill development schemes across the state. The objective of this mission is to empower the youth of Haryana to participate in the economic and all-round growth of the state and the nation. The objective of this mission is to provide skill training and enhance the capacity of youth for employment especially in sectors like health care, agriculture, manufacturing, tourism, and information technology. This scheme has been launched to accelerate economic growth and create employment opportunities. The state of Haryana has been at the forefront of implementing this scheme with its ambitious Haryana Skill Development Mission (HSDM). The major objectives of the mission are to provide quality skill training programs aligned with industry requirements, ensuring that the youth are equipped with the necessary skills and knowledge to secure gainful employment. It strives to foster strong partnerships between the government, industry, and training providers to develop skill training programs that are relevant and responsive to the needs of the industry. It promotes entrepreneurship by imparting entrepreneurial skills and facilitating the establishment of micro, small, and medium enterprises (MSMEs) that contribute to employment generation and economic growth. The mission is to facilitate linkages between skill training providers and employers for better placement opportunities. The mission has established skill development centers across the state, equipped with state-of-the-art infrastructure and training facilities. These centers provide vocational training programs to impart technical and soft skills to the youth. Various schemes are run by HSDM to cater to the diverse needs and aspirations of the youth of Haryana. Some of these schemes are:

Saksham Yuva Scheme: It is a Scheme of the Haryana Government for unemployed youth of Haryana State. It was launched on the 1st of November, 2016. This scheme is also called the Educated Youth Allowance and Honorarium Scheme. This scheme includes post-graduate, Engineering Science, Commerce, and Arts graduates and 10+2 pass students. Under this scheme, the Haryana Government provides unemployment allowance ranging from 3,000/- per month to Rs. 900/- per month to the unemployed youth of the state. Apart from that Rs. 6,000/- will be provided as an honorarium for 100 hours of work allotted by the government. Honorarium will be provided only for a period of 3 years or till the age of 35 years, whichever is earlier. To avail of the benefits of this scheme, the Applicant must be a resident of Haryana and the annual family income of the applicant from all sources should not exceed Rs. 3 lakhs. Applicant's age should be between 18 to 35 years for 10+2

and 21 to 35 years for Graduates and Postgraduates. The honorarium will be paid for a maximum period of 3 years or 35 years of age, whichever is earlier. Honorarium assignments to these applicants will be provided in various Departments/Boards/Corporations/Registered Societies under the Haryana Government. Out of a total of 456209 applications received by the government, 153471 have been assigned honorary work and 7467 candidates have been placed permanently in various Govt. and private departments.

Yuva Kaushal Udyat Pahal -Finishing School Programme: This scheme provides soft skills and personality development training to graduates and post-graduates who have completed their education but lack employability skills. The scheme aims to bridge the gap between academia and industry and make them ready for the job market.

SANKALP: This scheme is funded by the World Bank and aims to strengthen the institutional mechanisms for skill development at the state level. The scheme supports HSDM in implementing various initiatives such as setting up world-class skill centers, creating a pool of certified trainers, establishing facilitation centers for mobilization and placement, conducting tracer studies, etc.

Apprenticeship Training Scheme: This scheme provides on-the-job training to freshers or experienced workers who want to upgrade their skills or learn new skills. The scheme covers various sectors such as manufacturing, services, agriculture, etc. The scheme also provides a stipend to the apprentices during their training period.

The Haryana Skill Development Mission has made significant strides in skill development, benefiting thousands of young persons in the state. The mission's impact can be observed through increased employability, reduced unemployment rates, and the establishment of successful entrepreneurs. By aligning training programs with industry needs, the mission has created a pipeline of skilled workers, reducing the skill gap and attracting investments in the state. The Haryana Skill Development Mission has emerged as a pioneering initiative in India's skill development landscape. By equipping the youth with industry-relevant skills, fostering entrepreneurship, and promoting women-empowerment, the mission has become a catalyst for socio-economic transformation in Haryana.

Saksham Haryana: A flagship program of the Haryana Government, Saksham Haryana aims to ensure the career advancement of students, who enter Industrial Training Institutes (ITIs) and who take up short-term training. This involves the transformation of two key components of skilling, which include ITIs and short-term schemes. Over the last four years, Haryana has been at the forefront of solving a lot of skilling issues on the supply and demand side. Beginning with the Shri Vishwakarma Skill University (SVSU), India's first government skills university, the Department anchored the skilling ecosystem in a strong institutional and academic framework. The Department has introduced new academic pathways for students to increase their career opportunities. In the past few months, the Department has made efforts to address the quality of training and has begun procuring more than Rs.150 crore

worth of equipment and machinery for every ITI. It has addressed the issue of the availability of trainers partly through rationalization of their postings and partly through contractual recruitment. As a long-term solution, the Department has initiated recruitment of more than 2,500 permanent staff. By creating a central assessment cell and placement cell in the department, the Department has streamlined work on the quality evaluation of a student's skills and their linkage to livelihood.

Haryana Rural Employment Guarantee Scheme: Mahatma Gandhi National Rural Employment Guarantee Scheme was launched by Govt. of India in all Gram Panchayats of districts Mahendergarh and Sirsa on 2nd February 2006 and this scheme was also extended in two more districts namely Ambala & Mewat w.e.f. 1st April 2007. The remaining districts of the State have been covered under the scheme w.e.f. April 2008. The scheme gives a legal guarantee of a hundred days of wage employment in a financial year to adult members of a rural household who demand employment and are willing to do unskilled manual work. The objective of the scheme is to enhance the livelihood security of the people in rural areas by generating wage employment through works by providing round-the-year employment that develops the infrastructure base of that area. The program is implemented through Panchayati Raj Institutions. The scheme is open to all rural households who are in need of wage employment and desire to do manual and unskilled work. Unemployment allowance is paid if the applicant does not report for work within fifteen days or if adult members of the household receive at least one hundred days of work during the financial year. Under the scheme, minimum wages of Rs. 357/- per man day notified by the Ministry of Rural Development, Govt of India w.e.f. 1st April, 2023 are being paid equal to men and women workers. The payment of wages is being made through the Saving Bank/Post office accounts of workers on a weekly or fortnightly basis.

Haryana Kaushal Vikas Nigam: Haryana Government has recently set up Haryana Kaushal Rozgar Nigam Limited (HKRNL) with the mandate of deploying contractual manpower and manpower of outsourced category services in Government Departments, Boards, Corporations, Statutory Entities, State Universities, and Other Agencies owned and controlled by the State Government. The Nigam has been incorporated under the Companies Act, 2013 on 13th October 2021. It has been set up with the objective of providing contractual manpower to all Government entities in Haryana in a transparent, robust, and equitable manner. It will act as the authorized agency for providing contractual manpower in Haryana. It will focus on uplifting socio-economically disadvantaged candidates, facilitating timely payment of salary and benefits to deployed manpower, and ensuring adherence to the State Reservation policy. The age limit for the Haryana Kaushal Rozgar Nigam is 18-42 years. The main job of the Nigam is to appoint staff for the various departments, boards, organizations, universities, etc.

Haryana Udyog Mitra Scheme: This scheme aims to develop a mechanism to associate youth with social schemes by making an initial contribution towards the same and link elements such as industry-linked skilling, apprenticeship, and employability to develop entire chain

value. It aligns vocational skills with apprenticeship and industry. To avail of the benefits of this scheme, the applicant must have a domicile in Haryana and should be within the age groups of 18 to 35 years. The scheme has a special focus on women, persons with disabilities, and below the poverty line (BPL) category.

Conclusion

Government schemes play a crucial role in addressing societal issues and promoting socio-economic development. These schemes are designed to address a wide range of issues, including poverty alleviation, employment, education, infrastructure development, and more. However, the successful implementation of these schemes often encounters various challenges, ranging from administrative hurdles to socio-cultural complications. Despite the noble intentions behind these schemes, significant challenges are faced during their implementation. By identifying and categorizing these challenges, policymakers and administrators can develop more effective strategies for overcoming them, thus ensuring the intended benefits reach the target population. The major challenges in the implementation of Government policies include a lack of proper coordination among different government departments, bureaucratic red tape leading to delays in decision-making and execution, and inadequate monitoring and evaluation mechanisms. Budgetary constraints, misallocation, and misuse of funds due to corruption and lack of transparency also affect the implementation of schemes. The execution of government schemes is a complex process that requires addressing a multitude of challenges across administrative, financial, socio-cultural, technological, and communication domains. By acknowledging and understanding these challenges, policymakers and administrators can formulate more effective strategies that lead to the successful execution of schemes and the realization of their intended benefits for society at large.

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