

A Study On India's Employment Generation And Skill Development.

Ms Neelam Kanojia¹

¹Assistant Professor Dept Of Commerce, Government Degree College, Haripur Nihastha, Rae Bareilly, UP

Received: 21 March 2026 Accepted & Reviewed: 25 March 2026, Published: 31 March 2026

Abstract

There has been a steady escalation in population of India. Increase in population brings array of problems in the economy, shortage of food, poverty, limited resource allocation to name a few. Providing basic necessities and amenities to such a large number of populations become an uphill task. Therefore, government focuses on generating employment as decrease in unemployment often results in income generation, a better standard of living and fosters an environment where individuals flourish and hence familiarity with the opportunities provided by the various agencies is crucial for anybody who is in search of employment and better pay. Numerous agencies provide employment services; therefore, this study aims to aware its readers regarding various employment generation programmes implemented in India.

Keywords: MGNREGA, DAY-NRLM, NATS, employment programmes, Rozgar mela, rural development

Introduction

The key findings in the reports published on the world inequality database website suggests that the poor has become more poorer and the rich have become richer. There is a significant gap between the rich and the poor. It states that the India's top one percent income share is highest in the world higher than the US. It also stresses that inequality data shows notable rise and is expected to deteriorate further. Hence it is vital for any economy to focus on its employment generation capabilities as employment is seen as one of the mechanisms to bridge the ever-increasing wage gap. The large gap between the population is the root cause of many social evils vis a vis financial insecurity, rise in crime rate, deteriorating health, malnutrition and so on. It creates a paradoxical situation where at one end you may witness high rise luxurious apartment with lavish lifestyle and on the other end extreme living conditions in confined spaces struggling for bare minimum co-existing together. Increase in employment opportunities aids to reduce this gap, engaging in economic activity leads to income generation, a better standard of living. Numerous governmental and non-governmental agency provides employment opportunities to the unemployed population so that they can have access to basic needs.

Abbreviation

MGNREGA-	Mahatma Gandhi National Rural Employment Scheme
NRM-	Natural Resource Management
MWC-	Mission Water Conservation
DDU-GKY-	Deen Dayal Upadhyaya Grameen Kaushalya Yojana.
RSETI -	Rural Self Employment Training Institutes.
DAY-NRLM-	Deendayal Antyodaya Yojana - National Rural Livelihoods Mission
BOAT-	Board of Apprentice Training
KVK-	Krishi Vigyan Kendra

Data Methodology:

The current analysis is based on the secondary data collected from different journal, reports, government report, website, economic survey. This paper will analyse and study the various government programme for employment generation and skill development.

Limitation of the study

Due to time constraints and limited study not all the major employment generation and skill development programme has been detailed in this paper. The data collected for this research is mostly secondary data and not the primary data. This paper analyses some of the schemes implemented by the government but the ground reality as to how these programmes are faring using primary data has not been collected.

Below are some of the schemes that provide employment opportunities and skill upgradation programme:

Mahatma Gandhi National Rural Employment Scheme (MGNREGA)

Established under mahatma Gandhi rural employment guarantee act 2005 is directed towards providing employment to the poorest of the poor or the vulnerable groups. Mainly utilising unskilled labour in road building, water conservation and afforestation. Implemented by gram panchayat it works on grass root level for the financial inclusion of the poor.

Salient features:

- a) Provides wage employment up to 100 days in a financial year.
- b) Workers have choice of work right.
- c) Employment must be provided within 15days after application
- d) Compensation allowance is paid in case of unemployment.

Progress under Mahatma Gandhi NREGA for FY 2024-25

Sr. No	INDICATOR	FY 2024-25(till 31/12/2024)
1.	Approved Labour Budget (In Crore)	243.59
2.	No. of Household Worked (In Crore)	5.11
3.	No. of Persons Worked (In Crore)	3.86
4.	Person-Days Generated (In Crore)	211.41
5.	Number Of Completed Works (In Lakhs)	68.06
6.	Percentage Of Expenditure on NRM Works in MWC Blocks	31.38
7.	Percentage Of Expenditure on Agriculture & Agri Allied Works	44.12
8.	Total Central Release (INR, crore)	79,881.59

Source: Annual Report published by Ministry of Rural Development, Government of India

Current scenario:

- a) Under the project Unnati government is providing training through DDY-GKY, RSETIs and KVKs to enhance the skill-set of MGNREGA beneficiaries who has completed 100 days of work.
- b) GeoMGNREGA is implemented in three phases it captures the image by tagging the location before after and during the work implementation. The information is made available in public domain through the mobile application JANMANREGA
- c) GIS system is used to collect data
- d) 99% of the wage is electronically transferred through DBT in the beneficiary's account
- e) Aadhar seeding of the beneficiaries is 99.40% in FY 2024-25.
- f) SECURE: an online application is designed exclusively for MGNREGA for the preparation and approval of the work
- g) Every district has been mandated to appoint an ombudsperson to settle the grievances.
- h) Are being trained as Barefoot Technician to measure the works.
- i) In addition to this Cluster Facilitation Project (CFP), Area Officer App, national monitoring service (NMMS, Yuktdhara, Jaldoot application have been initiated and implemented for enhancing and bringing transparency to the MGNREGA programme

Deen Dayal Antodaya Yojana- National Rural Livelihood Mission (DAY-NRLM)

Under this flagship programme at least one female adult member is brought under Self Help Group (SHG) to provide sustainable livelihood by providing financial assistance. This programme enables its beneficiaries to have access to the banking services with the help of banking correspondent Sakhi (BC Sakhi).it provides loans at affordable interest rates.it creates awareness campos to inform about different financial products and services. Farming and non-farming economic activity both are included in this programme. resource person such as Krishi Sakhi, Pashu Sakhi, Van Sakhi etc, Custom hiring centres are established for enabling crop and livestock productivity and to help small and marginal farmers to hire tools and services at minimal cost.one stop facility (OSF) Clusters Incubators, start-up Village Entrepreneurship and so on helps in assisting the non-farm livelihood income.

Sub-schemes under DAY-NRLM**Mahila Kisan Sashati karan Pariyojana**

Traditionally women are not recognised as farmers and hence they are devoid from many government schemes, programmes and benefits. Due to numerous tasks that a woman has to perform within the family and on the farm, her opportunities are limited due to limited access to knowledge and information and hence MKSP is launched to empower these women.

The objectives are as follows:

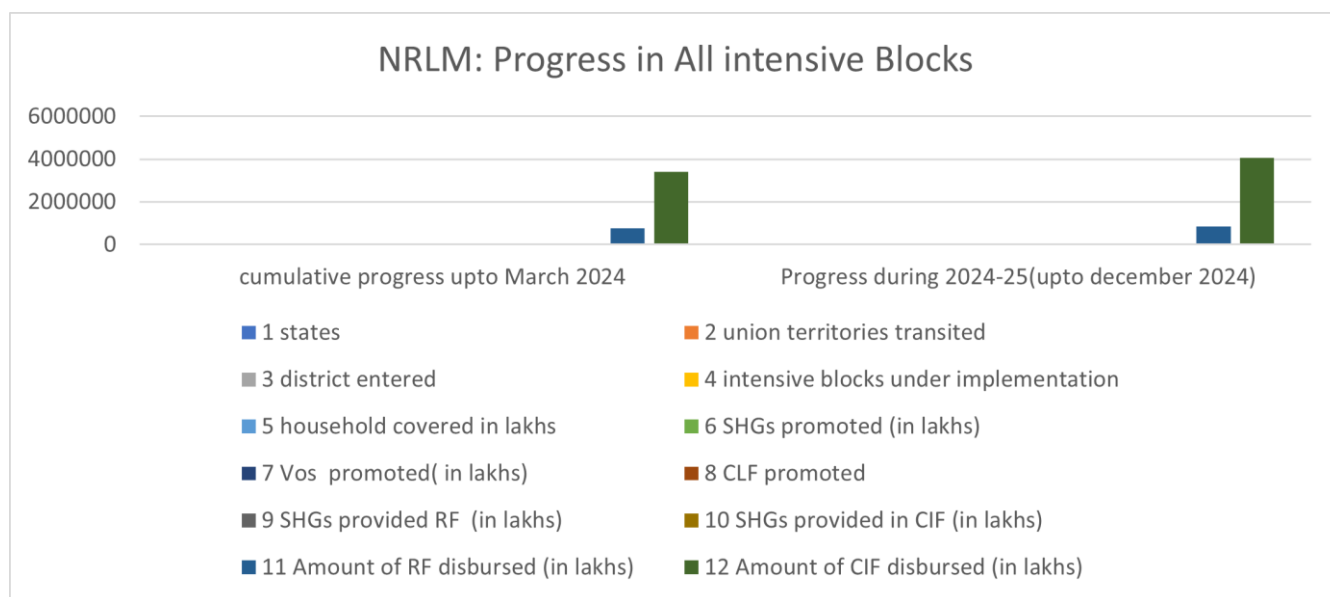
- a) Increase the participation of women in agriculture
- b) Create employment opportunities exclusively for women
- c) Enhance skills and capabilities of woman in farming and non-farming activities.
- d) Access to resources services provided by the government
- e) Creating management skills

Start-up village entrepreneurship programme (SVEP)

This programme has been started to support small business by providing financial assistance and training required for managing business. It provides assistance in diverse field of business such as mentoring, marketing, seed capital and so on.

National rural economic transformation project (NRETP)

This sub scheme launched by government of India in partnership with the World Bank to develop viable farming and non-farming enterprises with primary concern to stimulate in nurturing women owned and led business and generate employment. further it strengthens the other government-initiated employment generation programme. The total investment of the project is USD 500 million out of which 250 million will be funded by the world Bank.



Source: DAY-NRLM MIS

National apprenticeship training scheme (NATS)

According to the provision of the Apprentices Act 1961, amended in 1973 provides on the job training from the period of 6 months to 1 year to the students who are graduate or students who are pursuing graduation from any field be it technical and engineering. Training is provided in government department, public sector and private sector. It shall be further extended to Arts, Humanities, Commerce and Management. NATS reduces the gap between the classroom curriculum and real market demand. Dependency on marks is reduced through such training. Through this scheme government provides financial assistance to the employer for providing training.

For implementation of this scheme Board of Apprentice Training (Boat) conducts fairs regularly for the establishment and student for meeting their training /human resource needs.

Function of BOAT:

- Creating a place for interaction between the industry and institution
- Creating awareness through career guidance program
- Building a platform for career development, technical and soft skill development
- Conducting campus selection programme

Rozgar mela

An event which aims to create an ecosystem where the job seekers and employers and actively interact to fulfil their requirement. As per the data on the website so far out of 1524 rozgar mela conducted 248596 candidates have been selected.

Scope for further research

Employment generation and skill development is a continuous process. There will be constant changes and new addition in programmes for the betterment of the people and economy and need to review the progress of these scheme implemented and the impact on the economy and hence the scope for possibilities are endless, further research to answer the question as to whether these schemes are beneficial to the actual beneficiaries ,how much income is generated via such schemes, does such schemes help to increase the per capita income. Are these initiatives successful in eradicating poverty etc can be a topic for further research.

Conclusion & Findings

Statistics and research survey conducted by different parties have shown that such schemes have been able to provide employment thereby increasing their purchasing power. Majority of the focus of such schemes are unskilled labour which generates low wages. Upgradation in such programmes should be made to enhance the skill of such labour. Development of skills will lead to higher pay. Focus should be in building the capacity of the workers. Awareness camps can be organised for workers regarding their rights, opportunities and trainings provided by their government.

Incentives based wages should be implemented for working extra instead of capping of wage. Productivity and durability of work should be the focal point rather than engagement of labour. Beneficiaries should be targeted on priority basis in SHGs, placement programmes, adult education and health programmes. Women's active participation and equity in pay have been the highlight of such implementations. Attempts should be made to integrate rural and urban areas as per their requirement for employment generation and skill upgradation. Apart from this migration problem has been solved to some extent as workers are able to earn their livelihood in their native place. However, these programmes should continuously evolve instead of remaining static as per the demand of the changes in the economic situation.

References:

sabrang. (2024, May 28). *The Growing Divide: A Deep Dive into India's Inequality Crisis* | SabrangIndia. SabrangIndia. <https://sabrangindia.in/the-growing-divide-a-deep-dive-into-indias-inequality-crisis/>

Economic inequality in India: the "Billionaire Raj" is now more unequal than the British colonial Raj. (2024, March 19). WID - World Inequality Database. <https://wid.world/news-article/inequality-in-india-the-billionaire-raj-is-now-more-unequal-than-the-british-colonial-raj/>

Mahila Kisan Sashaktikaran Pariyojana (MKSP) | Official website of Meghalaya State Rural Livelihoods Society, Government of Meghalaya, India. (2023). Msrls.nic.in. <https://msrls.nic.in/mahila-kisan-sashaktikaran-pariyojana>

(2025). Vikaspedia.in. <https://agriculture.vikaspedia.in/viewcontent/agriculture/women-and-agriculture/mahila-kisan-sashaktikaran-pariyojana?lgn=en>

SVEP-NRETP | Home. (n.d.). Svep.nrlm.gov.in. <https://svep.nrlm.gov.in/landing>

India - National Rural Economic Transformation Project : additional financing. (2025). World Bank. <https://documents.worldbank.org/en/publication/documents-reports/documentdetail/423081524967216619/india-national-rural-economic-transformation-project-additional-financing>

:: *National Apprenticeship Training Scheme (NATS)* :: (2023). Education.gov.in. <https://nats.education.gov.in/>

Team Alp. (2023, July 24). *What is NATS? Definition, Benefits & Eligibility.* Alp Consulting. <https://alp.consulting/what-is-nats/>

Rozgar Mela | National Skill Development Corporation (NSDC). (n.d.). Nsdcindia.org. <https://nsdcindia.org/rozgarmela>

Annual Report 2024-25 Ministry of Rural Development Government of India www.rural.nic.in. (n.d.). Retrieved November 5, 2025, from <https://www.dord.gov.in/static/uploads/2024/02/43f6d3ecbd0cf21b1a0c23d80d270e0c.pdf>

Mohanty, A., Anup, K., & Roy. (n.d.). A Study on Employment Generation in India: Opportunities and Challenges. *Quest Journals Journal of Research in Business and Management*, 11, 2347–3002. Retrieved November 5, 2025, from <https://www.questjournals.org/jrbm/papers/vol11-issue4/11041623.pdf>

Hema, M., & Phil, M. (2022). *A Study on Impact of Employment Generation under MGNREGA in Theni District, Tamilnadu.* 7, 40. <https://www.ijnrd.org/papers/IJNRD2204004.pdf>

Kumar, Dr. P. (2022, December). *ideal research review* [Review of *ideal research review*]. <https://journalirr.com/wp-content/uploads/2023/01/Pankaj-Kumar-16.pdf>