

**SOCIO-ECONOMIC IMPACT OF SKILL DEVELOPMENT
TRAINING IN LARGE SCALE PUBLIC WELFARE SCHEMES
FOR ENHANCING EMPLOYABILITY: AN EMPIRICAL
INVESTIGATION**

Ph.D. Thesis

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MALAVIYA NATIONAL INSTITUTE OF TECHNOLOGY JAIPUR

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**Socio-economic Impact of Skill Development Training in Large Scale
Public Welfare Schemes for Enhancing Employability: An Empirical
Investigation**

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by

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February 2019

DECLARATION

I, **Sundeep Kumar**, declare that this thesis titled, “**Socio-economic Impact of Skill Development Training in Large Scale Public Welfare Schemes for Enhancing Employability: An Empirical Investigation**” and the work presented in it, are my own. I confirm that:

- This work was done wholly or mainly while in candidature for a research degree at this university.
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- Where I have consulted the published work of others, this is always clearly attributed.
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- I have acknowledged all main sources of help.
- Where the thesis is based on work done by myself, jointly with others, I have made clear exactly what was done by others and what I have contributed myself.

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This is to certify that the thesis entitled “**Socio-economic Impact of Skill Development Training in Large Scale Public Welfare Schemes for Enhancing Employability: An Empirical Investigation**” being submitted by **Sundeep Kumar (2013RBM9512)** is a bonafide research work carried out under my supervision and guidance in fulfillment of the requirement for the award of the degree of **Doctor of Philosophy** in the Department of **Management Studies**, Malaviya National Institute of Technology Jaipur, India. The matter embodied in this is original and has not been submitted to any other University or Institute for the award of any other degree.

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ABSTRACT

Public Welfare Scheme (PWS) is widely recognized as an integral part of a countries welfare policy. Public Welfare Scheme is important in current scenario. Numerous articles dealing with practice of Public Welfare Scheme have been published over the years, but the topic is still under considerable development and debate. This research is aimed at examining the Public Welfare Schemes in India through survey questionnaire. The main objective of this research was to gain insights of MGNREGA. The specific objectives of the research were to:

- a. Comprehensive literature survey to identify the status of Public Welfare Schemes in Indian context.
- b. To assess the impact of socio-economic conditions in large scale Public Welfare Schemes.
- c. To identify the level of employment provided in PWS.
- d. To explore worker's view on the training for skill enhancement.
- e. To develop a framework for skill development.

This thesis has attempted to fill some of the gaps in the contemporary research in social science. The research was conducted in four broad steps. Firstly, a comprehensive bibliography on Public Welfare Schemes is prepared and literature is classified to identify the research gaps.

Secondly, on the basis of identified gaps, two structured questionnaire was developed to be administered in workers and employees of MGNREGA.

The third contribution to knowledge is made through an extensive survey of Indian Public Welfare Schemes to investigate various issues. First survey instrument administered among workers of MGNREGA in five districts of Rajasthan (Alwar, Bundi, Jaipur, Sikar and Udaipur)

through personal interview. Questionnaires were distributed to 1700 workers and 1501 valid filled responses are considered for analysis. The survey was analyzed using the statistical tools available in the IBM SPSS 22.0 statistical analysis software. Second questionnaire was administered among employees of MGNREGA in five districts of Rajasthan (Alwar, Bundi, Jaipur, Sikar and Udaipur) through personal interview. In all 200 questionnaire were distributed and 108 valid filled responses were analyzed.

Fourth contribution to knowledge is based on the survey learning, a framework for implementation and assessment of skill enhancement is proposed.

The present research focuses on various issues of large Public Welfare Schemes to provide a better understanding on skill enhancement and self employment.

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LIST OF ABBRIVIATIONS

PWS.....	Public Welfare Scheme
MI	Minimum Income
FFW	Food-for-Work
CFW.....	Cash-for-Work
IFA.....	Inputs for Assets
ISEF.....	Index of Sustainable Economic Welfare
GDP.....	Gross Domestic Products
LUTI.....	Land-Use and Transport Interaction
IRDP.....	Integrated Rural Development Programme
MoRD.....	Ministry of Rural Development
NRLM	National Rural Livelihood Mission
NULM.....	National Urban Livelihood Mission
PMSY	Pradhan Mantri Sadak Yojana
PMAY.....	Pradhan Mantri Awas Yojana
MGNREGA.....	Mahatma Gandhi National Rural Employment Guarantee Act
GPs	Gram Panchayats
BRICS	Bhutan, Russia, India, China and South Africa
EGSs	Employment Guarantee Schemes
LGPs.....	Livelihood Generation Programmes
ELR	Employer of Last Resort
GERS	Growth, Employment and Redistribution Strategy

EPWP	Expanded Public Works Programme
SGSY	Swarnajayanti Gram Swarojgar Yojana
FFWP.....	Food-For-Work Programme
RMP.....	Rural Maintenance Programme
BFP.....	Bolsa Familia Programme
100 EGP	100 Days Employment Generation Programme
EGP-HCP	Employment Generation Programme for Hard-Core Poor
BYEP.....	Bangladesh Youth Employment Pilot Programme
PGRM.....	Programme for a Guaranteed Minimum Income
VSDP.....	Village Skills Development Programme
RCIW.....	Rural Community Infrastructure Works
RAP.....	Rural Access Programme
PAF.....	Poverty Alleviation Fund
KEP.....	Karnali Employment Programme
SPSS.....	Statistical Package for Social Science
DRSP.....	District Roads Support Programme
DRILP	Decentralized Rural Infrastructure Livelihood Programme
RRRSDP.....	Rural Reconstruction Rehabilitation Sector Development Project
RAIDP.....	Rural Access Improvement and Decentralization Project
ATP.....	Apprenticeship Training Programme
YDF.....	Youth Development Fund

1.1 BACKGROUND

Social Welfare is not alike standard of living but is more alarmed with the quality of life that includes issues like the condition of the environment including air, soil and water, level of crime, magnitude of drug abuse, availability of vital social services, as well as religious and spiritual sides of life (Addabbo & Baldini, 2000).

Societal status in the group performances a vital function, thus we establish a socio-metric distinction amongst rejected and none rejected bully-targets (Felipe et al., 2011). The awareness to sustainable urban enhancement, shared urban planning, the contemplation of a zone as non renewable resource, sustainable progress and so on has been also depicting the exploration in the field of urban and provincial sciences (Fistola, 2011).

Public Welfare Scheme also termed as PWS can be described as all actions which carry out the payment of a salary (in cash or in any other kind) by the state, or by an agent representing the interest of the state, in return for the provision of menial work, in order to

- (i) boost employment and
- (ii) generate an asset (either physical or societal)

With the complete goal of endorsing societal safeguard for contributors (McCord, 2008). Subbarao in 2001 described it in much of the literature linked to the World Bank as initiatives in which contributors must operate to gain benefits. These initiatives provide short-term employment at a low salary rate and have been extensively used for fighting poverty. Doreian & Stokman in 1997 enlightened that these are basically a short-term safety net and should never be used as an everlasting escape mean from poverty. The safety net is offered at a time when

consistent and systematic salary employment or involvement in typical livelihoods actions is interrupted, due to an economic, political or environmental jolt, a fundamental transference in the economy triggered by unpleasant global trading circumstances, or typical unemployment due to persistently minimal rates of resource build up. The Minimum Income (MI) scheme in Spain by investigating the content of semi-structured cross-examines accompanied with key informants (social workers of regional and a real administrations). Portraying on the notions of welfare regimen and the tactic that assesses social policy in the footings of cultural exercises (Estepa-maestre & Roca 2017).

So, Public welfare society is intentioned to deliver an elementary salary and avoid the disturbed trading of possessions in order to achieve subsistence requirements. Public Welfare Society (PWS) could be seen in numerous ways Food-for-Work (FFW), Cash-for-Work (CFW), agricultural inputs including fertilizers and seeds for work (as in the Malawian Government's) or Inputs for Assets (IFA) programme (UK DFID 2004) and (Dev, 1995). Corporate social responsibility argues that it is advance state of social responsiveness (Douglas & Johnson, 2004).

1.2 INTERNATIONAL SCENARIO IN PUBLIC WELFARE SCHEME

The United States inherited England's poor house laws and has had a custom of prosperity since even before it won its independence. During the Great Depression, when emergency relief measures were familiarized under President Franklin D. Roosevelt. Roosevelt's new pact concentrated primarily on an agenda of offering work and arousing the economy through public spending on these agendas, rather than on cash payment (Anderson, 2018).

Whole world is standing in front of a major challenge over the next three or four decades. Unless we both cultivate new techniques of generating food as well as more reasonable and

unbiased diets and distribution systems, we are prone to see a considerable upsurge in malnourishment, poverty and destitution. Many debate that this will also carry with it. The risk of political unrest, social instability, large scale migration, and the propagation of disease (Fraser, 2013).

The Index of Sustainable Economic Welfare (ISEW) is an economical gage of sustainability and economic welfare intended at conquering a few of the restrictions of the Gross Domestic Product (GDP). Specifically it accounts for the worth of externalities, for the distribution of wages and for the natural resources exhaustion. Since its formulation in 1989 by Daly and Cobb, the Index of Sustainable Economic Welfare (ISEW) has been assessed for a number of nations (Gigliarano et al., 2014).

A general probability comprises in overvaluing and mis judging the future social value of a demand. Such overestimation leads to a never lasting variation between private and social principles, with the private functionalities lingering poorer than the social value that is attributed top lesing that definite necessity. Another case comprises the existence of some cramming structure. When gauging the social value of future requirements, agents may not know its true valuation but they will hold data and statistics on the worth of past requirements (Gomes, 2011).

This is then refurbished into a discussion of the meaning and consequences for information dispossession within the circumstances of the exploiting information society and knowledge economy (Hendry, J. D. (2000). According to Henriksson in 2008, this investigation of welfare service work delivers insight into social and cultural transformations interrelated to workforce deviation in a segmented and culturally diverse labour force and proposes reflections on the varying nature of craft unionism.

1.3 PUBLIC WELFARE SCHEME IN INDIA

With a population of 1,277,502,542 (1.27 billion) people, India is the second most population in the world. The figure demonstrates that India embodies almost 17.31% of the world's total population, with the population growth rate at 1.58%. According to Andreoni & Galmariniin 2013, of the total population of India about 72.2% of the population still lives in some 638,000 villages and rural areas. According to a survey, about 32.7% of Indians are below poverty line. The result is that in India poverty is a whale of an issue (Dhanju & O'Reilly, 2015). In some specific conditions like in monsoon it is gargantuan task to find work in rural areas.

Social and economic discrepancies were tremendously high till the 1980's. Caste hierarchies, authority of the elders and landed class outlined the composition of domination and their judgements had passive recognition. However, 25 years back, the government and para-statal institutions began taking numerous substantial steps to meet the gap in favour of backward regions, socially susceptible societies and the poor. Institutions of local self governance like Panchayati Raj, and employment schemes like Jawahar Rozgar Yojna were focused projects in this direction, Coupled with high degree of economic liberalization, privatization and Public Welfare Schemes (Muttur Ranganathan, 2017).

Indian services target to encourage social inclusion by strengthening the individual's personal resources. We explored the concerns that ascend when delivering social services to long term social aid clients within the framework of resilience, which concentrates on the processes guiding to positive functioning in unfavourable conditions (Marttila et al., 2012).

Modi ji has proclaimed that his government's social policy is premised on the notion of 'Sabka-Saath, Sabka-Vikas' (collective efforts, inclusive growth), where each and every person turns out to be a vital stakeholder in India's developmental expedition (Mishra, 2016).

In 2015 Shroff analysis and explore that made this noteworthy equity oriented health ammends possible in India and offers lessons for health reformers in other nations who strive to learn from India's experiences in progressing toward universal health coverage.

In view of poverty government of India started number of Public Welfare Schemes. The objective of Public Welfare Schemes is to provide basic minimum wages to poor people. This can be achieved through temporary employment in village sites by performing tasks such as flood and drought control. Following key PWS are in place.

- NRLM (National Rural Livelihood Mission)
- NULM (National Urban Livelihood Mission)
- PMGSY (Pradhan Mantri Gram Sadak Yojana)
- PMAY (Pradhan Mantri Awas Yojana)
- NREGA (The National Rural Employment Guarantee Act 2005)

National Rural Employment Guarantee Act (NREGA) 2005 was shortly after retitled as the "*Mahatma Gandhi National Rural Employment Guarantee Act*" (MGNREGA), is an Indian labour law and social security evaluation that primarily focusses to assure the "*right to work*". According to Bowen in 2005, it focusses to guarantee livelihood security in rural areas by offering at least 100 days of salary employment in a financial year to each and every household whose adult members came forward to do unskilled manual work. Starting from 200 districts on 2nd February, 2006, the MGNREGA covered all the districts of India from 1st April 2008 (Rugina, 2000). The model is addressed by the government as "*the largest and most ambitious social security and public works programme in the world*". In its world development report 2014, the World Bank labelled it a "*Stellar example of rural development*".

According to Bose in 2017, the NREGA was originated with the intention of “*enhancing livelihood security in rural areas by providing at least 100 days of guaranteed wage employment in a financial year, to every household whose adult members volunteer to do unskilled manual work*”. Another objective of MGNREGA is to form long-lasting resources (such as roads, canals, ponds, wells). Employment is to be delivered within 5 km of an applicant’s habitation, and minimum salaries are to be waged. If job is not offered within 15 days of applying, applicants are designated to an unemployment allowance. Thus, employment under NREGA is a legal privilege.

The aims of MGNREGA programme incorporates: (MGNREGA Sameeksha, 2012)

- Guaranteeing social fortification for the upmost susceptible folks residing in rural India by offering employment opportunities.
- Guaranteeing livelihood fortification for the poor by formation of long-lasting effects, enhanced water security, soil conservation and better land productivity.
- Solidifying drought-proofing and flood control in rural India.
- Assisting in the encouragement of the disregarded and downgraded communities, especially women, Scheduled Castes (SCs) and Scheduled Tribes (STs), through the practices of a rights-based regulation.
- Solidifying decentralized, participatory set up through merging of different anti-poverty and livelihoods schemes.
- Intensifying democracy at the grass-roots by solidifying the Panchayati Raj Institutions.

1.4 MGNREGA

The National Rural Employment Guarantee Act 2005 (NREGA) was soon after renamed as the “*Mahatma Gandhi National Rural Employment Guarantee Act*” (MGNREGA), is an Indian labour law and social security evaluation that primarily focusses to assure the ‘right to work’. It mainly targets to ensure livelihood security in rural areas by offering at least 100 days of salary employment in a financial year to each and every household whose adult members come forward to do unskilled manual work (Ok & Kumara, 2014).

Starting from 200 districts on 2nd February, 2006, the NREGA enveloped all the districts of India from 1st April 2008. The model is addressed by the government as “*the largest and most ambitious social security and public works programme in the world*” (Ayar & Noorae, 2012). In its world development report 2014, the World Bank labelled it a “*stellar example of rural development*”.

The MGNREGA was originated with the intention of “*enhancing livelihood security in rural areas by providing at least 100 days of guaranteed wage employment in a financial year, to every household whose adult members volunteer to do unskilled manual work*”. Another objective of MGNREGA is to form long-lasting resources such as roads, canals, ponds and wells (Pan, 2008). Employment is to be delivered within 5 km of an applicant’s habitation and minimum salaries are to be waged. If job is not offered within 15 days of applying, applicants are designated to an unemployment allowance. Thus, employment under MGNREGA is a legal privilege (Suzuki & Inohara, 2016).

According to Satija in 2009, MGNREGA is to be executed primarily by Gram Panchayats (GPs). The participation of contractors is barred. Labour intensive jobs like crafting infrastructure for water harvesting, drought relief and flood management are preferred.

According to Lalit Mohanin 2012, apart from delivering economic safeguard and producing rural resources, NREGA can help in safeguarding the environment, empowering rural women, diminishing rural-urban migration and developing social equity, among others.

The law offers a number of safety measures to stimulate its effective management and execution. The statute unambiguously depicts the principles and agencies for execution, list of permitted works, financing pattern, supervising and estimating, and most significantly the detailed measures to guarantee transparency and responsibility.

1.5 ORGANISATION OF THESIS

There are seven chapters in this thesis as per following details:

Chapter 1 Presents introduction of the topic and background of public welfares schemes.

Chapter 2 Literature review is presented in terms of different approaches, methodology used in context of public welfare schemes. The chapter summarizes the literature and classify in various ways.

Chapter 3 Discusses the research formulation. Based on research gap, research objective, research questions and hypothesis are developed.

Chapter 4 Research methodology is given in this chapter. This discusses survey, experimental study of survey dependability and legitimacy, aim population and sample, process of sample and data gathering and data examination tools and methods.

Chapter 5 Deals with analysis of the responses received through survey of five districts i.e. Jaipur, Sikar, Udaipur, Bundi and Alwar. It covers observation and analysis of workers questionnaire (1501 responses) and employees questionnaire (108 responses). Statistical analysis is performed SPSS version 22.

Chapter 6 Based on survey finding and literature a framework for skill development is proposed.

Chapter 7 In this chapter, brief outline of the work done, influence of the investigation, restrictions of the investigation and room for upcoming future work are presented.

Literature review covers articles from journal, books and reports which give in depth knowledge of Public Welfare Schemes. This chapter begins with Public Welfare Schemes in different countries of BRICS and SAARC. Comparison of various PWS of different countries is made with MGNREGA. The review of literature is presented for Public Welfare Schemes. An argument of the fittingness of the exploration in the framework of Public Welfare Schemes tips to find the gaps in present knowledge and broadening the research queries.

2.1 INTRODUCTION

Several countries are gradually implementing several tactics to fight increasing poverty and unemployment. Public welfare societies occasionally stated as public aid and social support for all citizens (Devereux & Soloman, 2006). Generally, welfare is largely provided by the government groups in developed countries and lesser part is provided by social groups, charities and others inter-governmental organizations.

Similarly, As per McCord (2008) and (Hagen-Zanker et al., 2011), PWS included all the activities, which execute the wages payment in return of labor whether by the state or by any state agent. Subbarao (2001) defined PWS in terms of World Bank as schemes in which participants obtain benefits if they work. These schemes or programmes include employment at a very low wage rate to fight against poverty. Thus, PWS are offered to deliver anelementary wages to all workers in demand of fulfilling their survival necessities. Public welfare society could be viewed in various forms Food-for-Work (FFW), Cash-for-Work (CFW), agricultural inputs including fertilizers and seeds for work (as in the Malawian Government's) or Inputs for

Assets (IFA) programme (UK DFID, 2004). In UK, there is enormous evolution of emigrants drift and population in past few years (Drink water & Robinson. 2013).

2.2 THE LITERATURE

The provision of social services, i.e. *“those means developed and institutionalized by society to promote the ends, which are wholly or primarily social”* is referred by Public welfare (Townsen 1976). Baker (1991) defines public welfare in more specific manner as *“a nation’s system of programs, benefits and services that help people meet those social, economic, educational and health needs that are fundamental to the maintenance of society”*.

According to John in 2004 and Jones in 2010, PWS (Public Welfare Schemes) usually envelops the two key components, that is social security (including social insurance & the social assistance) and other customary social services (such as education, health care, social works and housing services). From the literature (e.g. Spicker (1988); Dreze and Sen (1991); Trattner (1994); Whitaker and Federico (1997); Dreze & Khera, 2017), one can easily differentiate three key purposes of public welfare societies, namely remedial, preventive and supportive, and three types of services, namely, in-kind services, personal social services and income maintenance. Even though now a days the government performs a vital task in the provision of social welfare. Yet, there is abroad discussion on this topic. It is debated that the provision of welfare is a chunk of the elementary purpose why government should be present at all as there is an absence of incentive for self-regarded offerings (Olson, 2009), and for the private sector’s engagement amidst typical market mechanisms. Cawson in 1982 contends that the government can embroil it self in social welfare provision under three modalities, viz. (i) integrated model well-known as welfare (ii) smoothing the process of private provision and (iii) pluralism direct provision.

2.2.1 Public Welfare Schemes in global economy

To examine social policy initiatives Employment Guarantee Schemes commonly known as EGSs as well as several Livelihood Generation Programmes commonly called LGPs, and additional social protection programmes in accord of the geographical set-up, in countries BRICS and SAARC (Tang, 1996 and 1999). The five countries (BRICS: Brazil, Russia, India, China, and South Africa initially assembled together by Jim O'Neil in 2001 and South Africa associated officially in 2011) and SAARC countries which include Afghanistan, Bangladesh, Bhutan, India, Maldives, Nepal, Pakistan and Sri Lanka have a series of resemblances both in their political and the economical spheres that deliver a satisfactory level of joint concerns for going ahead with institutionalizing an united forum (Azid, 2007). The importance of these countries within the global governance structure has increased (Petropoulos, 2013).

1. Both BRICS and SAARC countries fall under the economically developing stage in the global economy (Berg, 2016). So are having the similar economic characteristics and facing with similar related problems (Defourny & Kim, 2011).
2. BRICS nations have a series of resemblances both in their political and the economic domains, while the SAARC countries are having a common culture, civilization and heritage among all the seven post colonial states of South Asia (Breidahl, 2011).

Both BRICS and SAARC countries (Dengler et al., 2013), whenever suffering from severe and chronic unemployment problems and poverty, their governments came forward with the idea of “*Employer of Last Resort*” (ELR) and have promised to deliver some of the greatest institutionalized Employment Guarantee Schemes known as EGSs as well as a number of Livelihood Generation Programmes known as LGPs in some what similar pattern (de Frel, 2009).

Table 2.1: PWS across BRICS and SAARC countries

S. No.	Scheme	Sector	Country / State	Year	Key Provisions
SOUTH AFRICA					
1.	Growth, Employment and Redistribution Strategy (GERS) (Chaudhuri & Konig., 2017).	Employment	South Africa	1996	Resilient guarantee to employment and value constancy anti-inflationary verdicts (Cavallo, 2008).
2.	EPWP (Expanded Public Works Programme Phase I)	Employment (Cho & Kim., 2013).	South Africa	2001	Attain 1 million New job-openings within succeeding 5 years (Bygstad & Laneste dt., 2017).
3.	EPWP(Expanded Public Works Programme Phase II)	Employment (Chanda & De., 2014).	South Africa	2009	Attain 2 million New Job-opening sinside subsequent 5 years (Chau & Yu 2011).
CHINA					
1.	<i>Yigong-dai</i> zhen programme (Menget. al., 2015).	Employment	China	1985	Employment generated through construction and maintenance of physical infrastructure in rural area China. (Caragiannis & Procaccia, 2011) and (Ho, 2014).
2.	Di Bao Urban (Danh et. al., 2014).	Employment	China	1999	Minimum income guarantee for poor households (Dastgahi & Shameli., 2013) and (Dwyer & Hodge., 2016).
3	Di Bao Rural (Cremene, 2014) and Zou, & Hansen, 2012).	Employment	China	2006	Minimum income guarantee for poor house holds (Cheng, & Zhao., 2016).
INDIA					
1	Swaranjayanti Gram Swarozgar Yojana (SGSY)	Employment (Csaki, & Adam 2013).	India	1999	Self-employment programme aims at bringing the assisted poor families (Swarozgaris).
2	National Rural Employment Guarantee Act (NREGA) (Davis & Gibson., 1994).	Employment	India	2005	Rural families in the hunt for manual work (Das, 2013).
3	Aajeevika-National Rural Livelihood Mission (NRLM)	Employment	India	2011	To diminish poverty amongst rural BPL through advancement of diversified and profitable self employment and salary opportunities to deliver considerable upsurge in wages on sustainable origin. (Carbone, 2012).

PAKISTAN					
1	Lady Health Worker's Programme	Employment	Pakistan	1994	To deliver wide spread health exposure to the people of Pakistan. (Cammett & Sasmaz, 2017) and Zhao, 2017).
2	Community Development & Social Services (Medical) Projects (Paolucci, 2007).	Employment	Pakistan	2003	Eleven community improvement projects are providing community centered occupational exercise (Capaldi, 2005).
3	Economic Empowerment	Employment	Pakistan	2015	Rigorous struggles are being made by the Government to relieve poverty amid the women of Pakistan (Chalak et al., 2016).
BANGLADESH					
1	Bangladesh Youth Employment Pilot (BYEP) Programme, proposed	Employment	Bangladesh	December, 2008	Improve youth employment base in 3 segments namely horticulture, aquaculture & leather products (Brueckner & Girvin., 2008).
2	100 Days Employment Generation Programme (100 EGP)	Employment	Bangladesh	2008-09 Financial Budget	Offering at least 100 days employment for rural severely poor (ILO 2005).
3	EGP-HCP (Employment Generation Programme for Hard-Core Poor)	Employment	Bangladesh	2009-10 Financial Budget	Same as 100 EGP essentially the old programme in a new framework (Cebulla & Zhu., 2016).
BRAZIL					
4	Programme for a Guaranteed Minimum Income (PGRM)	Employment (Tillin & Duckett, 2017).	Brazil	1998	Same as PGRFM (Channon et al., 2012).
NEPAL					
1	Rural Community Infrastructure Works (RCIW)	Employment	Nepal	1996	Short range ingestion smoothing to address food sanctuary (Chakrapani, 2012)
2	District Roads Support Programme (DRSP)	Employment	Nepal	(1999-2013)	EIIP (Bortot & Pereira, 2014).
3	Rural Access Programme RAP 1(2000) RAP 2 (2009-2013) RAP 3 (2013-2017)	Employment	Nepal	2000-17	Employment-intensive Infrastructure Programme – comprises Public Works Programme for interim ingestion smoothing to address poverty (Chao, & Sgro, 2004).
4	Poverty Alleviation Fund (PAF)	Employment	Nepal	2004	EIIP – includes Public Works Programme for

					interim ingestion smoothing to address food security (Cao, 2012).
5	Karnali Employment Programme (KEP)	Employment	Nepal	2006	Employment Assurance (Carby, 2004). Scheme (EGS) Objective: income protection; reality: interim ingestion smoothing (Borowski, 2015 and Mee-Udon, 2014).
6	DRILP (Decentralised Rural Infrastructure Livelihood Programme)	Employment	Nepal	Phase 2: (2012-2016)	EIIP (Dixon & Hyde., 2003).
7	RRRSDP (Rural Reconstruction Rehabilitation Sector Development Project)	Employment	Nepal	2013	EIIP (Ahmed et al., 1995).
8	RAIDP (Rural Access Improvement and Decentralisation Project)	Employment	Nepal	(till 2013)	EIIP (Izekenova & Temirbekova, 2014)
BHUTAN					
1	Village Skills Development Programme	Employment	Bhutan	1996	Offer rural communities with needs-based expertise training to encourage income and off-farm employment generation visions.
2	Apprenticeship Training Programme (ATP)	Employment	Bhutan	2000	Encourage expertise improvement of out-of-school youth in order to diminish youth unemployment and ease the shift from school to workplace (Jennings & Sanchez, 2017).
3	Youth Development Fund's (YDF's) Carpentry Skills Training Programme for Out-of-School Youth in Zhemgang	Employment	Bhutan	2004	Youth Development Funds: an NGO introduced a carpentry skills training programme for out-of-school youth in Zhemgang.
SHRI LANKA					
1	Mahinda Chinthana	Economic development including employment	Shri Lanka	2006-16	It is the basis for most improvement work in Sri Lanka.

2.3 SUMMARY OF LITERATURE

Analysis was done of Public Welfare Schemes of BRICS and SAARC countries. Summary of SWOT analysis is given as under (Chakrabarti, 2009):

South Africa: EPWP (Expanded Public Works Programme): Depleted quality drill conveyed for contestants, only centers on prevailing road infrastructure, so the programme lingered to be the tale of “*unfinished rural transformation and revolution*” (Chakwizira James et. al., 2010).

RUSSIA: The new Russian pension scheme: Russian labor force and pensioners are expected to be extra assured about their post-retirement expectations than they were beneath the earlier scheme (1999s), sinking country’s financial problem but is less beneficial for employees in the informal sector (Williamson et al., 2006).

CHINA: Yigong-daizhen programme: Peasants, administrative forces, an expert technical labor force were delivered training in their turfs, but unskillful personnel ill-used discretely because of unpaid effort but profited together by enhanced country side infrastructure (Ling Z et al.,1995) , (Zhu, & Zhang, 2013) and (Maltseva, 2016).

India: Swarnajayanti Gram Swarajgar Yojna (SGSY): It is the biggest holistic programme wrapping each and every trait of self-employment for rustic BPL individuals in our nation on the basis of micro funding models but the recommended guiding principle were not tail edaccurately and practice activities are concentrated on small productivity primary sector (Yadav M.K. et al., 2015).

India: Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA): It assurances employment to deprived, but turned into expenditure focussed,

inventor of sluggish labour and swarming with corruption & loopholes (Sharma V.K. et al., 2015).

India: Aajeevika- National Rural Livelihood Mission (NRLM): Working Group of the Planning Commission 2011 (NRLM) is a vigorous, adaptable and learning operation that acquires from all the preeminent practices of poverty extermination and fiascos in the nation.

Pakistan: Lady Health Workers Programme: It provides primary health care services to the rural people at their door steps through locally identified literate females who are trained. LHW's job and pay are insecure (Wazir et al., 2011). It indicates towards creation of lethargic labour, they argued that FFWP services on figuration in ferreda transference from self-employment and additional wage-employment in the direction of the FFWP projects merely (Shams, 2012).

Bangladesh: Food-For-Work Programme (FFWP): It generates a seasonal employment trend, expenditure oriented, not demand driven and generator of lethargic labour and prevalence of corruption & irregularities (Chakrabarti Saumya et al., 2013).

Bangladesh: Rural Maintenance Programme (RMP): It increased identity or ownership of RMA among elected members and officials (Barkat Abul et al., 2006).

Bangladesh: 100-Day Employment Generation Programme (100-EGP): It generates employment for unskilled poor, biased in the beneficiary selection and lack of adequate preparation to implement the programme (Gabriele Kohler et al., 2009).

Brazil: Bolsa Familia Programme (BFP): BFP is a CCT program to diminish poverty, and all the more so diminish inter-generational conduction of poverty, but turned out to be scandalous in Brazil under neath pre supposition that folks with less education would not expend their capital cleverly (Chakrabarti Saumya et al., 2013).

Nepal: Karnali Employment Programme (KEP): KEP assures employment to deprived, but became expenditure focused due to lack of budget and shortage of an operational government at local level (Vaidya et al., 2010 and Harris et al., 2013).

Bhutan: Apprenticeship Training Programme (ATP): It is an informal programme to additionally endorse talents improvement of out-of-school youth to diminish youth unemployment and anticipated to lessen the scarcity of trained work force in the private sector, chiefly in professions for which no training mechanisms is present (Bhutan national human development report 2005).

Bhutan: Village Skills Development Programme: It provides rural population with needs-focussed skills exercise to endorse earnings and off-farm employment generation views (Bhutan national human development report 2005).

Sri Lanka: Mahinda Chinthana: It is the foundation for most development work in Sri Lanka (Gunatilaka et al., 2009 & Skills development in South Asia, 2013).

2.4 RELEVANCE OF IMPORTANT WELFARE SCHEMES WITH SKILL DEVELOPMENT

South Africa: EPWP: Training module involves “*On-the-job hard skills training*”, short training for ‘Life Skills’ also offers ‘learnerships’ in conjunction with employment to provide certificated skills and competencies recognized by other institutions (EPWP 2005).

China: Yigong-daizhen programme: Peasants obtained technical expertise on the profession and administrative units learned production supervision; an expert technical labor force was educated in infrastructure construction and water preservation (Zhu Ling et al., 1995 and Lei & Pan, 2013).

India: Swarnajayanti Gram Swarojgar Yojna (SGSY): Though skill training is encircled around primary sector activities, so are realized at low level (Mukherjee Arghya Kusum et al., 2011).

India: MGNREGA (Mahatma Gandhi National Rural Employment Guarantee Act): MGNREGA is only for unskilled manual workers. Skill training is not being organized (Dreze et al., 2008).

After - effects:

It argued that Mahatma Gandhi National Rural Employment Guarantee Act is the best practical methodology to the complications of rural poverty and job lessness. Moreover, the scheme guarantees the economic safe keeping of the rural poor by guaranteeing guaranteed salary employment. MGNREGA has encouraging influence on employment configuration of woman kind (Negi & Rekha., 2015).

The commenting on the “*Changes in the village after the introduction of MGNREGA*”, observed that the MGNREGA gives employment to the rural people. It gives bargaining power to the labor class of the village (Shah & Mihir, 2008). The MGNREGA has redefined the understanding of the daily private wage rate in the village and because of this programme, the private rate has gone up which is effecting the relationship amongst the farmers and laborers. The villages are being developed, new roads constructed and now people can move easily inside the villages and (Pamecha & Sharma, 2015 and Malmberg et al., 2017). The act empowered the laborers, and now they are aware of their rights; they are no more slaves of the farmers. The laborer’s purchasing power has improved now they have access to all those goods and services which earlier considered only for the wealthy people (Rani M. Prameela, 2015).

The MGNREGA has changed the pattern of agriculture in the village. Since there is less availability of the laborers in the village hence the farmers are adopting new ways of doing farming (Borzaga & Zandonai, 2009). While doing agricultural work with machines the farmers don't get fodder for their animals therefore nowadays farmers reducing their domestic animals (Brooks et al., 2015) and (Brscic, 2010).

On the one hand MGNREGA has brought large change in the life of the laborer; on the other hand its impact on the agriculture is very poor (Dickinson & Carey 2017). However, the MGNREGA does not intend to affect the agricultural pattern but because of changes brought it is directly affecting the agricultural system of the sample selected and can be generalized in the larger context in the country (Jha et al., 2009, 2011).

India: Aajeevika - National Rural Livelihood Mission (NRLM): It provides customerized inhabited and non-inhabited training, atleast 624 hours of training with modules on employment specific skills like IT, soft skills, 75% guaranteed employment beyond minimum gross salaries and post employment sustenance (Prasad Dr. H. A. C et al., 2013).

Pakistan: Lady Health Workers Programme: After enrollment, each Lady Health Worker has to undertake 15 months training following which she is expected to assist an inhabitants of 1000 no. of people or 150 no. of households by dropping on 5-7 households on regular basis (Wazir Mohammad Salim et al., 2011).

Nepal: Karnali Employment Programme (KEP): There is no provision of skill training in this programme (Vaidya et al., 2010 and Harris et al., 2013).

Bhutan: Apprenticeship Training Programme (ATP): Skill training imparted specially in those occupations for which no training mechanisms exist in order to lessen the

scarcity of trained personnel in the private sector (Bhutan national human development report 2005).

Bhutan: Village Skills Development Programme (VSDP): The trainings imparted under this programme are usually of two categories: Common elementary skill training comprises wood working, drainage system, dressmaking, furniture making, electrical wiring, brick work and stone work, rammed dirt wall construction and electric cook top mending and preservation (Polese & Kovacs, 2015). Rural centred trainings, in the mean time emphasises on ancient arts and crafts such as textile plaiting. A few training passages have been accompanied with coordination classes that produce a mind fulness of entrepreneurship and self-employment prospects (Azam, 2018). Others have pursued to join in elementary education aims like literacy (including numeracy) and life skills training into skill development trainings (Bhutan national human development report 2005).

Shri Lanka: Mahinda Chinthana: It aims to reduce youth (15-24) unemployment by generating gainful employments through private, public and foreign job opportunities and by imparting skill training (Gunatilaka et al., 2009; Skills development in South Asia, 2013).

Seventeen important welfare schemes are considered for this study related to eleven countries, out of these welfare schemes EPWP, MGNREGA, JH, FFWP, 100 EGP and KEP are some what related to ELR mode of employment generation mostly using unskilled labour. However, under some schemes e.g. EPWP, RMP short-run training is imparted for improving the skill of the participants. But their significance is questioned by investigators. ATP, VSDP and Mahinda Chinthana are the programmes in which skill training is being imparted with the goal to enhance employability for getting decent jobs or establishing self-employment (PgMdSalleh, 2015). In India SGSY and its new incarnation Aajeevika - National Rural Livelihood Mission

(NRLM) are intended to transform rural poor through skill development strategies to achieve better life.

2.5 ASSESSMENT OF VARIOUS SKILL REQUIRE IN RURAL AREAS

For employees, skills represent employability and societal flexibility. Workers are the finest insurance against joblessness and are a vital element for individual's growth and lively citizenship (Karimzadeh et al., 2012) and (Zorlu, 2013). Skills are the capability to apply knowledge and recognize, how to accomplish an assign mentor resolve a problem, whether in a professional or learning perspective and in personal and social life. It is crucial to develop human capital and employability by advancing skills. But improving skills is not sufficient: guaranteeing a healthier match among the supply of skills and labour market demand is just that much essential (Nyakundi et al., 2012).

Testimony from Ethiopia papers indicate how employment amongst low-skilled youth is more susceptible to financial shocks and demographic variations (Barnett & Hemsworth, 2009). Cultivating their skills, in school and further than, is essential to safeguard them from supply and demand shocks. (Garcia & Jean, 2008) and (Zhu, 2016).

Fares Jean Garcia Marito (2008): Youth in Africa's Labor Market. The International Bank for Reconstruction and Development / The World Bank 1818 H Street NW Washington, DC 20433.

Driving: There are five basic skills essential for a bus driver as follows:

- 1. Digital skills**
- 2. Oral communication**
- 3. Numeracy**
- 4. Reading**
- 5. Writing**

HGV driver: Running small heavy duty vehicles, running diesel HGVs, fastening and unfastening trailer from tractor, backing large HGV into small gateways, city driving, long tug driving, mechanical maintenances, diesel maintenances, stocking and dropping, shifting truck tires, maintaining records, money management, keeping on plan, consumer relations, managerial knowledge, using computers (Serrano et al., 2014).

Gardening: Elementary horticultural skills, from seeding seeds to reaping, and for healthier understanding of food system. Pasture care, flower horticulture, camouflaging, tree adornment, agricultural skills, transferring trees, vegetable horticulture, trimming trees, embedding, greenhouse work, deals, gauging, farm work (list skills and equipment you can use), public associations, cash management, directing consumers, administrative experience.

Upkeep/Janitorial: Cleaning, cleaning grounds, rinsing floors, polishing, rinsing windows, dusting mator carpets, washing bathrooms, rubbing, mending furniture, sanitation maintenances, electrical upkeeps, window maintenances, wood working, communal relations, money management, managerial understanding, using computers.

Workshop/Store room: Welding, rally line labor, functioning equipments (such as mill, lathe, drill press, milling device), electrical installing, warehouse work, receiving or charging, portfolio, quality control, padding, satisfying orders, soldering, box manufacture, administering others, parts clerk, guardianing records, providing shelves, guiding techniques and fork lift operations using computers.

Maintenance/Renovation: Common renovation skills (itemize all areas of practice), service work place machineries, cellular phone, grassmowers, machines, automatically liable, client service, client relationship, portfolio, money management, trades, public associations, maintaining records and managerial skill using computers.

Beautician: Hair clipping and designing, rinsing hair, providing permanents and body sprays, make-up preferring, makeovers, manicures, scalp handling, hair dyeing, hair lightening, appointing schedule, money treatment, public associations, continuous modernizing of skills, assembling deliveries and record keeping deals.

Domestic: Embroidery, child attending, manufacturing gat tires, money supervision, budgeting, guiding measures, teaching, adorning, laundry skills, food preparation, advising others, connecting to other persons, keeping accounts, public associations, framing new thoughts and ironing.

Kitchen: Cooking food, catering food, washing dishware, washing pots, functioning dishwasher, scheduling meals, catalogue, gathering supplies, administrative skill, stocking shelves, appointing, scheduling, guiding procedures and planning.

Wood working: Sand papering, house painting, filing cabinet construction, showy carpentry, building add-ons, house mounting, wainscoting, cabinets construction, sheet rocking, padding fitting, furniture refinishing, money management, involving to other folks, guiding consumers, trades, budgeting and directorial skill.

Manufacture: Concrete work, electrical cabling, repairs, upkeeps, sanitation, heavy weight equipment set-up, HGV driving, brick setting, trenching, roofing, sheet-metal work, boiler fitting, preservation work, cabinet making work, heavy manual labor, tools and machineries you can use, money management, public affairs, guiding clientele, catalog, setting up, administrative skill and flagging.

Road repairs: Road repairs involve a variety of organizational and technical skills and the work on roads in routine by stream of traffic makes the work theoretically dangerous to both the workmen and road consumers. Road repairs involve a variety of organizational and technical

skills and the work on roads in routine by stream of traffic makes the work theoretically dangerous to both the workmen and road consumers.

Sanitation: The plumber will mount, renovate and uphold sanitation systems and fittings in suburban, commercial, institutional, industrial or municipal buildings. The plumber read out blueprints, drawings and conditions to govern the outline of sanitation systems, water supply systems and discarded and sanitary systems. Maintains repairs and services all types of plumbing systems, low pressure steam heating systems, hot water systems and equipment and filtering systems. Installs salt and fresh water plumbing systems. Repairs hot and cold water lines, low pressure steam heating lines, air lines and gas lines. Repairs or replaces faulty taps, valves, traps, controls pumps, fixtures and equipment. Cleans heating system fans and screens does basic welding work when required, aligns motors, fans and pulleys as required. Performs a variety of maintenance tasks. Tests piping systems for leaks by application of pressure and use pressure gauges.

Security guard: To have elementary understanding of guard amenities, security business procedures, a guard's responsibilities and their operation as well as of a guard's rights and every day jobs; be acquainted with regulation concerning to guard duties as obligatory; be aware of dangers associated to guard work; command self-defense and emergency first aid; be familiar with the guard equipment and weapons necessary in their profession; be acquainted with the guard gear and weapons essential in their profession; have information of liberation procedures and safety measures for states of emergency.

Sewing machine: Recognize stitching machinery parts, use the stitching machinery, use an iron and ironing panel, trail simple pattern guidelines, use gauging gears, recognize and

prepare a woven material for stitching, stitch on a woven material, stitch straight joints, finish joints, and casting, sew a turned-and-stitched machine them.

Carpentry: Fixating shirking to a ligneous background, setting floor joists and arranging flooring, fixing door coating in stud sliding doors or block work opening, dangling an internal door, constructing a casement window, fixing and soothing trussed beams, retrieving for wood working and woodcraft, setting out and cutting a couple of common rafters and functioning elementary wood machinaries.

Electrician: Execute skillful electrical work in the setting up and mending of electrical system, device, and gear for light, warmth and power.

Mason: Up keeps, preserves and changing structures, retaining walls and additional brick or pebble networks.

2.6 LITERATURE CLASSIFICATION

The hunt was constrained to bona-fide study articles published in technical magazines, books, accounts and conference proceedings. While extracts of almost all the journal article are accessible via the internet free of cost, complete text accessibility is relatively narrow. This restraint is a stounded to some magnitude by means of the INDEST facility, of which our organization is associate, through which complete text of numerous articles could be safe guarded from other participating institutions.

In all 347 journal articles and others, conference papers, reports, and books were taken in account for study. The whole 347 references comprises 316 journal articles and others, 8 conference documents from proceeding, 21 accounts/web pages, and 2 books/book chapters. The dissemination is presented in Table 2.2.

Table 2.2: Distribution of all the referenced articles source-wise

S. No.	Basis of all the referenced articles	No. of articles	% of articles
1.	Magazine articles and others	316	91.07%
2.	Conference papers	8	2.31%
3.	Reports/web pages	21	6.05%
4.	Books	2	0.58%
Total		347	100.00%

2.7 METHODOLOGY OF LITERATURE REVIEW

All the articles, which were marked off, are distributed into classifications viz. journal & conference paper wise publication, publication time of articles, producer wise, methodology used in the publication, corresponding to the statistics investigation procedures, corresponding to the tactic exploited in the research. The practice used for the literature evaluation has been clarified in the Figure 2.1.

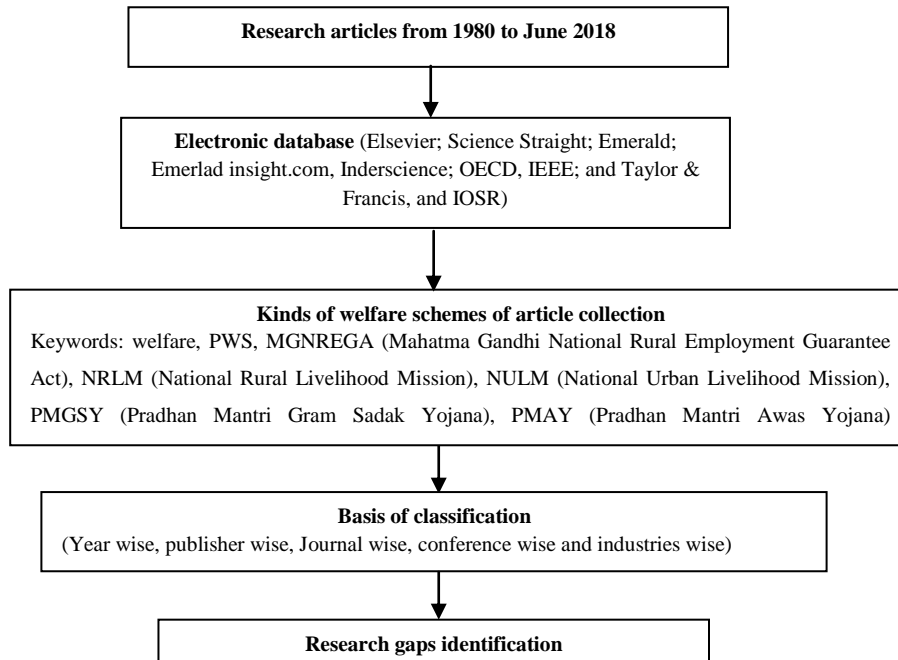


Figure 2.1: Methodology of literature review

2.8 SUMMARY OF LITERATURE REVIEW AND DISCUSSION

Literature collected regarding Public Welfare Schemes published in referred journals and conferences.

2.8.1 Arrangement of research papers corresponding to the time of publication

Table 2.3 displays year wise spreading of research papers on the subject of Public Welfare Scheme (PWS).

Table 2.3: Year wise arrangement of journal article

Serial Number	Year	Number of journal	Percentage (%)
1	1980	1	0.32%
2	1991	1	0.32%
3	1993	1	0.32%
4	1994	2	0.63%
5	1995	5	1.58%
6	1996	5	1.58%
7	1997	2	0.63%
8	1998	1	0.32%
9	1999	5	1.58%
10	2000	8	2.53%
11	2001	3	0.95%
12	2002	2	0.63%
13	2003	3	0.95%
14	2004	5	1.58%
15	2005	3	0.95%
16	2006	6	1.90%
17	2007	5	1.58%
18	2008	12	3.80%
19	2009	9	2.85%
20	2010	11	3.48%
21	2011	24	7.59%
22	2012	23	7.28%
23	2013	34	10.76%
24	2014	43	13.61%
25	2015	28	8.86%
26	2016	28	8.86%
27	2017	35	11.08%
28	2018	11	3.48%
Total		316	100.0%

Table 2.4: Year wise classification of conference paper

S. No.	Year	No. of conference paper	Percentage (%)
1	2011	1	12.50%
2	2012	1	12.50%
3	2013	1	12.50%
4	2014	1	12.50%
5	2016	2	25.00%
6	2017	2	25.00%
Total		8	100%

Table 2.5: Year wise classification of reports

S. No.	Year	No. of reports	Percentage (%)
1	1968	1	4.76%
2	1976	1	4.76%
3	1982	1	4.76%
4	1990	1	4.76%
5	1991	1	4.76%
6	2004	1	4.76%
7	2005	3	14.29%
8	2006	1	4.76%
9	2007	1	4.76%
10	2008	3	14.29%
11	2009	2	9.52%
12	2011	1	4.76%
13	2012	3	14.29%
14	2015	1	4.76%
Total		21	100.0%

Table 2.6: Year wise classification of books

S. No.	Year	No. of books	Percentage (%)
1	2006	1	50%
2	2009	1	50%
Total		2	100%

It is interesting to observe from Table-2.3, 2.4, 2.5, and 2.6 that during 1980-2018, an arrow amount of research papers emerged in the literature commencing with Public Welfare Scheme.

It is merely in the last 11 years (2008-2018) that a net worthy volume (approx 87%) of work has been carried out in this concern. This exhibits the plodding increase in concerning the matter.

2.8.2 Arrangement of research papers corresponding to the time of publisher

The literature evaluation on Public Welfare Schemes through 316 research papers has enclosed six publishers, namely Elsevier, Emerald Francis and Taylor, IEEE, OECD and IOSR. Table 2.7 illustrates that the Elsevier published 127 (36.60%) tailed by Emerald 112 (32.28%) articles. There were other publishers printed article on Public Welfare Scheme such Taylor and Francis as 42 (12.10%), IOSR 22 (6.34%), IEEE 9 (2.59%) and OECD (1.15%). These are the well-known publishers which are aggressively contributing to print the exploration by the scholar and practitioners.

Table 2.7: Arrangements of journal, conference paper, reports, books and others publisher-wise

S. No.	Journal, conference paper, reports, books and others	Details	Percentage (%)
1	Elsevier	127	36.60%
2	Emerald	112	32.28%
3	Taylor and Francis	42	12.10%
4	IOSR	22	6.34%
5	Reports	21	6.05%
6	IEEE	9	2.59%
7	Conference	8	2.31%
8	OECD	4	1.15%
9	Books	2	0.58%
Total		347	100.00

2.8.3 Spreading of research papers based on the journals and conferences

From the Table 2.8, it is well-defined that out of 324 references 316 journal articles are there. An aggregate of 324 research papers from 166 well-judged journals have been studied. It is observed that 70 research papers (22%) published in three journals (*International Journal of Sociology and Social Policy, International Journal of Social Economics, Procedia-Social and Behavioral Sciences*).

Table 2.8: Dissemination of research papers based on the journals articles and other, discussions, books and reports

S. No	Journal article	Number of papers	% of total articles
1.	International Journal of Sociology and Social Policy (IJSSP)	25	7.91%
2.	International Journal of Social Economics	23	7.28%
3.	Procedia-Social and Behavioral Sciences	22	6.96%
4.	International Journal of Manpower	8	2.53%
5.	Others	8	2.53%
6.	Social Enterprise Journal	7	2.22%
7.	Ecological Economics	6	1.90%
8.	Social Science & Medicine	5	1.58%
9.	World Development	5	1.58%
10.	IOSR Journal of Humanities and Social Science	4	1.27%
11.	Journal of Asian Public Policy	4	1.27%
12.	British Food Journal	3	0.95%
13.	Children and Youth Services Review	3	0.95%
14.	Employment for Poverty Reduction and Food Security	3	0.95%
15.	Energy Policy	3	0.95%
16.	Environmental Science & Policy	3	0.95%
17.	Global Journal of Research In Engineering	3	0.95%
18.	Humanomics	3	0.95%
19.	International Journal of Electrical Power & Energy Systems	3	0.95%
20.	Land Use Policy	3	0.95%
21.	The Social Science Journal	3	0.95%
22.	Accounting, Auditing & Accountability journal	2	0.63%
23.	Asia Pacific Journal of Social Work and Development	2	0.63%
24.	Case Studies on Transport Policy	2	0.63%
25.	Child Abuse & Neglect	2	0.63%
26.	Computer Networks	2	0.63%
27.	Development in Practice	2	0.63%
28.	Fuzzy Sets and Systems	2	0.63%
29.	Global Environmental Change	2	0.63%
30.	Information Sciences	2	0.63%
31.	International Journal of Environment, Agriculture and Biotechnology	2	0.63%

32.	International Journal of Sustainable Transportation	2	0.63%
33.	Journal of Comparative Economics	2	0.63%
34.	Journal of Economic Behavior & Organization	2	0.63%
35.	Journal of Economic Studies	2	0.63%
36.	Journal of Eurasian Studies	2	0.63%
37.	Journal of Financial Regulation and Compliance	2	0.63%
38.	Marine Policy	2	0.63%
39.	Personnel Review	2	0.63%
40.	Social Responsibility Journal	2	0.63%
41.	Telecommunications Policy	2	0.63%
42.	The TQM Magazine	2	0.63%
43.	Transforming Government: People, Process and Policy	2	0.63%
44.	Transportation Research Part A: Policy and Practice	2	0.63%
45.	Transportation Research Part B: Methodological	2	0.63%
46.	Act a Agriculturae and Section A	1	0.32%
47.	Agriculture and agricultural Science Procedia	1	0.32%
48.	Applied Energy	1	0.32%
49.	Applied Geography	1	0.32%
50.	Artificial Intelligence	1	0.32%
51.	Australian Journal of Political Science	1	0.32%
52.	BMC Public Health	1	0.32%
53.	Canadian Slavonic Papers	1	0.32%
54.	Challenge	1	0.32%
55.	Citizenship Studies	1	0.32%
56.	Common Wealth & Comparative Politics	1	0.32%
57.	Computers & Industrial Engineering	1	0.32%
58.	Computers, Environment and Urban Systems	1	0.32%
59.	Contemporary South Asia	1	0.32%
60.	Current Opinion in Biotechnology	1	0.32%
61.	Democratization	1	0.32%
62.	Disaster Prevention and Management: An International Journal	1	0.32%
63.	Discrete Applied Mathematics	1	0.32%
64.	East European Politics and Societies	1	0.32%
65.	Economic Modelling	1	0.32%
66.	Energy for Sustainable Development	1	0.32%
67.	Energy Procedia	1	0.32%
68.	Equal Opportunities International	1	0.32%
69.	European Journal of Operational Research (IJOR)	1	0.32%
70.	European Journal of Political Economy (IJPE)	1	0.32%
71.	European Journal of Social Work (IJSW)	1	0.32%
72.	Evaluation and Program Planning (EPP)	1	0.32%
73.	Focus	1	0.32%
74.	Food Policy	1	0.32%
75.	Frontline	1	0.32%
76.	Global Food Security	1	0.32%
77.	Health & Place	1	0.32%
78.	Health Systems & Reform	1	0.32%
79.	Housing, Theory and Society	1	0.32%
80.	IEEE Access	1	0.32%
81.	IEEE Transactions on Power Systems	1	0.32%
82.	IEEE Transactions on Systems, Man and Cybernetics	1	0.32%
83.	In Business, Ethics and Peace	1	0.32%

84.	In Engineering Earth	1	0.32%
85.	In Social Protection for the Poor and Poorest (SPPP)	1	0.32%
86.	In The Economics of Airport Operations	1	0.32%
87.	India Review	1	0.32%
88.	Indian Growth and Development Review	1	0.32%
89.	Indian Journal of Medical Research (IJMR)	1	0.32%
90.	Indian Research Journal of Extension Education (IRJEE)	1	0.32%
91.	International Journal of Advanced Research and Development (IJARD)	1	0.32%
92.	International Journal of Arts and Commerce	1	0.32%
93.	International Journal of Computer Applications in Engineering Sciences	1	0.32%
94.	International Journal of Educational Management (IJEM)	1	0.32%
95.	International Journal of Educational Research (IJER)	1	0.32%
96.	International Journal of Health Care Quality Assurance (IJHCQA)	1	0.32%
97.	International Journal of Humanities and Social Science (IJHSS)	1	0.32%
98.	International Journal of Multidisciplinary and Current Research (IJMCR)	1	0.32%
99.	International Journal of Public Sector Management (IJPSM)	1	0.32%
100.	International Journal of Retail & Distribution Management (IJRDM)	1	0.32%
101.	International Journal of Rural Studies (IJRS)	1	0.32%
102.	International Journal of Scientific and Research Publications (IJSRP)	1	0.32%
103.	Journal of Adolescent Health (JAH)	1	0.32%
104.	Journal of Aging & Social Policy	1	0.32%
105.	Journal of Applied Animal Welfare Science	1	0.32%
106.	Journal of Asian Economics	1	0.32%
107.	Journal of Chinese Governance	1	0.32%
108.	Journal of Cleaner Production	1	0.32%
109.	Journal of Comparative Social Welfare	1	0.32%
110.	Journal of Development Economics	1	0.32%
111.	Journal of Documentation	1	0.32%
112.	Journal of Economic Dynamics and Control	1	0.32%
113.	Journal of Economic Theory	1	0.32%
114.	Journal of Ethnic and Migration Studies (IEMS)	1	0.32%
115.	Journal of European Industrial Training (JEIT)	1	0.32%
116.	Journal of Health Organization and management (JHOM)	1	0.32%
117.	Journal of Historical Research in Marketing (JHRM)	1	0.32%
118.	Journal of Immigrant & Refugee Studies	1	0.32%
119.	Journal of Integrated Care	1	0.32%
120.	Journal of Intellectual Capital	1	0.32%
121.	Journal of Intellectual Disabilities and Offending Behaviour	1	0.32%
122.	Journal of International and Comparative Social Policy	1	0.32%
123.	Journal of Poverty (JP)	1	0.32%
124.	Journal of Religion & Spirituality in Social Work: Social Thought (JRSSWST)	1	0.32%
125.	Journal of Small Business Management (JSBM)	1	0.32%
126.	Journal of Technology Management & Innovation	1	0.32%
127.	Journal of the Japanese and International Economies	1	0.32%
128.	Journal of Transport Geography	1	0.32%
129.	Labour Economics	1	0.32%
130.	Library Review	1	0.32%
131.	Managerial Auditing Journal	1	0.32%
132.	Managerial Law	1	0.32%

133.	Mathematics and Computers in Simulation	1	0.32%
134.	Meat Science	1	0.32%
135.	Meat Science	1	0.32%
136.	OECD Social, Employment Migration Working Papers	1	0.32%
137.	Oxford Development Studies	1	0.32%
138.	Policy Press	1	0.32%
139.	Population Bulletin of the United Nations	1	0.32%
140.	Preventive Veterinary Medicine	1	0.32%
141.	Procedia Computer Science	1	0.32%
142.	Procedia Engineering	1	0.32%
143.	Procedia Environmental Sciences	1	0.32%
144.	Psychology Press	1	0.32%
145.	Renewable Energy	1	0.32%
146.	Reproductive Health	1	0.32%
147.	Research in International Business and Finance	1	0.32%
148.	Resources Policy	1	0.32%
149.	Revista Colombiana de Cardiología	1	0.32%
150.	Routledge	1	0.32%
151.	Scandinavian Journal of Disability Research	1	0.32%
152.	Scandinavian Journal of Management	1	0.32%
153.	ScientiaIranica	1	0.32%
154.	The Journal of Design, Economics and Innovation	1	0.32%
155.	Social Science Research	1	0.32%
156.	Supply Chain Management: An International Journal	1	0.32%
157.	Technological Forecasting and Social Change	1	0.32%
158.	Telematics and Informatics	1	0.32%
159.	The Anthropologist	1	0.32%
160.	The Journal of Nationalism and Ethnicity	1	0.32%
161.	The Lancet	1	0.32%
162.	The Qualitative Report	1	0.32%
163.	The World Bank	1	0.32%
164.	Transnational Journal Review	1	0.32%
165.	Transportation Research Part C: Emerging Technologies	1	0.32%
166.	West European Politics	1	0.32%
	Total	316	100.00%

Table 2.9: Author wise distribution of the journal articles

Journal article	No. of Papers	Author (Year)
International Journal of Sociology and Social Policy	25	Pamecha, S. & Sharma, I. (2015), Tang, K. L. (1996),Tang, K. L. (1999), Tang, K. L. (2000), Marlow, S. (2006), Seyfang, G. (2006),Van Berkel, R. (2006), Van Berkel, R. & Borghi, V. (2007), Beland, D. (2009), Johanne Solheim, L. (2010), Lisa Chen, H. (2010), Moreno, L. (2010), Frericks, P. (2011,) Irene Vabo, S. & Burau, V. (2011), Kroger, T. (2011), Hsiao-Li Sun, S. (2012), Leibetseder, B. & Kranewitter, H. (2012), Dengler, K., Hohmeyer, K., Moczall, A. & Wolff, J. (2013), Lai-ching, L. & Kam-wah, C. (2012), Requena, F. (2013), Gurtoo, A. (2014), Jha, R. (2014), Nielsen, M. H. (2015), Frericks, P. (2017), Wiggan, J. (2017), Schels, B. & Bethmann, A. (2018), Siza, R. (2018), Guzman, L. A & Monzon, A. (2014), Li, Z. C., Yao, M. Z., Lam, W. H., Sumalee, A. & Choi, K. (2015).

International Journal of Social Economics	23	Judge, K. & Hampson, R. (1980), Lai, O. K. (1994), Jansson, K. (1996), Justman, M. & Mehrez, A. (1996), Reeves, E. & O'Sullivan, E. (1996), Forni, F. H., Freytes Frey, A. & Quaranta, G. (1998), Griffin, K. (1999), Low, L. (1999), O'Neil, D. J. (1999), Rugina, A. N. (2000), Tisdell, C. (2001), Yannelis, D. (2001), Dixon, J. & Hyde, M. (2003), Capaldi, N. (2005), Reisman, D. (2007), Satija, K. C. (2009), Jones, J. F. (2010), Gomes, O. (2011), Parlalalis, S. K. (2011), Haynes, P., Banks, L. & Hill, M. (2014), PgMdSalleh, A. M. H. A. (2015), Risse, V. (2015), Tisdell, C. (2017).
Procedia-Social and Behavioral Sciences	22	Cremene, C. S. (2014), Rahmati, B., Adibrad, N. & Tahmasian, K. (2010), Felipe, M. T., de Ossorno Garcia, S., Babarro, J. M. & Arias, R. M. (2011), Kabir, M. H. (2011), Sandoval, L. Y., Rodriguez-Sedano, A. & Cadena, A. (2011), Ayar, A., Lotfi, Y. & Noorae, E. (2012), Green, J. (2012), Karim, H. A. & Hashim, A. H. (2012), Karimzadeh, M., Goodarzi, A. & Rezaei, S. (2012), Mustafa, S. A., Othman, A. R., & Perumal, S. (2012), Andreoni, V. & Galmarini, S. (2013), Dastgahi, N., Kashi, E. & Shameli, L. (2013), Diez, S. G. (2013), Sandu, A. (2013), Zhu, S., Du, L. & Zhang, L. (2013), Zhu, S., Du, L., Xiong, C. & Zhang, L. (2013), Izenkova, A. & Temirbekova, Z. (2014), Jimenez, A. M., Molina, M. I. S. M. & Garcia-Palma, M. B. (2014), Lapiņa, I., Maurane, G. & Starņeča, O. (2014), Martinez, M. J. L. (2014), Nadir, U. (2014), Kaya, I. (2016).
International Journal of Manpower	8	Leger, L. A. (1993), Bradley, S. (1995), Addabbo, T. & Baldini, M (2000), Drinkwater, S. & Robinson, C. (2013), Kopf, E. (2013), Pellizzari, M. (2013), Rodriguez-Planas, N. (2013), Zorlu, A. (2013).
Others	8	Baker, R. L. (1991), Ronconi, L., Sanguinetti, J. & Fachelli Oliva, S. (2006), Kostzer, D. (2008), Keller, N. (2009), Jha, R., Gaiha, R., Pandey, M. K. & Shankar, S. (2011), Hamnett, C. & Ward, P. (2012), Yadav, M. K. (2015).
Social Enterprise Journal	7	Reid, K., & Griffith, J. (2006), Hare, P., Jones, D., & Blackledge, G. (2007), Bidet, E. & Eum, H. S. (2011), Defourny, J. & Kim, S. Y. (2011), Pathak, P., & Dattani, P. (2014), Kay, A., Roy, M. J. & Donaldson, C. (2016), MacDonald, M. & Howorth, C. (2018).
Ecological Economics	6	Hediger, W. (2000), Frank, J. (2008), Vouvaki, D. & Xepapadeas, A. (2008), Kesting, S. (2010), Thondhlana, G. & Muchapondwa, E. (2014), Irz, X., Leroy, P., Réquillart, V. & Soler, L. G. (2016).
Social Science & Medicine	5	Channon, A. A., Andrade, M. V., Noronha, K., Leone, T. & Dilip, T. R. (2012), Robertson, L., Mushati, P., Eaton, J. W., Sherr, L., Makoni, J. C., Skovdal, M. & Munyati, S. (2012), Sparrow, R., Suryahadi, A. & Widyanti, W. (2013), Campos-Matos, I. & Kawachi, I. (2015), O'Campo, P., Molnar, A., Ng, E., Renahy, E., Mitchell, C., Shankardass, K. & Muntaner, C. (2015).
World Development	5	Robertson, L., Mushati, P., Skovdal, M., Eaton, J. W., Makoni, J. C., Crea, T. & Nyamukapa, C. (2014), Bose, N. (2017), Cammett, M. & sasmaz, A. (2017), Dreze, J. & Khera, R. (2017), Azam, M. (2018).
IOSR Journal of Humanities and Social Science	4	Ms.Eritriya Roy, M. E. R. (2013), Yellaiah, J. (2013), Tom, T. & Mutswanga, P. (2015), Babbar, S. K. (2014).
Journal of Asian Public Policy	4	Kuhnle, S. (2011), Lue, J. D. & Park, C. U. (2013), Mishra, B. K. (2016), Kuhner, S. & Nakray, K. (2017).
British Food Journal	3	Sodano, V., Hingley, M., & Lindgreen, A. (2008), Amilien, V. & Kjaernes, U. (2017), van Riemsdijk, L., Ingenbleek, P. T., Houthuijs, M. & van Trijp, H. C. (2017).
Children and Youth Services Review	3	Holtan, A., Handegard, B. H., Thornblad, R. & Vis, S. A. (2013), Wada, I. & Igarashi, A. (2014), Dutta, S. (2016).

Employment for Poverty Reduction and Food Security	3	Ahmed, A. U., Zohir, S., Kumar, S. K. & Chowdhury, O. H. (1995), Dev, S. M. (1995), Ling, Z. & Zhongyi, J. (1995).
Energy Policy	3	Zou, X. (2009), Popkin, J. H., Duke, J. M., Borchers, A. M. & Ilvento, T. (2013), Cho, I. K. & Kim, H. (2013).
Environmental Science & Policy	3	Narita, D., Tol, R. S. & Anthoff, D. (2010), Rouse, O. & Sevi, B. (2013), Dwyer, J. & Hodge, I. (2016).
Global Journal of Research In Engineering	3	Aguilar, L. B., Campos, H. M., Leyva, I. R. & Gutierrez, H. L. (2011), Khan, J. A., Raja, M. A. Z., & Qureshi, I. M. (2012), Junior, M. M. C. & Scarpel, R. A. (2014).
Humanomics	3	Hassan Farooqi, A. (2006), Azid, T. & Asutay, M. (2007), Hosseini, H. (2010).
International Journal of Electrical Power & Energy Systems	3	Kanakasabapathy, P. (2013), Chanda, S. & De, A. (2014), Chen, M. J., Hsu, Y. F. & Wu, Y. C. (2014).
Land Use Policy	3	Ho, P. (2014), Li, H., Huang, X., Kwan, M. P., Bao, H. X. & Jefferson, S. (2015), Leimona, B. & Carrasco, L. R. (2017).
The Social Science Journal	3	Kim, T. (2010), Park, Y. S. (2011), Roh, J. (2013).
Accounting, Auditing & Accountability journal	2	Georgakopoulos, G. & Thomson, I. (2008), Kamla, R. & G. Rammal, H. (2013).
Asia Pacific Journal of Social Work and Development	2	Jung, Y. M., Lee, S. Y. & Phillips, R. (2015), Hsueh, C. T. & Chang, Y. F. (2016).
Case Studies on Transport Policy	2	Raub, K. R., Scholz, A. B. & Liedtke, G. T. (2013), Guzman, L. A., de la Hoz, D. & Circella, G. (2015).
Child Abuse & Neglect	2	Sigurdson, J. F., Wallander, J. & Sund, A. M. (2014), Sigurdson, J. F., Wallander, J. & Sund, A. M. (2014).
Computer Networks	2	Liu, T. & Zhu, Y. (2014), Tham, C. K. & Luo, T. (2014).
Development in Practice	2	Dhanju, R. & O'Reilly, K. (2015), Offermans, A. & Glasbergen, P. (2017).
Fuzzy Sets and Systems	2	Aristondo, O., Garcia-Lapresta, J. L., de la Vega, C. L. & Pereira, R. A. M. (2013), Bortot, S. & Pereira, R. A. M. (2014).
Global Environmental Change	2	Pan, J. (2008), Fraser, E. D. (2013).
Information Sciences	2	Ok, C., Lee, S. & Kumara, S. (2014), Serrano, E., Moncada, P., Garijo, M. & Iglesias, C. A. (2014).
International Journal of Environment, Agriculture and Biotechnology	2	Chandra, A. & Bhadauria A. (2016), Chandra, A. & Bhadauria, A.
International Journal of Sustainable Transportation	2	Guzman, L. A., de la Hoz, D. & Monzon, A. (2014), Li, Z. C., Yao, M. Z., Lam, W. H., Sumalee, A. & Choi, K. (2015).
Journal of Comparative Economics	2	Cheng, L., Liu, H., Zhang, Y. & Zhao, Z. (2016), Menon, N. & vander Meulen Rodgers, Y. (2018).
Journal of Economic Behavior & Organization	2	Dills, A. K. & Hernandez-Julian, R. (2014), Lamantia, F. & Pezzino, M. (2016).
Journal of Economic Studies	2	Vitkovic, M. (2003), Evans, D. (2008).
Journal of Eurasian Studies	2	Knudsen, I. H. (2015), Polese, A., Morris, J. & Kovacs, B. (2015).
Journal of Financial Regulation and Compliance	2	Hall, M. J. (2002), Mullineux, A. W. (2010).
Marine Policy	2	Reithe, S., Armstrong, C. W. & Flaaten, O. (2014), Brooks, K., Schirmer, J., Pascoe, S., Triantafillos, L., Jebreen, E., Cannard, T. & Dichmont, C. M. (2015).
Personnel Review	2	Davis, A. & Gibson, L. (1994), Renwick, D. (2003).

Social Responsibility Journal	2	Khan, H. U. Z., Halabi, A. K. & Samy, M. (2009), Das, S. C. (2013).
Telecommunications Policy	2	Madden, G. (2010), Kshetri, N. (2014).
The TQM Magazine	2	Zairi, M. (2000), Douglas, A., Doris, J. & Johnson, B. (2004).
Transforming Government: People, Process and Policy	2	Csaki, C., O'Brien, L., Giller, K., McCarthy, J. B., Tan, K. T. & Adam, F. (2013), Bygstad, B. & Lanestedt, G. (2017).
Transportation Research Part A: Policy and Practice	2	Zou, B. & Hansen, M. (2012), Chalak, A., Al-Naghi, H., Irani, A. & Abou-Zeid, M. (2016).
Transportation Research Part B: Methodological	2	Brueckner, J. K. & Girvin, R. (2008), Ferrari, P. (2002).
Acta Agriculturae and Section A	1	Annen, D. N., Wieck, C. & Kempen, M. (2011)
Agriculture and Agricultural Science Procedia	1	Bisogno, M. (2016).
Applied Energy	1	Iychettira, K. K., Hakvoort, R. A., Linares, P. & de Jeu, R. (2017)
Applied Geography	1	Sandoval, J. O., Cervero, R. & Landis, J. (2011).
Artificial Intelligence	1	Caragiannis, I. & Procaccia, A. D. (2011).
Australian Journal of Political Science	1	Newsome, L. (2017)
BMC Public Health	1	Martila, A., Johansson, E., Whitehead, M. & Burström, B. (2012)
Canadian Slavonic Papers	1	Maltseva, E. (2016)
Challenge	1	Hungerford, T. L. (2017).
Citizenship Studies	1	Panican, A. & Ulmestig, R. (2016).
Commonwealth & Comparative Politics	1	Tillin, L. & Duckett, J. (2017).
Computers & Industrial Engineering	1	Kim, M. H., Kim, S. P. & Lee, S. (2012).
Computers, Environment and Urban Systems	1	Gigliarano, C., Balducci, F., Ciommi, M. & Chelli, F. (2014).
Contemporary South Asia	1	Chaudhuri, B. & Konig, L. (2017).
Current Opinion in Biotechnology	1	Surmei, E., Usturoi, M. G., Niculaua, M. & Ilies, A. M. (2013).
Democratization	1	Carbone, G. (2012).
Disaster Prevention and Management: An International Journal	1	Weng Chan, N. (1995).
Discrete Applied Mathematics	1	Nguyen, T. T. & Rothe, J. (2014).
East European Politics and Societies	1	Vukovic, D. & Babovic, M. (2014).
Economic Modelling	1	Bognetti, G. & Santoni, M. (2016).
Energy for Sustainable Development	1	Yadav, P., Davies, P. J. & Abdullah, S. (2018).
Energy Procedia	1	Yamane, F., Ohgaki, H. & Asano, K. (2011).
Equal Opportunities International	1	Henriksson, L. (2008).
European Journal of Operational Research	1	Nasri, M., Bastin, F. & Marcotte, P. (2015).
European Journal of Political Economy	1	Lunder, T. E. (2016).
European Journal of Social Work	1	Anderson, D. J. (2018).

Evaluation and Program Planning	1	Singh, S. (2016).
Focus	1	Moffitt, R. (2008).
Food Policy	1	Hansson, H. & Lagerkvist, C. J. (2015).
Frontline	1	Dreze, J. & Khera, R. (2009.)
Global Food Security	1	Narayanan, S. & Gerber, N. (2017).
Health & Place	1	Vikram, K. (2018).
Health Systems & Reform	1	Shroff, Z. C., Roberts, M. J. & Reich, M. R. (2015).
Housing, Theory and Society	1	Lennartz, C. & Ronald, R. (2017).
IEEE Access	1	Tang, Z., Liu, A. & Huang, C. (2016).
IEEE Transactions on Power Systems	1	Liu, H., Shen, Y., Zabinsky, Z. B., Liu, C. C., Courts, A. & Joo, S. K. (2008).
IEEE Transactions on Systems, Man, and Cybernetics	1	Cao, L. (2012).
In Business, Ethics and Peace	1	Molderez, I. & De Landtsheer, P. (2015).
In Engineering Earth	1	Matthiessen, C. W. & Knowles, R. D. (2011).
In Social Protection for the Poor and Poorest	1	McCord, A. (2008).
In The Economics of Airport Operations	1	D'Alfonso, T. & Bracaglia, V. (2017).
India Review	1	Deshpande, R., Kailash, K. K. & Tillin, L. (2017).
Indian Growth and Development Review	1	Muttur Ranganathan, N. (2017)
Indian Journal of Medical Research	1	Yesudian, C. A. K. (2007).
Indian Research Journal of Extension Education	1	Badodiya, S. K., Tomar, S., Patel, M. M. & Daipuria, O. P. (2016).
International Journal of Advanced Research and Development	1	Singh, S (2017).
International Journal of Arts and Commerce	1	Nyakundi, W. A., Bosibori, N. W., Charles, M. & Walter, O. (2012).
International Journal of Computer Applications in Engineering Sciences	1	Deka, A. K., & Hazarika, P. (2013).
International Journal of Educational Management	1	Bamford, D. R. (1996).
International Journal of Educational Research	1	Malmberg-Heimonen, I., Toge, A. G., Gyure, K., Rugkasa, M., Fossetol, K., Bergheim, B. & Liodden, T. (2017).
International Journal of Health Care Quality Assurance	1	Mee-Udon, F. (2014).
International Journal of Humanities and Social Science	1	Ajiboye, O. E. (2011).
International Journal of Multidisciplinary and Current Research	1	Negi, R. S., Singh, S. & Dhanai, R. (2015).
International Journal of Public Sector Management	1	Hagelund, A. (2016).

International Journal of Retail & Distribution Management	1	McLean, M. & Moore, C. M. (1997).
International Journal of Rural Studies	1	Lalit Mohan, Nayak; Barla, Praful Kumar and Panda, Bijayalaxmi (2012).
International Journal of Scientific and Research Publications	1	Pamecha, S. & Sharma, I. (2015).
Journal of Adolescent Health	1	Danh, M., Cummings, T., Bloomquist, K. R., Hensel, D. J., Hall, J. & Barton, W. H. (2014)
Journal of Aging & Social Policy	1	Borowski, A. (2015).
Journal of Applied Animal Welfare Science	1	Barnett, J. L. & Hemsworth, P. H. (2009).
Journal of Asian Economics	1	Jha, R., Bhattacharyya, S., Gaiha, R. & Shankar, S. (2009).
Journal of Chinese Governance	1	Zhu, X. (2016).
Journal of Cleaner Production	1	Hu, G., Wang, L., Chen, Y. & Bidanda, B. (2014).
Journal of Comparative Social Welfare	1	Chau, R. C. & Yu, S. W. (2011).
Journal of Development Economics	1	Jennings, C. & Sanchez-Pages, S. (2017).
Journal of Documentation	1	Kyle, B. (2005).
Journal of Economic Dynamics and Control	1	Zhao, K. (2017).
Journal of Economic Theory	1	Häckner, J. & Herzing, M. (2016).
Journal of Ethnic and Migration Studies	1	Serra Mingot, E. & Mazzucato, V. (2018).
Journal of European Industrial Training (JEIT)	1	Lindsay, C. (2002).
Journal of Health Organization and Management (JHOM)	1	Docherty, M., Cao, Q. & Wang, H. (2012).
Journal of Historical Research in Marketing	1	W. Keep, W. & J. Vander Nat, P. (2014).
Journal of Immigrant & Refugee Studies	1	Renema, J. A. & Lubbers, M. (2018).
Journal of Integrated Care	1	Dickinson, H. & Carey, G. (2017).
Journal of Intellectual Capital	1	Tome, E., Naidenova, I. & Oskolkova, M. (2014).
Journal of Intellectual Disabilities and Offending Behaviour	1	McKay, C. & Welsh, H. (2015).
Journal of International and Comparative Social Policy	1	S. H., Rafiey, H., Sajjadi, H., Rahgozar, M., Mohaqeqi Kamal, Abbasian, E. & Sharifian Sani, M. (2015).
Journal of Poverty	1	Belmonte-Martin, I. & Tufte, G. C. (2017).
Journal of Religion & Spirituality in Social Work: Social Thought (JRSSWST)	1	Garde, J. (2017).

Journal of Small Business Management	1	Feldman D C, Bolino M C (2000).
Journal of Technology Management & Innovation	1	Vega Gonzalez, L. R. (2009).
Journal of the Japanese and International Economies	1	Myojo, S. & Ohashi, H. (2018).
Journal of Transport Geography	1	Lucas, K. & Jones, P. (2012).
Labour Economics	1	Lindquist, M. J. & Santavirta, T. (2014).
Library Review	1	Hendry, J. D. (2000).
Managerial Auditing Journal	1	Sallyanne Decker, O. (2004).
Managerial Law	1	Carby-Hall, J. (2004).
Mathematics and Computers in Simulation	1	Sakata, K. & McKenzie, C. R. (2011).
Meat Science	1	Grandin, T. (2014).
Meat Science	1	Almounsor, A. & Mensi, S. (2016).
OECD Social, Employment and Migration Working Papers	1	Malherbet, F. Hernanz, V. & Pellizzari, M. (2004).
Oxford Development Studies	1	Bhatia, A. & Bhabha, J. (2017).
Policy Press	1	Beresford, P. (2016).
Population Bulletin of the United Nations	1	Apt, N. (2001).
Preventive Veterinary Medicine	1	Kyriazakis, I., Stoddart, K., Pandolfi, F., Wainwright, N. & Edwards, S. A. (2017).
Procedia Computer Science	1	Yu, T. & Zhang, L. (2013).
Procedia Engineering	1	Fistola, R. (2011).
Procedia Environmental Sciences	1	Zhao, Q. J. & Wen, Z. M. (2012).
Psychology Press	1	Doreian, P. & Stokman, F. N. (Eds.). (1997).
Renewable Energy	1	Sadeghi, H., Abdollahi, A. & Rashidinejad, M. (2015).
Reproductive Health	1	Wazir, M. S., Shaikh, B. T. & Ahmed, A. (2013).
Research in International Business and Finance	1	C. C., Hazari, Chao, B. R. & Sgro, P. M. (2004).
Resources Policy	1	Lei, Y., Cui, N. & Pan, D. (2013).
Revista Colombiana de Cardiologia	1	Jimenez, A. L. (2014).
Routledge	1	Berg-Weger, M. (2016).
Scandinavian Journal of Disability Research	1	Cebulla, A. & Zhu, R. (2016).
Scandinavian Journal of Management	1	Skoglund, A. (2015).
ScientiaIranica	1	S. M. H., Kazemi, A. & Masoum, Nabavi, M. A. S. (2012).
The Journal of Design, Economics, and Innovatio	1	von Busch, O. & Palmas, K. (2017).
Social science research	1	McCall, P. L. & Brauer, J. R. (2014).
Supply Chain Management: An International Journal	1	Ruben, R. & Zuniga, G. (2011).
Technological Forecasting and Social Change	1	Ramani, S. V., SadreGhazi, S. & Gupta, S. (2017).

Telematics and Informatics	1	James, J. (2014).
The Anthropologist	1	Estepa-Maestre, F. & Roca, B. (2017).
The Journal of Nationalism and Ethnicity	1	Tillin, L. (2017).
The Lancet	1	Fang, H., Liu, X., Meng, Q., Yuan, B. & Xu, J. (2015).
The Qualitative Report	1	Bowen, G. A. (2005)
The World Bank	1	Walle, D. V. D. (1999)
Transnational Journal Review	1	An, S., Chambon, A. & Kongeter, S. (2016).
Transportation Research Part C: Emerging Technologies	1	Coulombel, N. & De Palma, A. (2014).
West European Politics	1	Martinsen, D. S. & Vollaard, H. (2014).
Total	316	

2.9 SUMMARY

In this chapter a compressive literature reviews was done for Public Welfare Schemes. In all 347 references were collected from research papers, books, conferences etc. initially importance of Public Welfare Schemes are discussed and various PWS of BRICS and SAARC countries presented in brief. A comparison of PWS was made and their orientation towards skill development is assessed.

The literature is classified by various ways that is year, journal & publisher vise etc. it is observed that Indian PWS aimed to provide temporary employment not for skill development. A detailed study of literature on MGNREGA was made in contest of skill development. Primarily it is observed that skill enhancement is not the criteria of MGNREGA. Based on findings of literature review research formulation will be conversed in the succeeding chapter.

3.1 IDENTIFICATION OF PROBLEM

A lot of research has undergone for the past many decades in large scale Public Welfare Schemes, but lack of research was found regarding MGNREGA in perspective of Rajasthan. The MGNREGA was initiated with the objective of “*enhancing livelihood security in rural areas by providing at least 100 days of guaranteed wage employment in a financial year, to every household whose adult members volunteer to do unskilled manual work*”.

The detailed research is needed to identify the *usefulness and effectiveness of implementation of MGNREGA* to improve the livelihood security in the recent years in Rajasthan state. Investigations are needed to observe the study of right based framework, impact on wages, income and quality of life of end users (villagers) payment, source wise annuals expenditure before and after MGNREGA. Research requirement exists to identify increase in level of efforts/programmes for awareness and skill development of villagers by Govt. officers.

3.2 RESEARCH MOTIVATIONS

It has been observed that most of the previous research studies done on large scale Public Welfare Schemes are descriptive in nature. There is hardly any previous research study which relates to Rajasthan.

3.3 RESEARCH PROCEDURE

Proposed study is assessable in characteristic, so in order to attain its empirical purposes, a cross-sectional research project would be implemented.

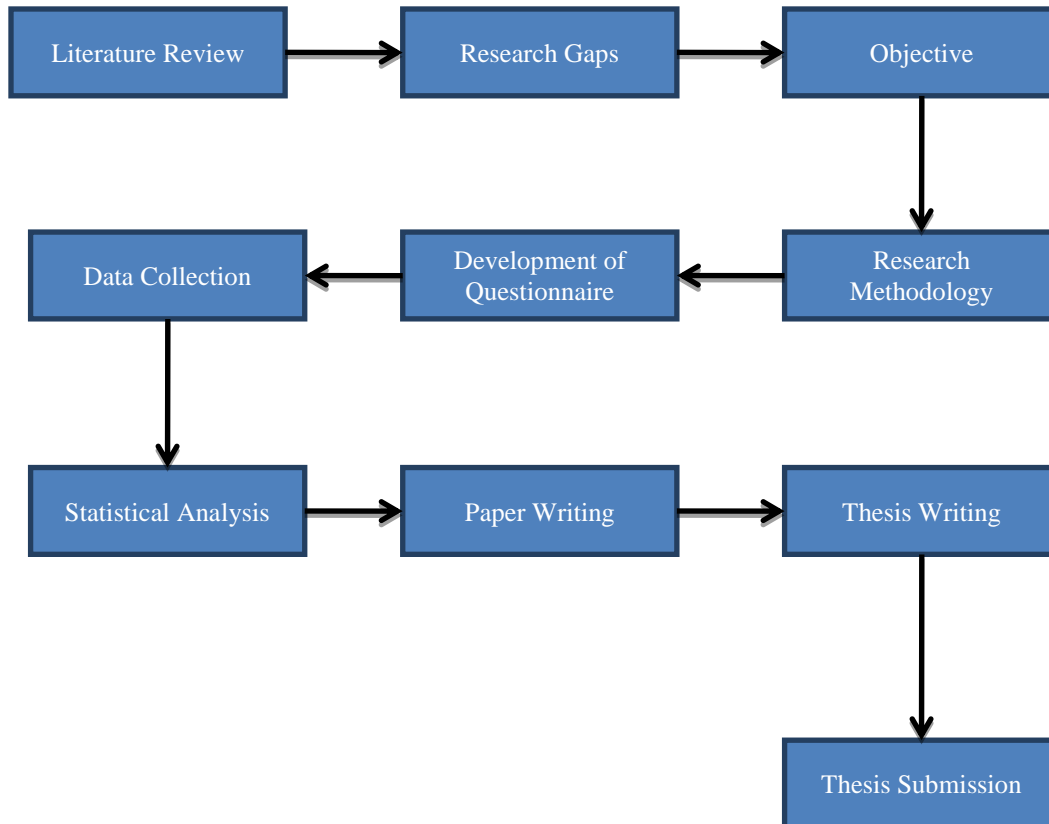


Figure 3.1: Research procedure

3.4 RESEARCH GAPS

Based on the literature review following research gaps are identified:-

1. Literature review indicated that research work on effect of learning/on-job skill development training imparted in large scale Public Welfare Schemes is negligible.
2. Out of the existing research on large scale Public Welfare Schemes, the proportion of research related to the impact of skill development on the prospective employability is negligible.
3. Most of the studies found are descriptive in nature and this motivates for empirical investigation on large scale Public Welfare Schemes in India.

3.5 RESEARCH QUESTIONS

This empirical study is proposed to analyze the interaction of prevailing socio-economic conditions with participation in large scale Public Welfare Schemes. In order to achieve these, the following questions are examined and analyzed:

1. What is the socio economic impact of large PWS?
2. Whether there is any skill development?
3. Any change in the employability.

3.6 RESEARCH OBJECTIVES

The major objectives of the present study would be as follows:

- a) To assess the impact of Socio-economic conditions in large scale Public Welfare Schemes.
- b) To identify the level of employment provided in PWS.
- c) To explore worker's view on the training for skill enhancement.
- d) To develop a framework for skill development.

3.7 DEVELOPMENT OF HYPOTHESES

Hypotheses are tentative supposition or an assertion that the researcher seeks to investigate. It provides definite direction to the survey and becomes the basis for an investigation. The following hypotheses could be proposed for the present research work.

Public Welfare Schemes are implemented by the government in villages with the objective of temporary employment to people living below poverty line. A large sum of amount was invested by the government for public welfare. In villages both men and women are working in MGNREGA. The Government provides 100 days of work to each person in a year.

H1: Women have higher probability to join in the large scale Public Welfare Schemes for employment than men.

From the literature it is observed that basic objective of PWS is to provide temporary employment. In MGNREGA people are working mainly for two types of activities related to flood control and drought control. These activities involve digging of ponds and preparation of soil wall. These activities consist of low level of skill requirement.

H2: There is no skill development of villagers after adoption of MGNREGA.

Since activities in PWS are of low quality level which leads to negligible skill development. A rigorous on the job training shall be provided by the government to prepare them for employability. This training may be related to specific occupation such as *carpenter, Plumber, Electrician, mason, beautician* etc. This training enhances their skills and productivity.

H3: Productivity of villagers may enhance with training programme.

The training provided for specific trade as mentioned above will be helpful to make the people employable. This will stop re-entry in PWS next year, because due to enhanced skills the worker may get some employment or start working by his/her own.

H4: Employment/Self employment is possible after training.

3.8 SUMMARY

The chapter started with the background of problem. Problem statement is formulated in the first section. Next section deals with motivation of research study. In section 3.3 research procedure is discussed in detail. Based on literature research gaps are identified in next section. Section 3.5 presented research design for this study. With this background research questions are

formulated and presented in section 3.6. Research objectives are identified after this. The last section described Hypotheses development.

Detailed research design and methodology will be presented in chapter 4.

The research scheme and the techniques are presented in this chapter. It covers development of research instrument, variables measurement, and a portrayal of the preliminary test. The chapter also discusses the legitimacy, dependability and uniformity of the mechanisms used in the research.

4.1 RESEARCH DESIGN

Figure 4.1 gives research designs and methodology used in this research. The research is empirical in nature and thus a standard method was adopted in this research. The research sequence start with questionnaire development, questionnaire validation, pilot testing, questionnaire administration etc.

4.2 RESEARCH METHODOLOGY

The research methodology is based on the survey of Public Welfare Schemes of Rajasthan to assess the role of workers and employees in adoption of welfare scheme practices and the impact on standard of livelihood of workers and skill development of Workers. Survey involved the collection of information from a large group of population. The survey research is prominent as a methodology that has been used to study unstructured organisational problems. Flynn et al. (1990) indicate the survey designs with questionnaire are the most commonly used methodology in empirical social science research. In this research the largest Indian PWS MGNREGA is taken for further investigation. The research process includes two phases macro and micro phase (Figure 4.2).

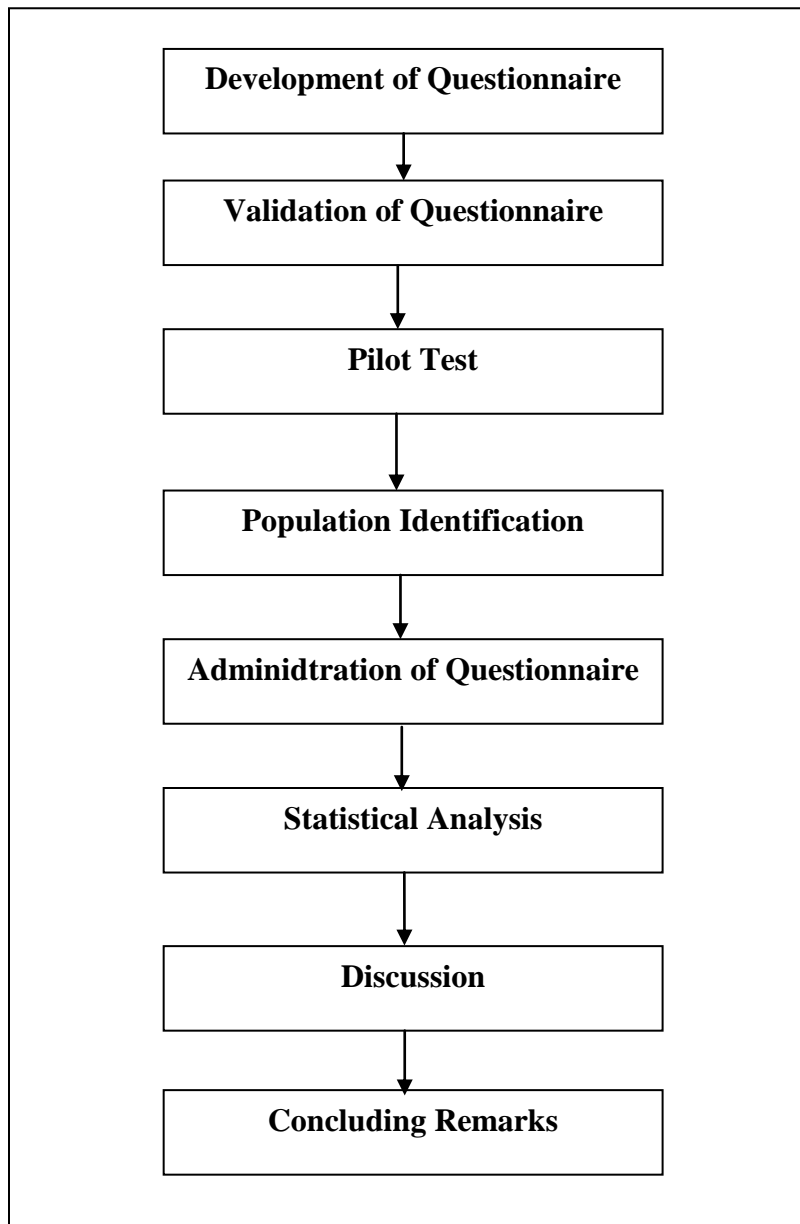


Figure 4.1: Research design

The phase one (macro phase), a survey of workers of MGNREGA was administered from five districts of Rajasthan state. The micro phase involves survey of employees of MGNREGA. A semi structured questionnaire is used for in person interview (Lennartz & Ronald, 2017).

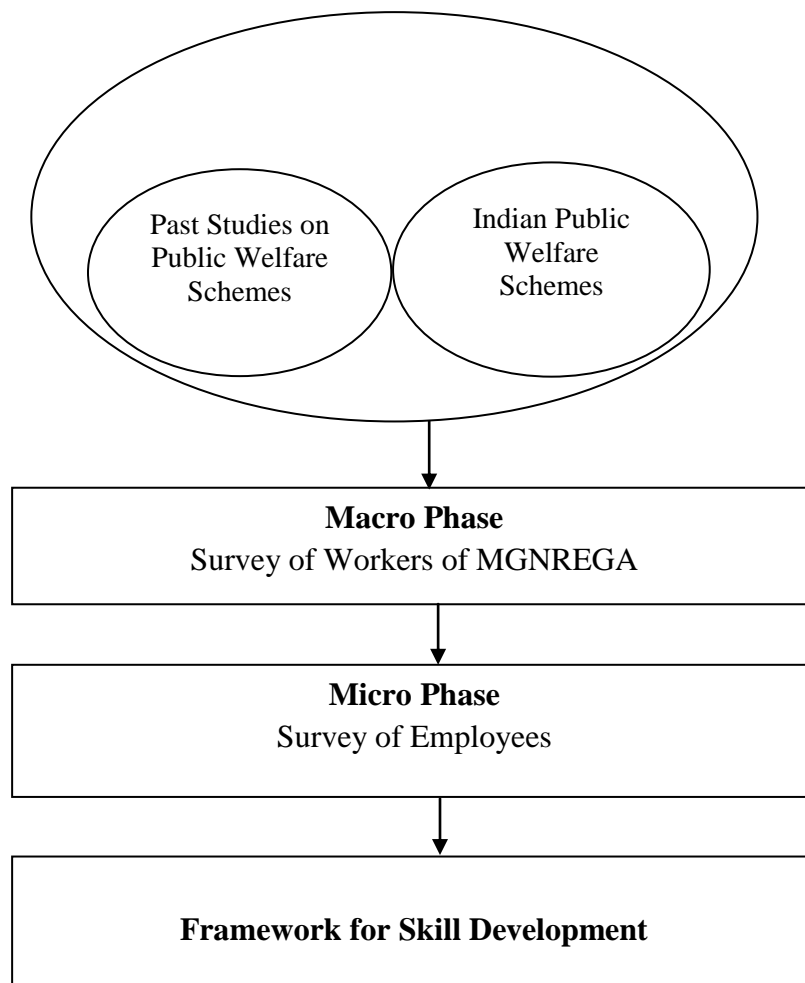


Figure 4.2: Research methodology

4.3 QUESTIONNAIRE DEVELOPMENT

4.3.1 Source and content

This research is empirical in nature and carried out to assess Public Welfare Scheme MGNREGA. The purpose of the inspection was to collect data fit for empirical assessment of Public Welfare Scheme: MGNREGA. Based on the debate from the industry and academic professionals and literature review, two survey questionnaire were designed. The questionnaire have been established on a five point Likert scale (details of which are given in Appendix-I and Appendix-II). The first questionnaire deals with various issues of PWS worker, skill development, training etc. relevant to MGNREGA. Second questionnaire was designed for feedback from employees of MGNREGA.

The first questionnaire (developed for MGNREGA workers) contains three parts. Part A containing eleven questions about general information of the Worker i.e. *name, village name, gender, education, age, occupation, income* etc. Part B contains 14 questions related to the issues of MGNREGA such as *awareness of PWS, working in PWS, Type of PWS, Duration of work, Liking of PWS, Employment allowance, Mode of payment, days of work, Type of activities, Improvement of family status* etc. part C contains 13 questions related to *skill development*.

The second questionnaire (developed for MGNREGA employees) consists of 18 questions. Four questions were about general information of the Employee i.e. *name, designation, posting village name, district* etc. Remaining 14 questions were related to the issues of MGNREGA such as *awareness of PWS, working in PWS, Type of PWS, Duration of work, Liking of PWS, Type of activities, Improvement of family status, skill development* etc. Respondents were asked to answer on a five point Likert scale, ranging 1=strongly disagree, 2=disagree, 3=neutral, 4=agree and 5=strongly agree.

4.3.2 Reliability and validity

It is essential to have technique for analysing goodness of the facts for measurement. There are two traditional criteria for testing the goodness of any measurement process: reliability and validity (Menrzer and Flint, 1997).

4.3.2.1 Reliability

Reliability means consistency of repetition on the identical subject in identical positions. Reliability is degree of inter-correlation between the items gauging a later variable (Menrzer and Flint, 1997). Cronbach's alpha value more than 0.6 are deliberated acceptable. (Nunnally and Bernstein, 1994).

4.3.2.2 Validity

Validity is the capability to measure adequately what it is imagined to measure. The validity measures two stuffs: does the items / scale justly what it is supposed to measure? Does it measure something? The validity represents the relationship between the construct and its indicators.

Content validity is a judgment, by expert, of the extent to which a scale truly deals the concept that it is proposed to measure. For the content validity, the few questionnaires were sent to the leading practitioners and academicians for pilot study.

4.4 THE TARGET POPULATION AND DATA COLLECTION

The target population of this research is worker working in MGNREGA Public Welfare Scheme. The number of workers is very large in whole state. Thus, five districts Jaipur, Sikar, Udaipur, Alwar, and Bundi were selected which represents the culture of whole state. The first questionnaire (for workers) was distributed in the 1700 workers of five districts of Rajasthan working in MGNREGA. In total 1501 valid questionnaires were collected from five districts. The second questionnaire (for employees) was distributed in the 200 employees of five districts of Rajasthan working in MGNREGA. In total 108 valid questionnaires were collected from five districts.

4.5 ANALYSIS OF DATA

Data Analysis is done to conclude and interpret the data collected. Statistical evidence is required to draw conclusions from empirical data and to generalize them.

The IBM Statistical Package for Social Sciences (SPSS) version 22.0.

4.6 DATA ANALYSIS TOOLS AND TECHNIQUES

To get the appropriate inference of collected data and to examine the research hypotheses following examinations were performed.

4.6.1 Preliminary analysis

Preliminary analysis is carried out to ensure validity of responses. Frequency analysis and Chronbach's alpha coefficient was executed as an appropriate statistical trial for judging the reliability and validity of instrument using SPSS 22.0.

4.6.2 Descriptive statistics

Descriptive statistics include mean and standard deviation. This is used for computing both the questionnaire i.e. for workers and employees.

4.6.3 Association between variables

Karl Pearson's coefficient of correlation was calculated to check the relationship/association between the variables.

4.7 SUMMARY

In summary activities performed in this chapter are improvement of survey questionnaire, pilot study of survey questionnaire, improvement of database for the inspection and the sample selection. Technique of sample and data collection, Data analysis tools and techniques and investigation design for macro and micro phase are also presented in this chapter. The next chapter deals with the data analysis, result and discussion.

Final version of questionnaire was administered with respondents. Two different sets of questionnaire were filled by the workers (working in MGNREGA) and employees (working in MGNREGA). The objective was to assess skill development through Public Welfare Schemes.

5.1 INTERNAL CONSISTENCY ANALYSIS OF WORKERS

The internal consistency is used to check reliability of the constructs. It is measured through the Cronbach's alpha. The value of alpha varies from 0 to 1 and higher values indicate the higher reliability. Cronbach's alpha value more than 0.6 are considered satisfactory. (Nunnally and Bernstein, 1994).

Table 5.1: Internal consistency of different constructs

Constructs	Name of Construct	No. of Items	Cronbach's alpha
1	Public Welfare Scheme	3	0.708
2	Skill Development in PWS	12	0.807

Table 5.1 present constructs, number of items in them and the value of Cronbach's alpha for each construct. High value of cronbach's alpha confirms there liability of the instrument.

5.2 INTERNAL CONSISTENCY ANALYSIS OF EMPLOYEES

The internal consistency is used to check reliability of the constructs. It is measured through the Cronbach's alpha. The value of alpha varies from 0 to 1 and higher values

indicate the higher reliability. Cronbach's alpha value more than 0.6 are considered satisfactory. (Nunnally and Bernstein, 1994).

Table 5.2: Internal consistency of different constructs

Constructs	Name of construct	No. of items	Cronbach's alpha
1	Public Welfare Scheme	4	.712
2	Skill Development in PWS	7	.832

Table 5.2 present constructs, number of items in them and the value of Cronbach's alpha for each construct. High value of Cronbach's alpha confirms the reliability of the instrument.

5.3 ANALYSIS OF WORKER'S QUESTIONNAIRE

Out of 1700 workers 1501 filled responses were received. This gives 88% response rate. SPSS version 22.0 is used to analyze the responses.

5.3.1 Statistics of respondents

Survey instrument was administered in workers working in MGNREGA in five different districts of Rajasthan. Table 5.3 gives detail of respondents. Total 1501 responses were received out of this 1088 respondent were female and 413 were male.

Table 5.3: Statistics of respondents

Gender	No. of respondents	Percentage (%)	Cumulative percentage (%)
Female	1088	72.5	72.5
Male	413	27.5	100.0
Total	1501	100.0	

All respondents were working in MGNREGA. In this study five districts were considered which are Alwar, Bundi, Jaipur, Sikar and Udaipur. District wise respondent distribution is given in Table 5.4 and Figure 5.1 (Nguyen & Rothe, 2014).

Table 5.4: District wise statistics of respondents

S.No	District	No. of respondents	Female (%)	Male (%)
1	Alwar	246	179 (72)	67(28)
2	Bundi	226	165(73)	61(27)
3	Jaipur	251	183(73)	68(27)
4	Sikar	260	196(75)	64(25)
5	Udaipur	518	365(71)	153(29)
Total		1501	1088 (72)	413 (28)

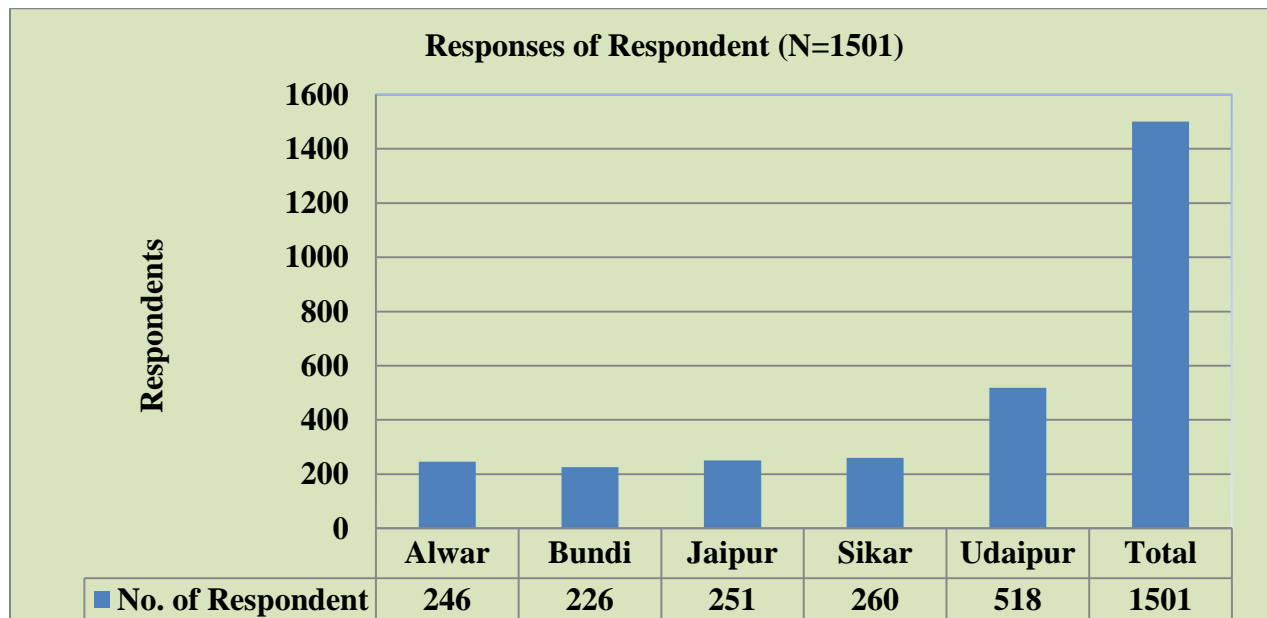


Figure 5.1: District wise statistics of respondents

All respondents have worked in MGNREGA (Popkin et al., 2013). In this study five districts were considered. Percentage of district wise respondent distribution is given in Table 5.4 (Schels & Bethmann, 2018). In villages females are working more than males as men are not working due to bad habits such as drinking alcohol. This is observed in all five districts. Figure

5.2 gives detail of respondents from Alwar district. It is observed that majority (72%) of workers are female. This supports our hypothesis 1.

H1: Women have higher probability to join in the large scale PWS for employment than men.

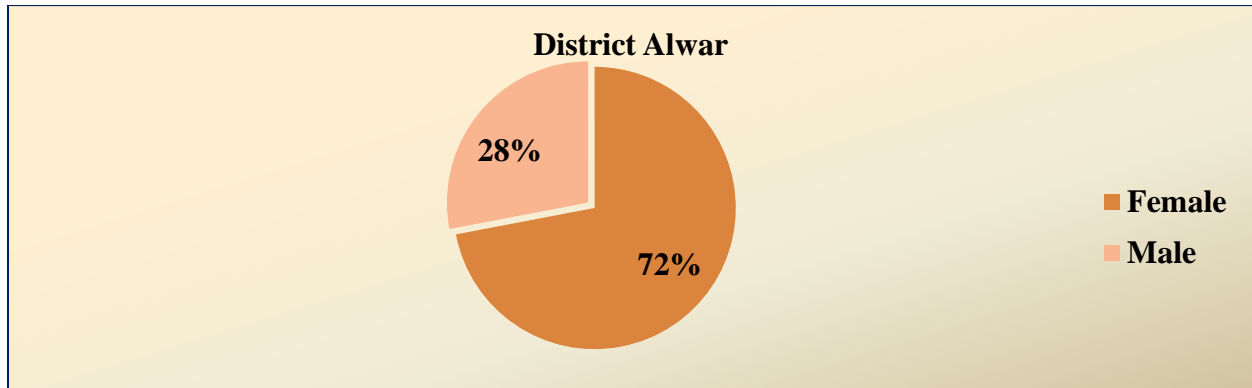


Figure 5.2: Gender wise statistics of Alwar district

Figure 5.3 gives detail of respondents from Bundi district. It is observed that fewer males (27%) are working in PWS than females.

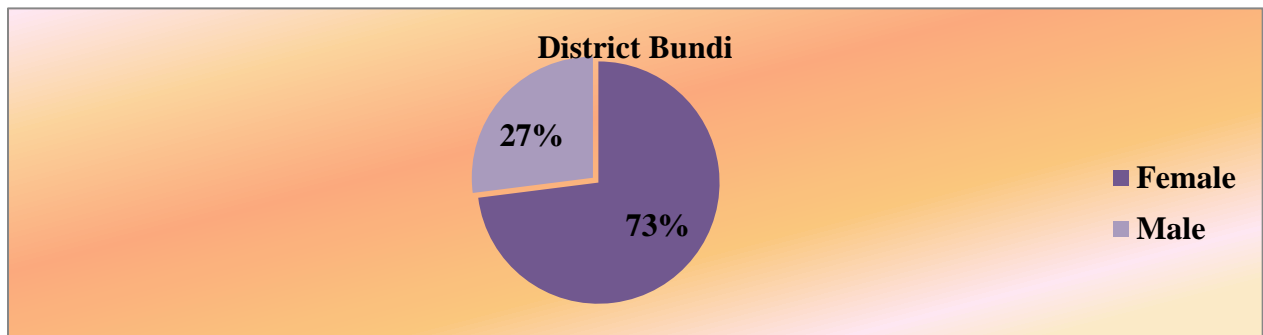


Figure 5.3: Gender wise statistics of Bundi district

Figure 5.4 gives detail of respondents from Jaipur district. It is observed that 73% female and 27% males have responded in the survey of Jaipur district.

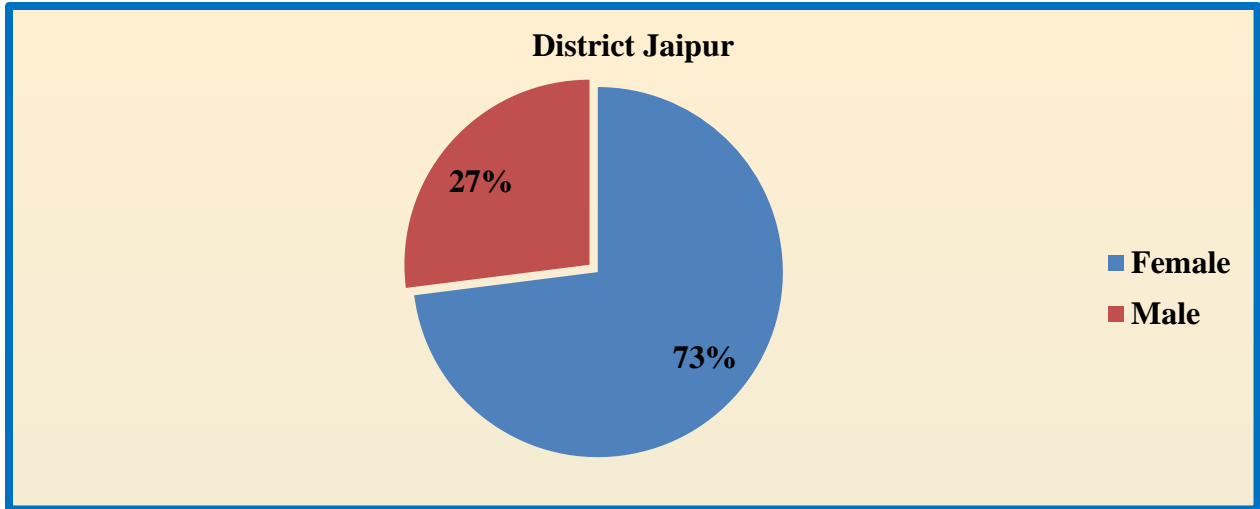


Figure 5.4: Gender wise statistics of Jaipur district

Figure 5.5 gives detail of respondents from Sikar district. It is observed that 75% females have responded in the survey of Sikar district.

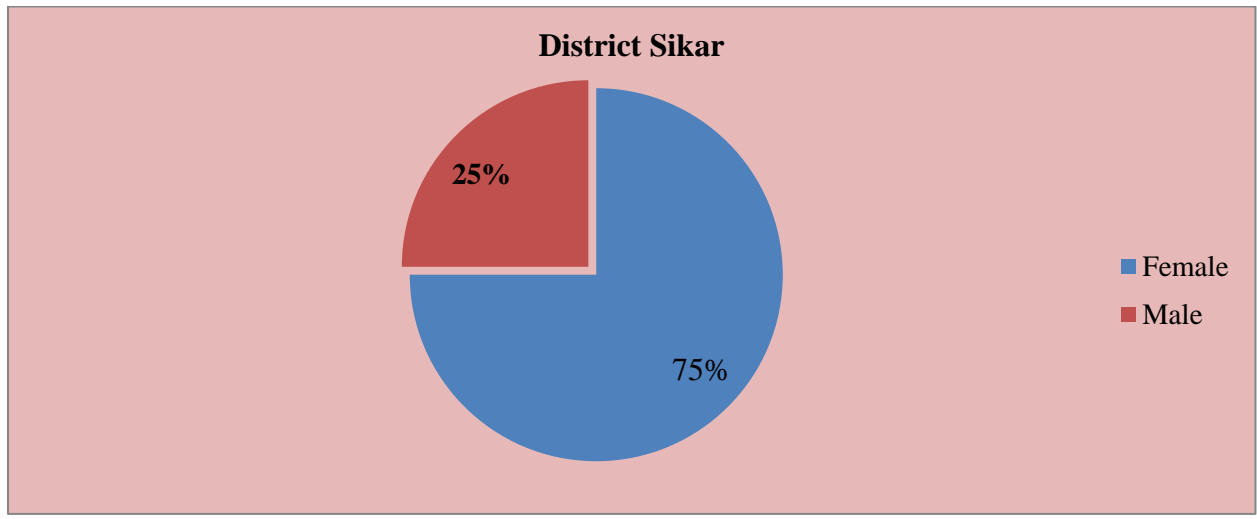


Figure 5.5: Gender wise statistics of Sikar district

Figure 5.6 gives detail of respondents from Udaipur district. It is observed that 71% females and 29% males have responded in the survey of Udaipur district.

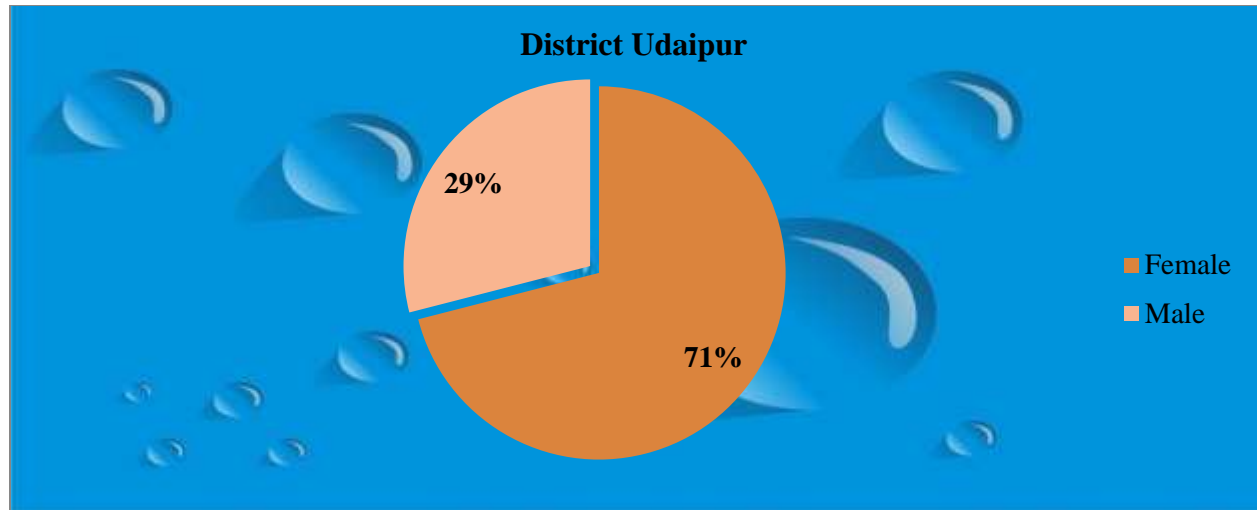


Figure 5.6: Gender wise statistics of Udaipur district

5.3.2 Demographics of respondents

In our Survey respondent's age is varied i.e. People of different age have responded. Table 5.5 and Figure 5.7 give distribution of respondents according to age (Pellizzari, 2013 and Reisman 2007).

Table 5.5: Age wise distribution of respondents

S.No	Age of workers (in years)	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	Less than 20	105	6.99	6.99
2	20-30	168	11.92	18.91
3	30-40	356	23.71	42.62
4	40-50	645	42.97	85.59
5	Above 50	227	14.41	100.0
Total		1501	100.0	

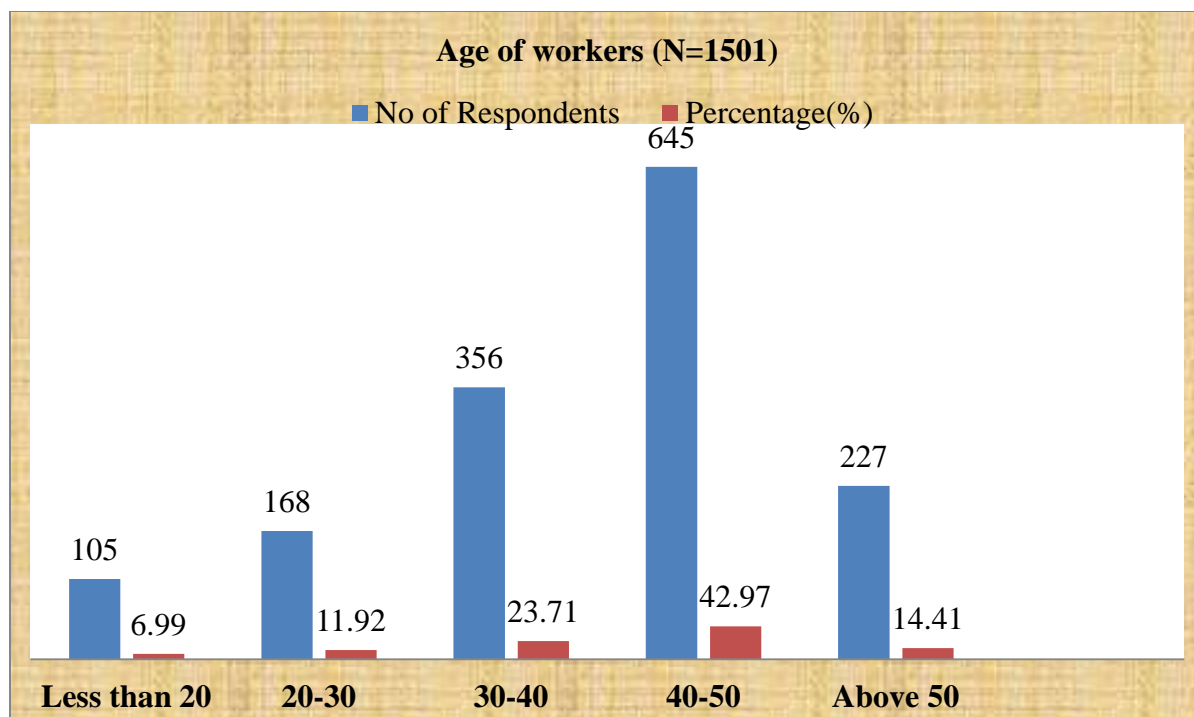


Figure 5.7: Age wise distribution of workers

Table 5.6 gives the detail of qualification of workers responded in the survey. It is observed that majority of the worker (52.2%) were illiterate and 4% workers educated upto above secondary level.

Table 5.6: Education of respondents

S.No	Teaching Standard	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	Above Secondary	58	4	4
2	Middle	138	9.15	13.15
3	Secondary	205	13.65	26.8
4	Primary	315	21	47.8
5	Illiterate	785	52.2	100
Total		1501	100	

Figure 5.8 gives bar chart of education level of workers responded in the survey from different district.

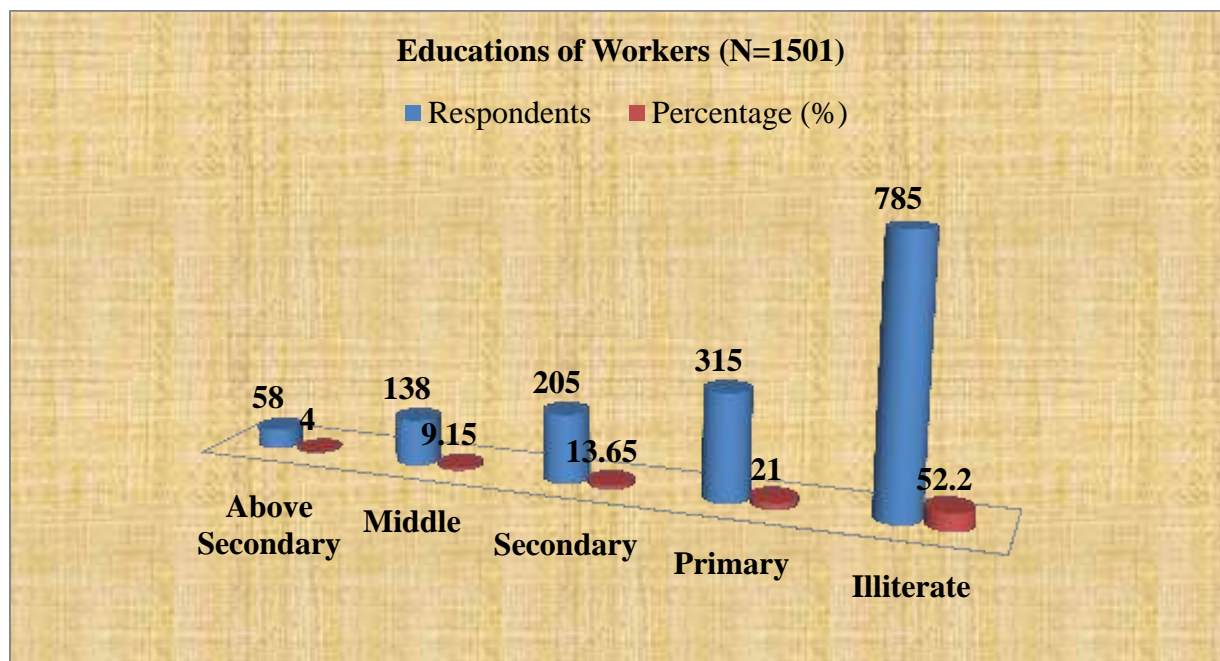


Figure 5.8: Educations of workers

Table 5.7 gives the detail of current occupation of workers. It is observed that majority of respondents (65%) were working in labour category i.e. beldar.

Table 5.7: Current occupation of workers

S.No	Works	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	Labour (beldar)	965	65	82
2	Farmer	265	17	90
3	Nature of Domestic Work	132	8	90
4	Construction	79	6	94
5	Other	60	4	100.0
Total		1501	100.0	

Occupation of respondents is presented as bar chart in Figure 5.9. It is observed that in MGNREGA farmers (17%) also participate. It seems that they prefer to work in PWS during free

time after sowing. Another reason of working of farmers in MGNREGA might be due to drought (Robertson et al., 2012 and 2014).

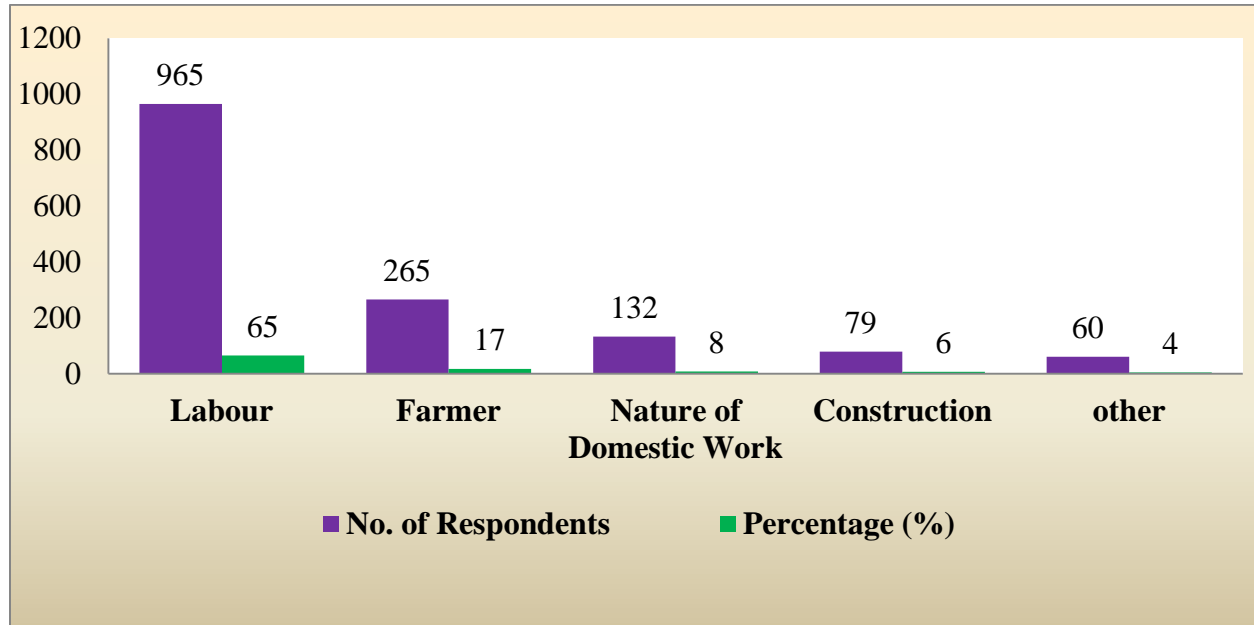


Figure 5.9: Occupations of workers (N=1501)

Table 5.8 gives the income of worker per month. It is observed that majority (52.5%) of workers are in BPL category and has monthly income less than Rs.5000 (Siza, 2018).

Table 5.8: Income of worker per month

S.No	Reasons	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	Less than 5000	788	52.5	52.5
2	5001-10000	634	42.2	94.7
3	10001-15000	54	3.6	98.3
4	15001-20000	19	1.3	99.6
5	More than 20000	6	.4	100.0
Total		1501	100.0	

Figure 5.10 gives detail of income of respondents. It is observed that only 1% workers have monthly income about Rs 15000. It is obvious as most of the workers are in low income group.

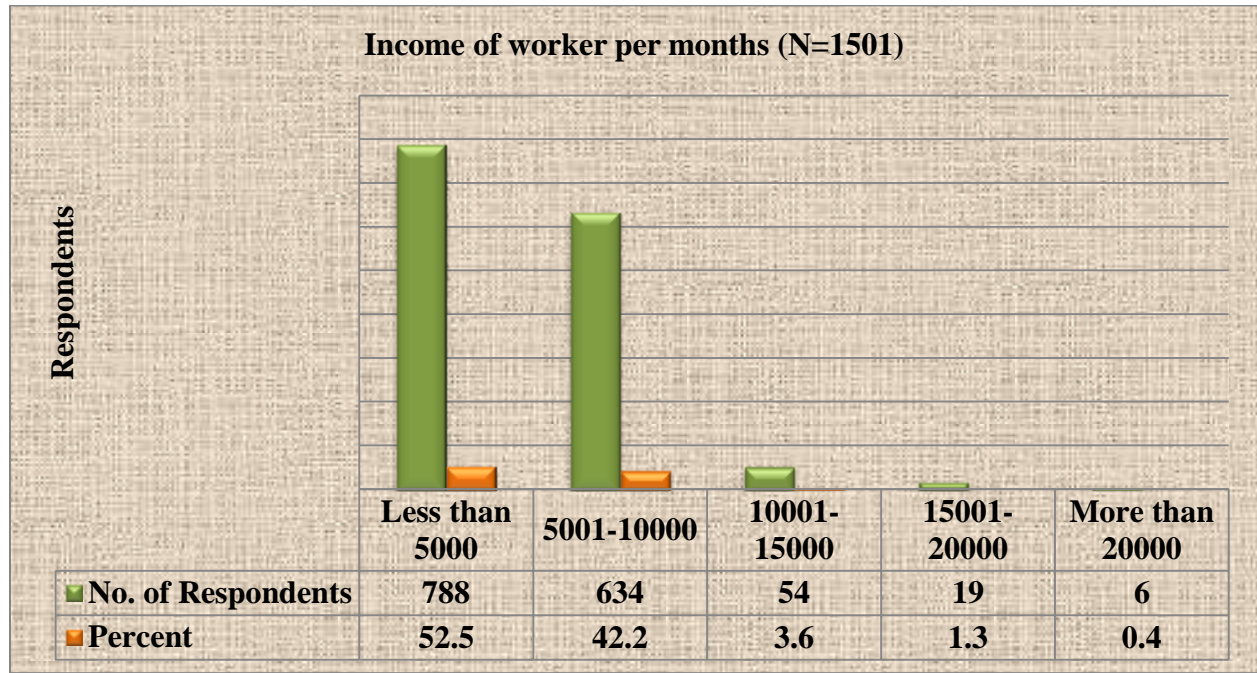


Figure 5.10: Income of worker per month

5.3.3 Awareness about PWS

Indian government started No. of Public Welfare Schemes to support the poor citizens. In our study we have asked respondents about awareness/knowledge of various PWS such as National Rural Livelihood Mission (NRLM), National Urban Livelihood Mission (NULM), Pradhan Mantri Gram Sadak Yojana (PMGSY), Pradhan Mantri Awas Yojana (PMAY) and Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) etc (Sodano & Lindgreen 2008).

Table 5.9 and figure 5.11 gives detail of responses of workers about these schemes. It is noticed that MGNREGA is the most popular scheme as majority of worker (49%) are aware about this followed by Pradhan Mantri Gram Sadak Yojana (PMGSY).

Table 5.9: Awareness about PWS

S.No	Schemes	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	NRLM	215	14.32	14.32
2	NULM	144	9.59	23.91
3	PMGSY	305	20.31	44.22
4	PMAY	101	6.72	50.94
5	MGNREGA	736	49.06	100.00
Total		1501	100.0	

1. NRLM:-National Rural Livelihood Mission
2. NULM: - National Urban Livelihood Mission
3. PMGSY:-Pradhan Mantri Gram Sadak Yojana
4. PMAY: - Pradhan Mantri Awas Yojana
5. MGNREGA: - Mahatma Gandhi National Rural Employment Guarantee Act

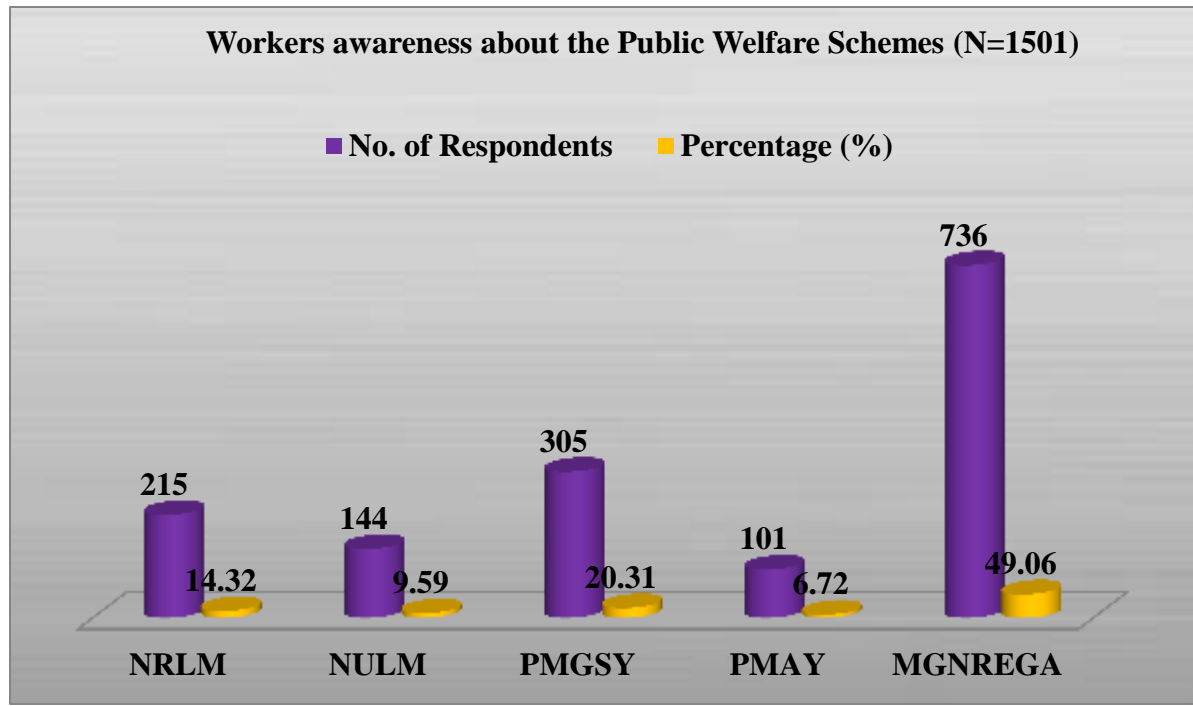


Figure 5.11: Workers awareness about the Public Welfare Schemes

5.3.4 Working in PWS

We have asked to workers whether they have worked in any Public Welfare Schemes. It is observed that out of five key schemes, MGNREGA is most popular, as 56.65% people confirmed about working in this scheme. The least popular schemes are Pradhan Mantri Awas Yojana (PMAY) as only 6.25% people have worked in it. It is clear from Table 5.10 that government is also allocating more budgets for MGNREGA, as more number of workers likes to work in this scheme (Figure 5.12).

Table 5.10: Working in PWS

S.No	Schemes	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	NRLM	167	11.12	11.12
2	NULM	133	8.86	19.98
3	PMGSY	253	16.85	36.83
4	PMAY	98	6.52	43.35
5	MGNREGA	850	56.65	100.00
Total		1501	100.0	

1. NRLM:-National Rural Livelihood Mission
2. NULM: - National Urban Livelihood Mission
3. PMGSY:-Pradhan Mantri Gram Sadak Yojana
4. PMAY: - Pradhan Mantri Awas Yojana
5. MGNREGA: - Mahatma Gandhi National Rural Employment Guarantee Act

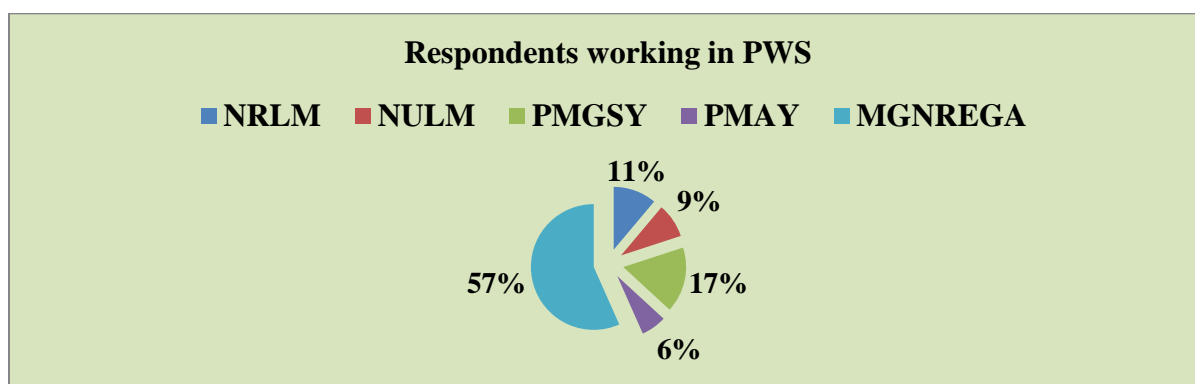


Figure 5.12: Workers working in PWS

5.3.5 Future liking of PWS

It is also asked to the workers that in future in which scheme they like to work among National Rural Livelihood Mission (NRLM), National Urban Livelihood Mission (NULM), Pradhan Mantri Gram Sadak Yojana (PMGSY), Pradhan Mantri Awas Yojana (PMAY) and Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA). The respondents (Table 5.11 and Figure 5.13) gave a maximum score to again MGNREGA (64.31%).

Table 5.11: Future liking of PWS

S.No	Schemes	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	NRLM	123	8.19	8.19
2	NULM	106	7.06	15.25
3	PMGSY	230	15.32	30.57
4	PMAY	77	5.12	35.69
5	MGNREGA	965	64.31	100.00
Total		1501	100.0	

1. NRLM:-National Rural Livelihood Mission
2. NULM: - National Urban Livelihood Mission
3. PMGSY:-Pradhan Mantri Gram Sadak Yojana
4. PMAY: - Pradhan Mantri Awas Yojana
5. MGNREGA: - Mahatma Gandhi National Rural Employment Guarantee Act

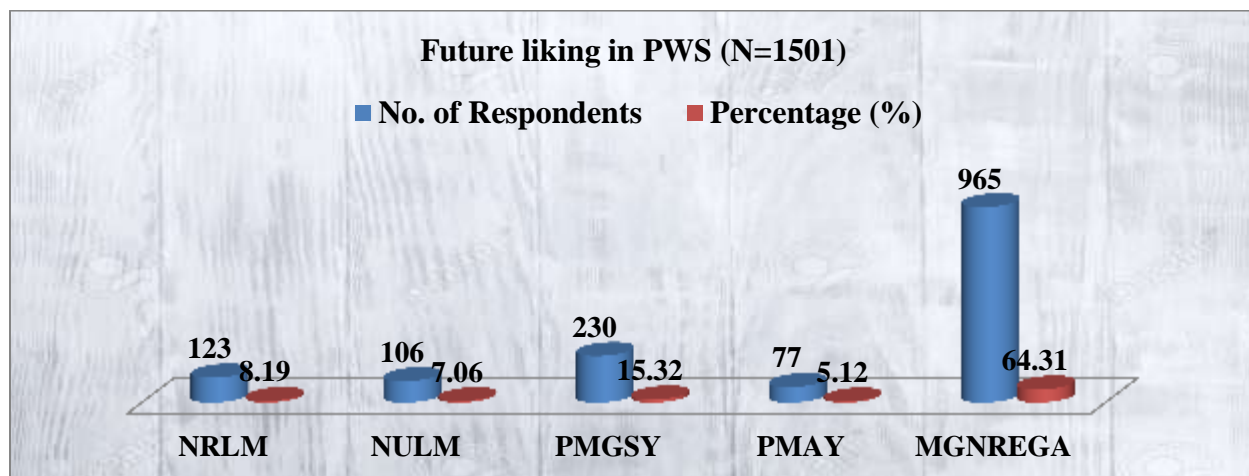


Figure 5.13: Future liking in PWS

5.3.6 Duration of working in PWS

We have asked to workers that how long they have worked in various PWS. Table 5.12 gives that 34.6% worker worked in various PWS since last four years. It reflects attraction of workers towards PWS (Sparro & Widyanti, 2013).

Table 5.12: Duration of working in PWS Scheme

S.No	Duration	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	Less than 1 year	41	2.7	2.7
2	1-2 year	214	14.3	17.0
3	2-3 year	264	17.6	34.6
4	3-4 year	462	30.8	65.4
5	more than 4 year	520	34.6	100.0
Total		1501	100.0	

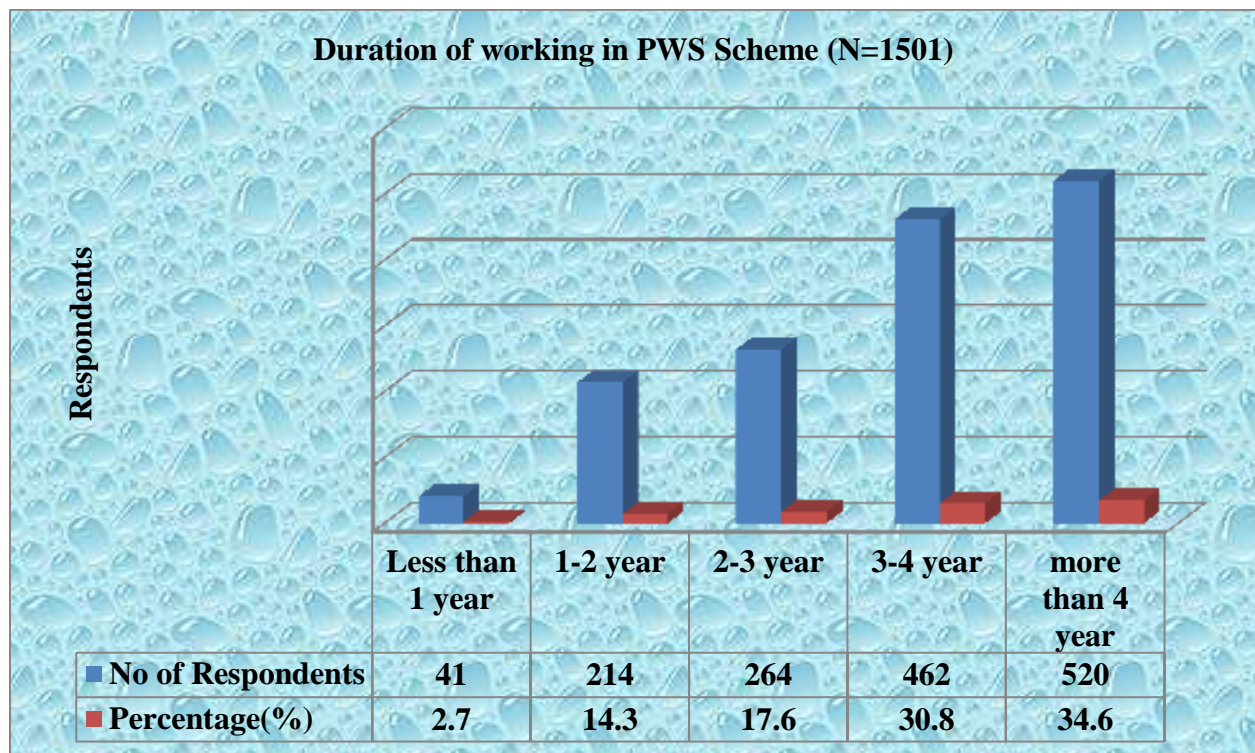


Figure 5.14: Duration of working in PWS Scheme

5.3.7 Reasons of working in same PWS

Table 5.13 gives the details of continue do this work or not. It is observed that 76% of respondents continue do this work in same scheme.

Table 5.13: Continue work or not in these scheme

S.No	Answer	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	No	350	23.3	23.3
2	Yes	1151	76.7	100.0
Total		1501	100.0	

Table 5.14 gives the reason to continue work in this same scheme. It is interesting to know that majority of respondents continue to work in the same PWS because their *relative is working* in that PWS. It is clear from Table 5.14 that none of respondents wish to continue working in the same PWS for *skill development* (Figure 5.15).

Table 5.14: Reason for continue do this work

S.No	Reasons	No of respondents	Percentage (%)	Cumulative percentage (%)
1	More salary	196	17.02	17.02
2	Skill development	0	0.00	17.02
3	Near to House	165	14.33	31.35
4	Mostly relative working in the same scheme	633	54.99	86.34
5	No option in the village	136	11.81	98.15
6.	Others	21	1.85	100
Total		1151	100.0	

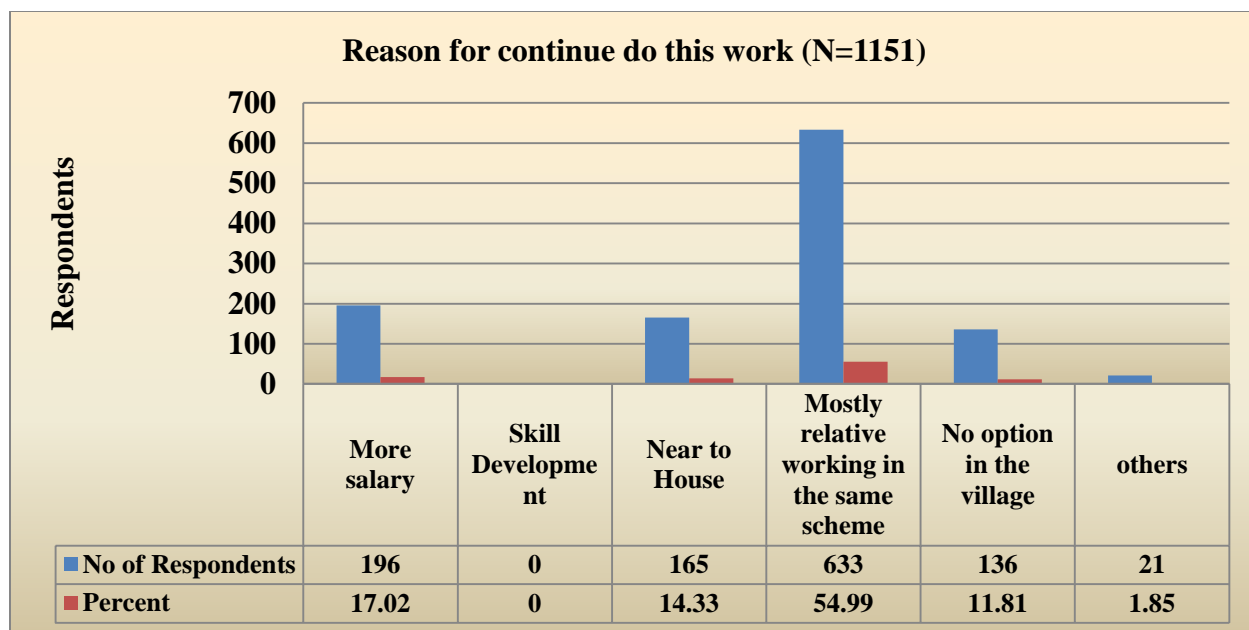


Figure 5.15: Reason for continue do this work

5.3.8 Enhancement in skill with PWS

In this survey it is asked to the respondents that whether knowledge and skills have been improved after working in PWS. Majority of respondents (66%) told that there is no skill development during working in PWS. It is clear from the survey that skill is not enhanced after working in Public Welfare Scheme (Table 5.15 and Figure 5.16). This supports Hypothesis 2.

H2: There is no skill development of villagers after adoption of MGNREGA.

Table 5.15: Enhancement in skill with PWS

Whether knowledge and skills have been improved after working in PWS				
S.No	Arguments	No of respondents	Percentage (%)	Cumulative percentage (%)
1	Strongly Disagree	997	66.4	66.4
2	Disagree	494	32.9	99.3
3	Neutral	8	.5	99.8
4	Agree	2	.1	100.0
5	Strongly Agree	0	0	100.00
Total		1501	100.0	

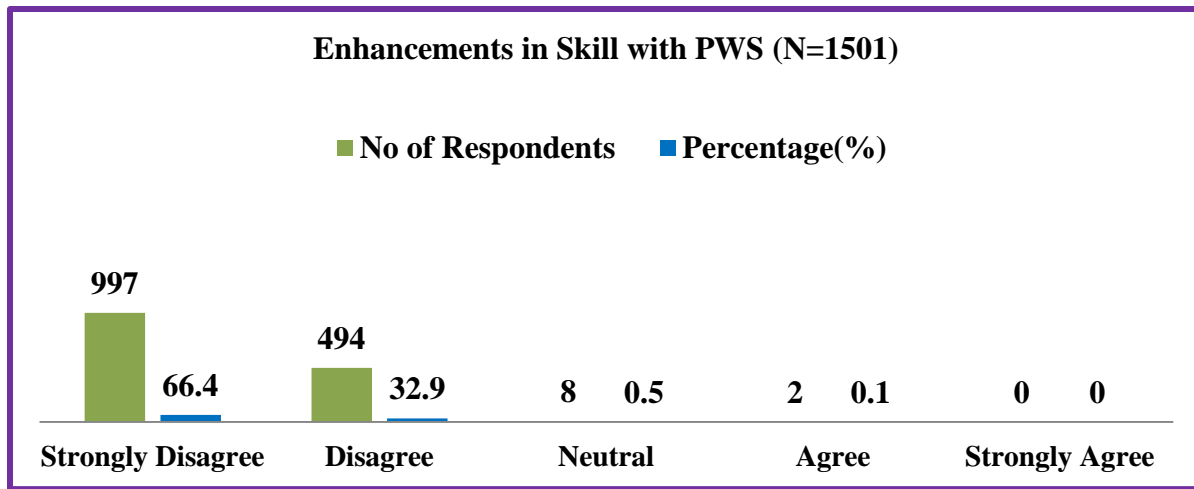


Figure 5.16: Enhancements in skill with PWS

5.3.9 Employment allowance

Table 5.16 gives the details about the anytime worker or his family got the employment allowance. Majority of workers (80%) responded that they have not received any such allowance from the government.

Table 5.16: Employment allowances

S.No.	Answer	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	No	1189	79.2	79.2
2	Yes	312	20.8	100.0
Total		1501	100.0	

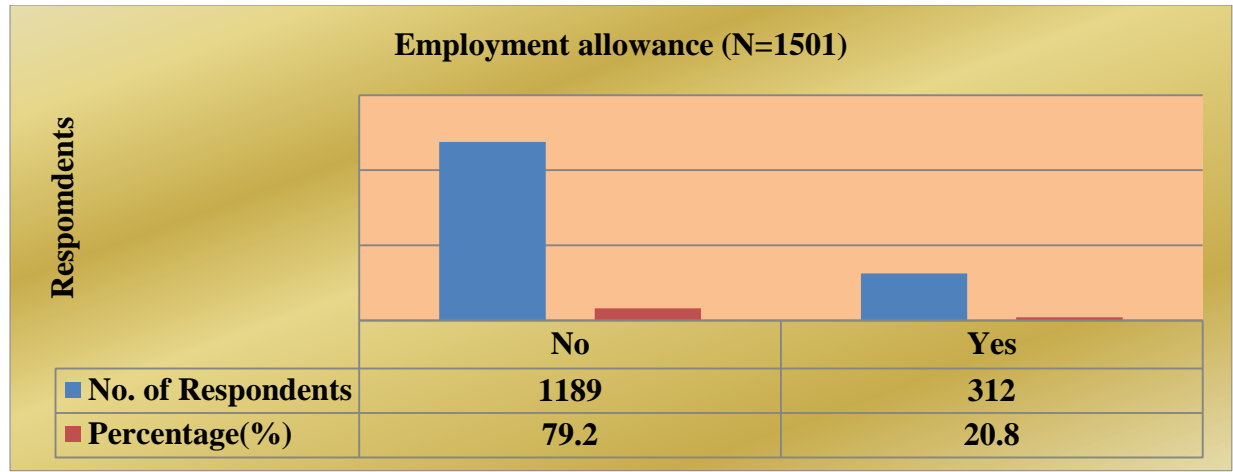


Figure 5.17: Employment allowance

5.3.10 Mode of payment

It is clear from Table 5.17 that majority of respondent 85% got their wages through the bank.

Table 5.17: Mode of payment

S.No	Mode	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	Bank	1276	85.00	85.00
2	Post office	201	13.34	98.34
3	Cash	25	1.66	100
4	Others	0	0.00	100
Total		1501	100	

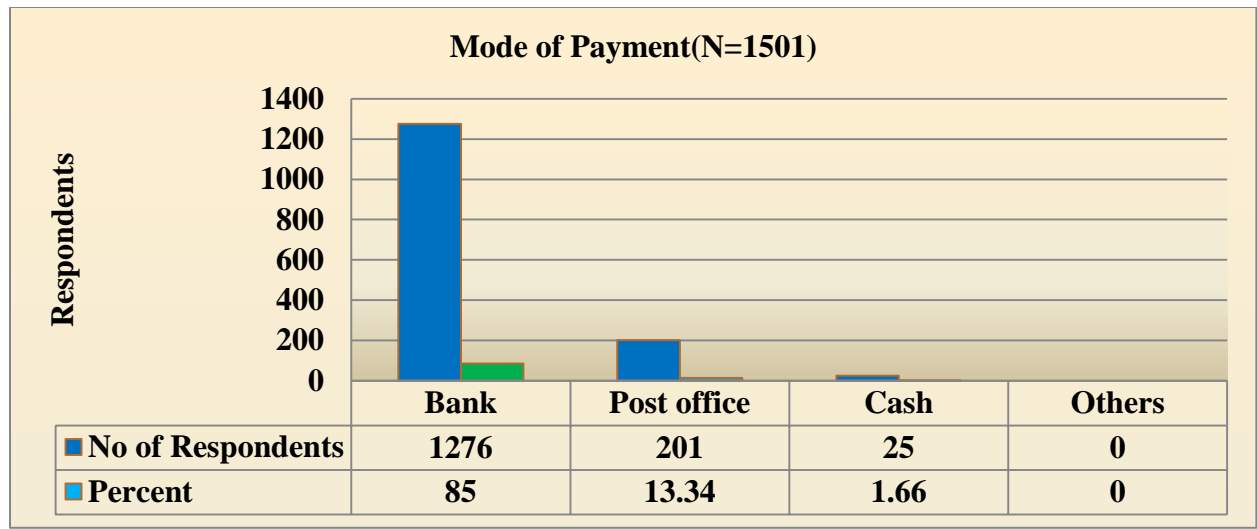


Figure 5.18: Mode of payment

5.3.11 Number of days working in MGNREGA

As per Table 5.18, majority of the respondents were not strongly disagree that 100 days of MGNRGA job is sufficient (Figure 5.19).

Table 5.18: Number of days working in MGNREGA

S.No.	Arguments	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	Strongly Disagree	903	60.15	60.15
2	Disagree	196	13.05	73.20
3	Neutral	187	12.45	85.65
4	Agree	121	8.06	93.71
5	Strongly Agree	94	6.29	100.00
Total		1501	100.00	

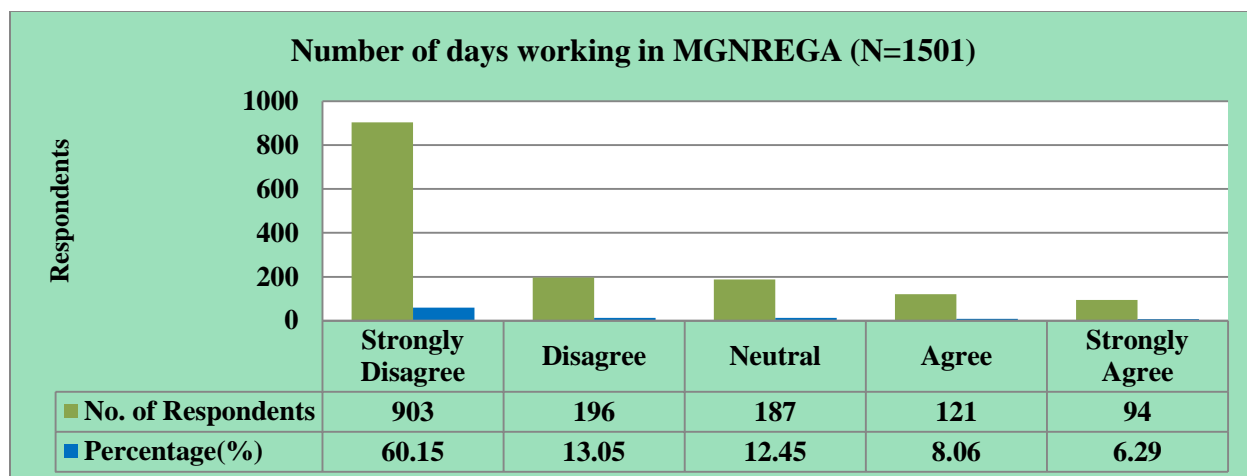


Figure 5.19: Number of days working in MGNREGA

5.3.12 Activities in PWS

It is asked from the respondents that during working in PWS what work has been undertaken by you. It is interesting to note that 50% respondents have worked for water conservation activities followed by drought proofing. It seems correct because water is very scarce in Rajasthan. Therefore, most of the worker has put in tasks related to water conservation (Table 5.19 and Figure 5.20).

Table 5.19: Activities in PWS

Various activities has been undertaken in your village under various PWS				
S. No.	Works	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	Water conservation	737	49.1	49.1
2	Drought proofing	263	17.5	66.6
3	Flood protection	295	19.7	86.3
4	Minor irrigation	117	7.8	94.1
5	Horticulture/Gardening	32	2.1	96.2
6	Electrician	10	.7	96.9
7	Other	47	3.1	100.0
Total		1501	100.0	

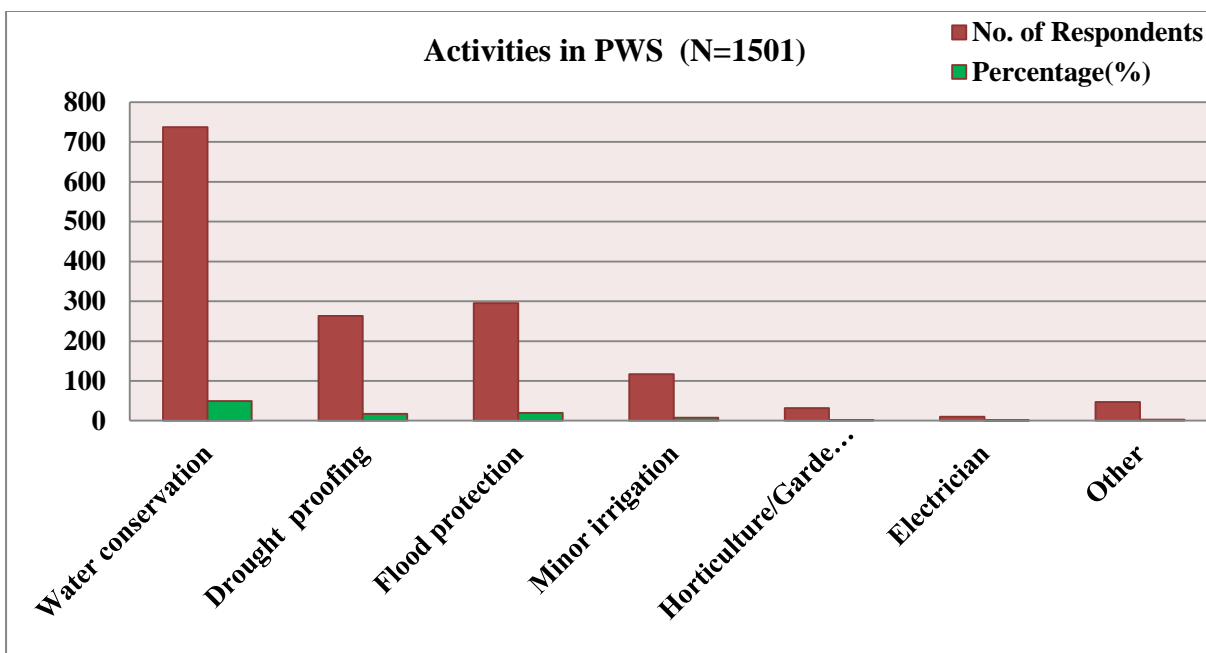


Figure 5.20: Activities in PWS

5.3.13 Status improvement after PWS

It is observed from Table 5.20 that majority of workers (59%) told that there is no improvement in status of their family after implementation of this MGNREGA scheme (Figure 5.21). It seems that workers responded correctly as objective of MGNREGA is not skill development but livelihood.

Table 5.20: Status improvement after PWS

Status of workers family has been improved after implementation of this MGNREGA scheme				
S. No.	Arguments	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	Strongly Disagree	893	59.49	59.49
2	Disagree	201	13.39	72.88
3	Neutral	190	12.65	85.53
4	Agree	110	7.32	92.85
5	Strongly Agree	96	7.15	100.00
Total		1501	100.00	

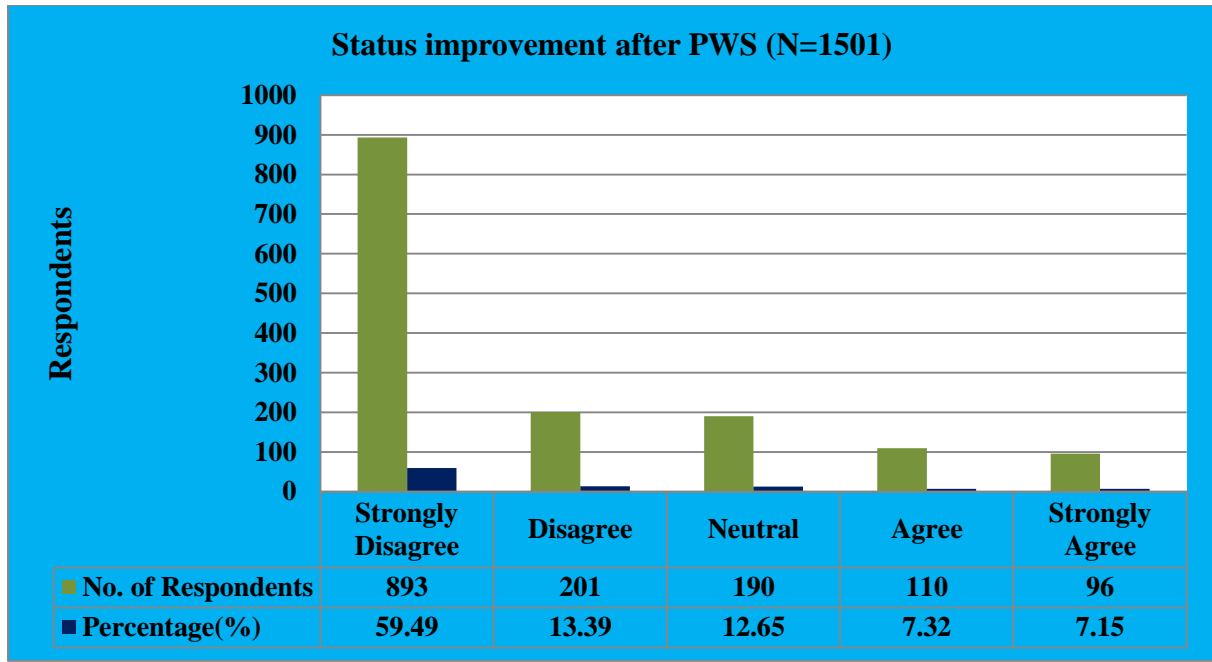


Figure 5.21: Status improvement after PWS

5.3.14 Presence of skill

It is asked in the survey that worker is skilled or not. 87% told that they are unskilled (Table 5.21 and Figure 5.22).

Table 5.21: Presence of skill

Skilled for the present job				
S.No	Answer	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	No	1302	86.74	86.74
2	Yes	199	13.26	100.00
Total		1501	100.0	

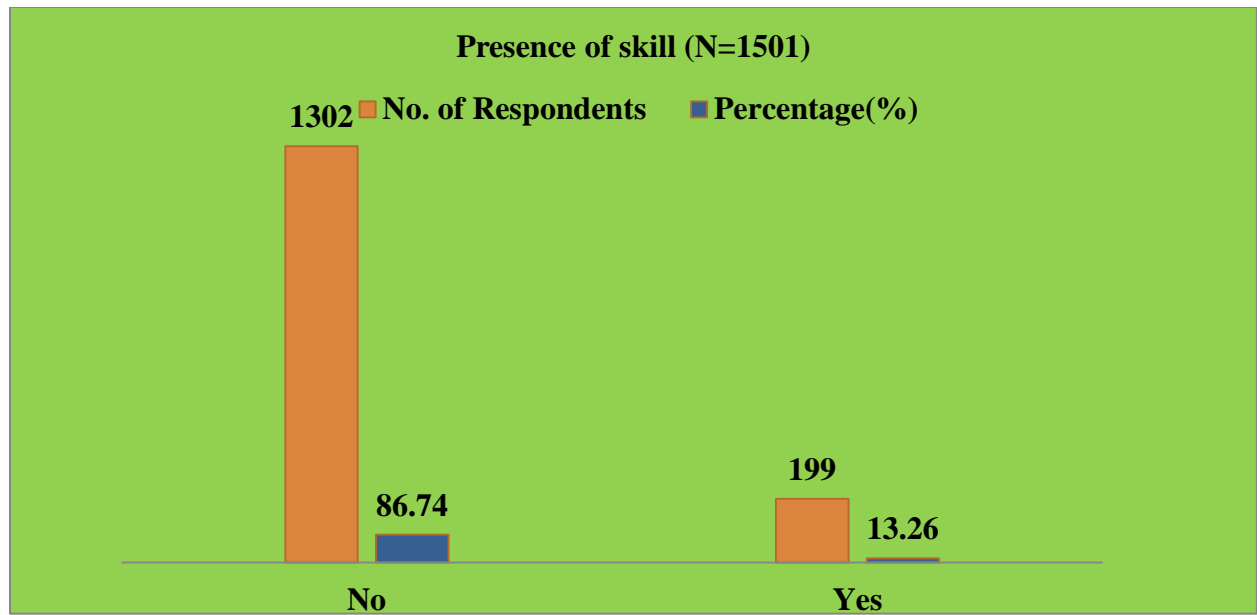


Figure 5.22: Presence of skill

5.3.15 Skill development in present job

Table 5.22 gives that majority of workers about 59% (888 out of 1501) workers not able to develop skill in the present job (Figure 5.23).

Table 5.22: Skill development in the present job

S.No.	Arguments	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	Strongly Disagree	888	59.16	59.16
2	Disagree	280	18.65	77.81
3	Neutral	200	13.32	91.13
4	Agree	83	5.52	96.65
5	Strongly Agree	50	3.35	100.00
Total		1501	100.00	

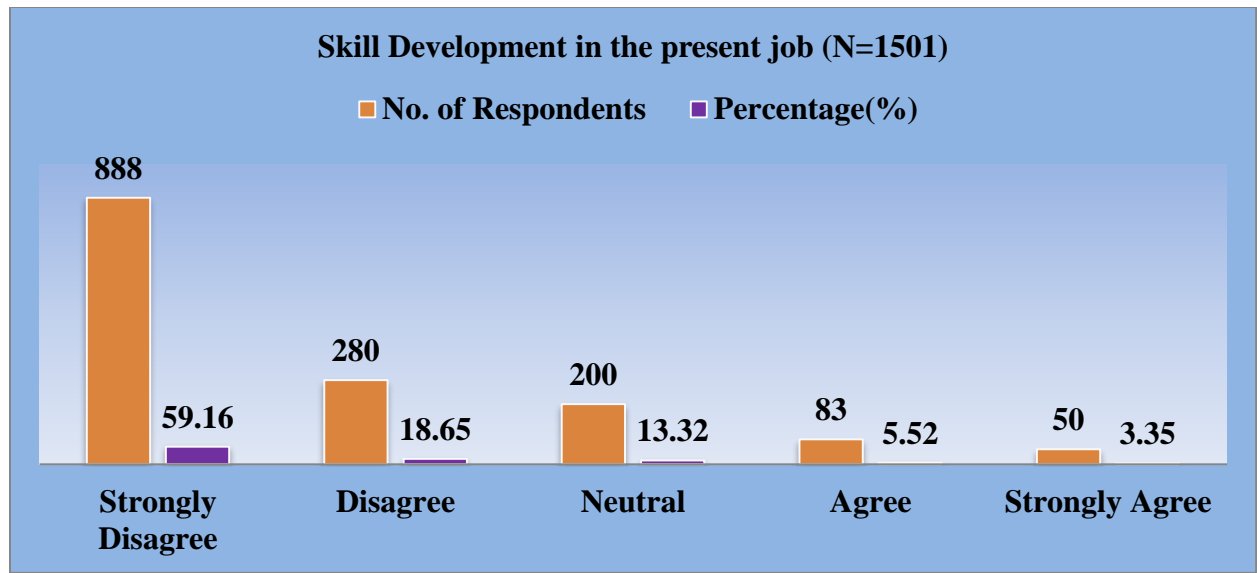


Figure 5.23: Skill developments in the present job

5.3.16 Enhancement of skill required during the job

It is observed from Table 5.23 that majority of workers 63% are not rate satisfied with the rate enhancement of skill required during the job (Figure 5.24) (Sandoval & Cadena, 2011).

Table 5.23: Enhancement of skill required during the job

S.No.	Answer	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	Poor	941	62.69	62.69
2	Moderate	369	24.58	87.27
3	Good	133	8.86	96.13
4	advanced	58	3.87	100.00
Total		1501	100.00	

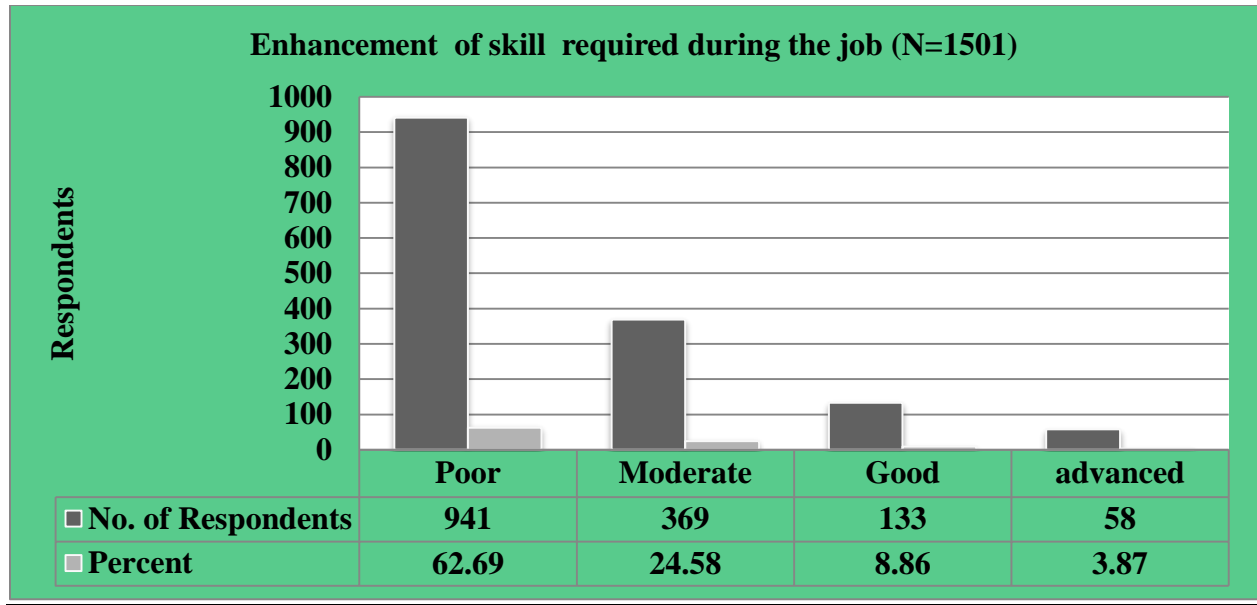


Figure 5.24: Enhancement of skill required during the job

5.3.17 Requirement of training

We have asked to workers of MGNREGA that whether any skill is developed during working in PWS. It is observed from Table 5.24 that majority of workers (53.16%) strongly agree that training is required to enhance the skills (Figure 5.25). On the job training related to specific trade can be provided to the workers. This enhances their productivity and employability. This supports hypothesis 3.

H3: Productivity of villagers may enhance with training programme.

Table 5.24: Requirement of training

S.No.	Arguments	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	Strongly Disagree	12	1.48	1.48
2	Disagree	53	3.53	5.01
3	Neutral	250	16.65	21.66
4	Agree	378	25.18	46.84
5	Strongly Agree	798	53.16	100.00
Total		1501	100.00	

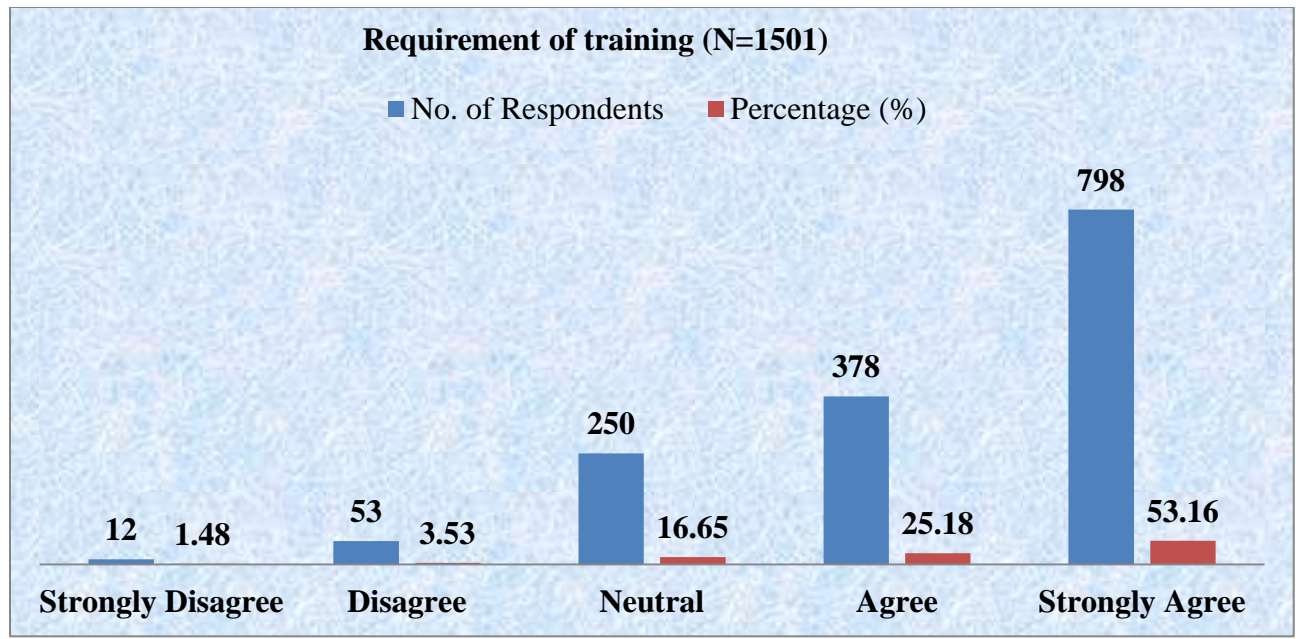


Figure 5.25: Requirement of training

5.3.18 Willing to work in same PWS after training

It is observed from Table 5.25 that majority of workers (58.49%) do not wish to work in the same PWS (Figure 5.26) (Reithe & Flaaten, 2014).

Table 5.25: Willing to work in same PWS after training

S.No.	Arguments	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	Strongly Disagree	878	58.49	58.49
2	Disagree	290	19.32	77.81
3	Neutral	201	13.39	91.20
4	Agree	88	5.86	97.06
5	Strongly Agree	44	2.94	100.00
Total		1501	100.00	

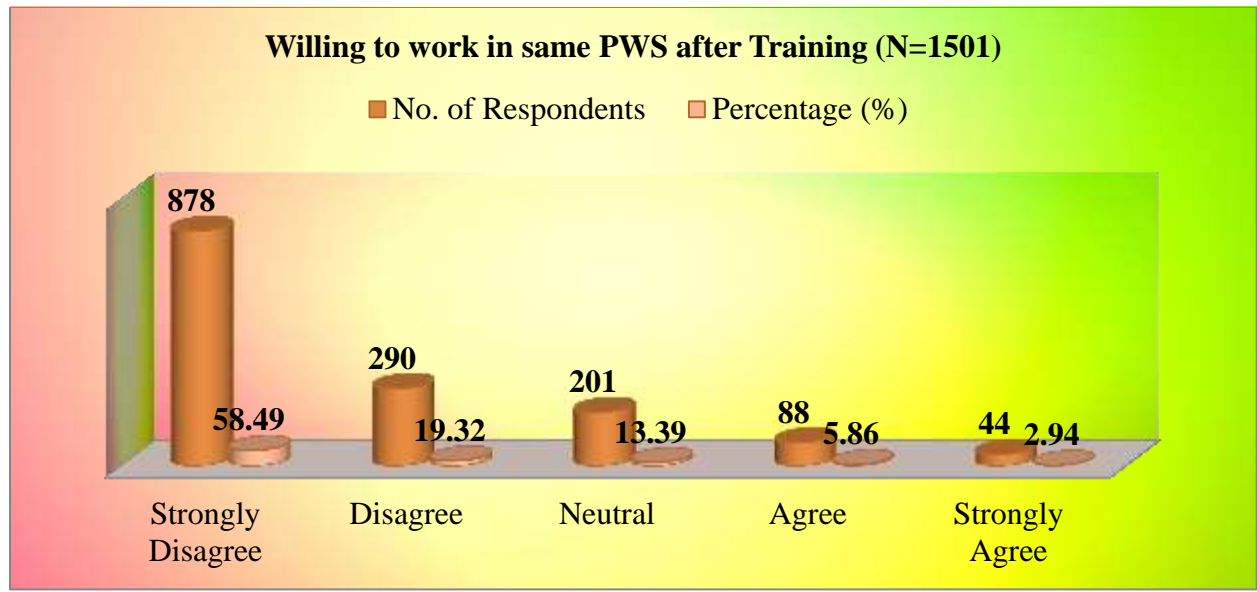


Figure 5.26: Willing to work in same PWS after Training

5.3.19 Self Employment after skill acquirement

It is observed from Table 5.26 that majority of workers (56.91) told that if we get skill acquirement training the worker got the self employment. Market value of the labour is increased after skill acquirement and this leads to self employment (Figure 5.27) (Marlow, 2006) and O'Campo et al., 2015).

Table 5.26: Self employments after skill acquirement

S.No.	Arguments	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	Strongly Disagree	58	3.86	3.86
2	Disagree	101	6.72	10.58
3	Neutral	195	12.99	23.57
4	Agree	293	19.52	43.09
5	Strongly Agree	854	56.91	100.00
Total		1501	100.00	

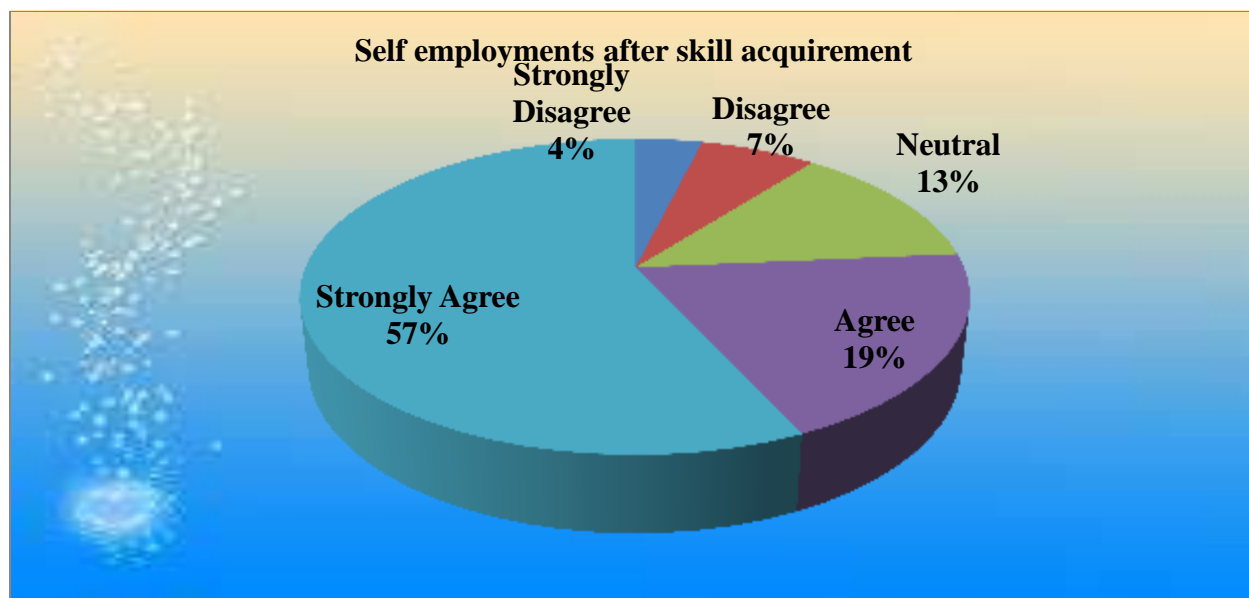


Figure 5.27: Self employments after skill acquirement

5.3.20 On the job training

Workers responded in the survey were of the opinion that on the job training developed their skills and increases the earnings (Table 5.27 and Figure 5.28).

Table 5.27: On the job training

On the job skill development training required enhances the earning				
S.No.	Arguments	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	Strongly Disagree	59	3.93	3.93
2	Disagree	91	6.02	9.95
3	Neutral	175	11.65	21.60
4	Agree	293	19.52	41.12
5	Strongly Agree	883	58.88	100.00
Total		1501	100.00	

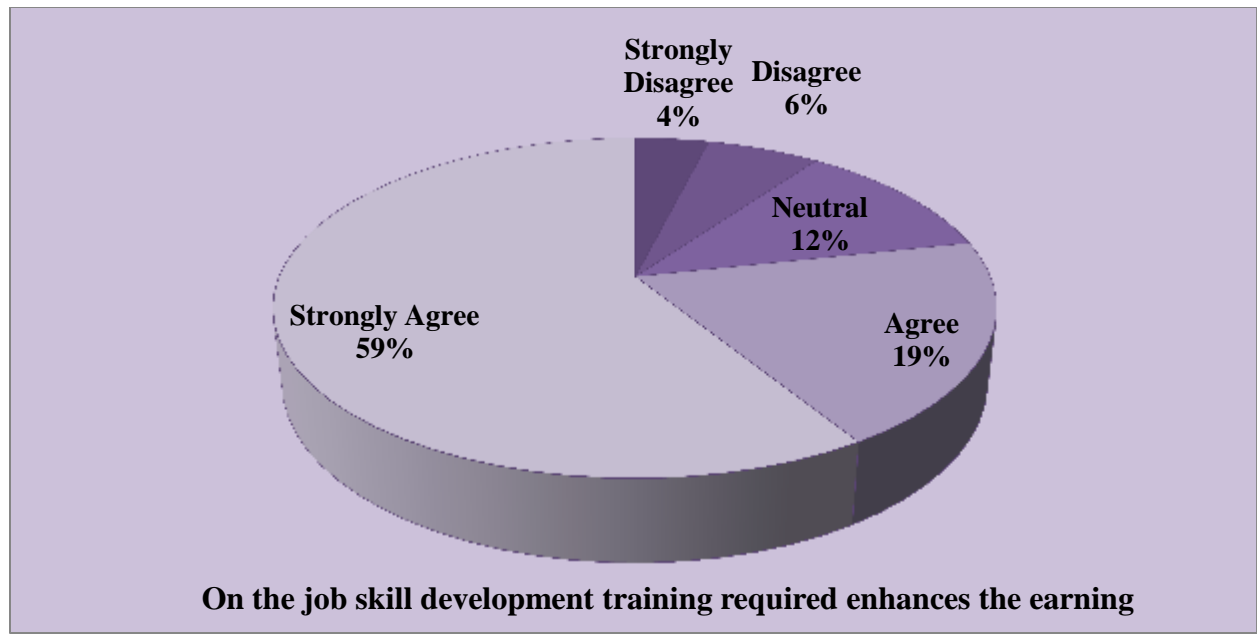


Figure 5.28: On the job skill development training required enhances the earning

5.3.21 Chance to learn at work

It is observed that majority of workers (66.15%) told that if they get chance to learn makes the job more rewarding (Table 5.28 and Figure 5.29) (Ramani & Gupta, 2017).

Table 5.28: Chance to learn at work

Chance to learn at work makes the job more rewarding				
S.No.	Arguments	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	Strongly Disagree	60	4.02	4.02
2	Disagree	84	5.59	9.61
3	Neutral	171	11.39	21
4	Agree	193	12.85	33.85
5	Strongly Agree	993	66.15	100.00
Total		1501	100.00	

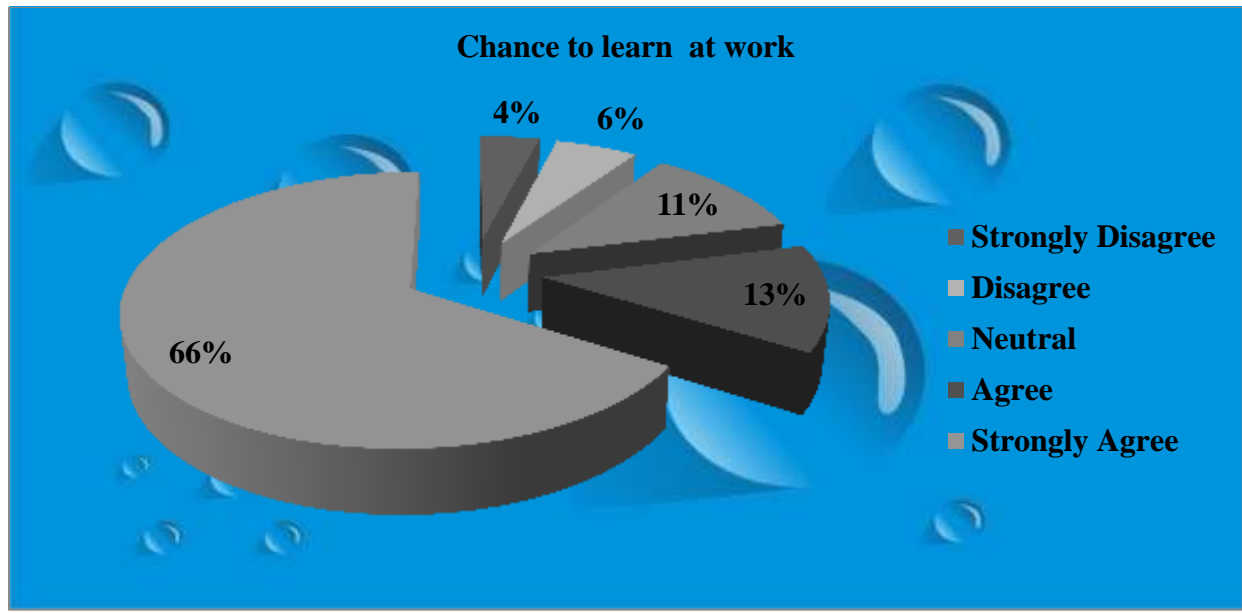


Figure 5.29: Chances to learn at work

5.3.22 Employer support at work

It is observed that majority of workers (59.09%) told that employer does not actively support us to learn at work (Table 5.29 and Figure 5.30) (W & Vander2014).

Table 5.29: Employer support at work

Employer actively support worker to learn at work				
S.No.	Arguments	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	Strongly Disagree	887	59.09	59.09
2	Disagree	334	22.25	81.34
3	Neutral	171	11.39	92.73
4	Agree	88	5.86	98.59
5	Strongly Agree	21	1.41	100.00
Total		1501	100.00	

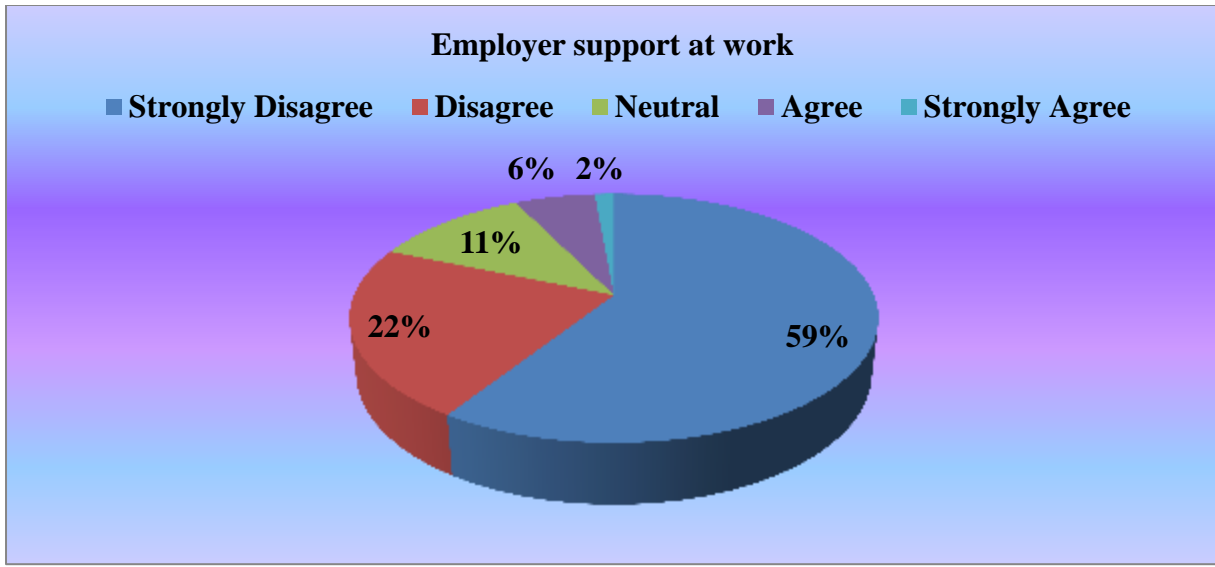


Figure 5.30: Employer support work at work

5.3.23 Development of knowledge and skill

Knowledge and skill development is required for better job opportunity. In our survey we asked this question “*Whether you are using knowledge*” and “*skill for better job opportunities in future*”. It is interesting to note that about 45% respondents ticked on strongly disagree for this question (Renema & Lubbers, 2018).

It seems correct because there was no development in skills after working in present system of Public Welfare Schemes (Table 5.30 and Figure 5.31).

Table 5.30: Development of knowledge and skill

Developing workers knowledge and skills is a realistic way for you to get a better job anywhere in future				
S.No.	Arguments	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	Strongly Disagree	673	44.83	44.83
2	Disagree	373	24.85	69.68
3	Neutral	254	16.92	86.60
4	Agree	145	9.66	96.26
5	Strongly Agree	56	3.74	100.00
Total		1501	100.00	

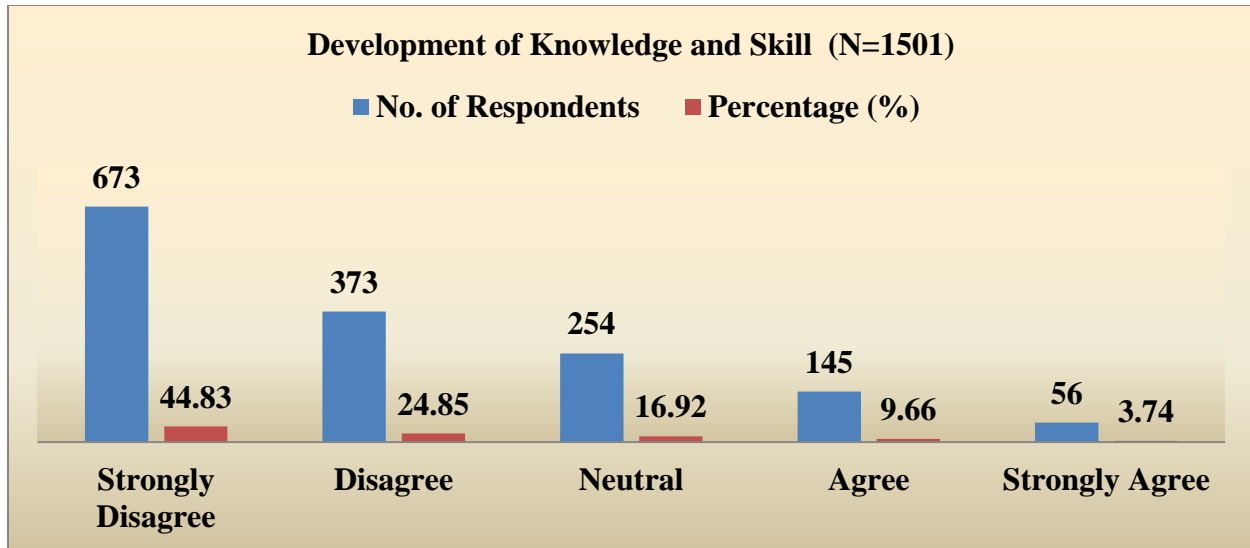


Figure 5.31: Development of knowledge and skill

5.3.24 Course of action after training

We have asked to respondents that what would be your course of action after completion of training. It is observed that majority of worker (about 81%) were wish to repeat in the same scheme after completion of the training. It is interesting to note that only 5% workers voted for start of their own business (Table 5.31 and Figure 5.32). Workers wish to work again in MGNREGA or any other PWS because due to no skill development, they are not able to start any job or self employment. It is observed that few workers voted for self employment. Thus, if training may be provided to the workers they might be self employed (Martinez, 2014). This supports Hypothesis 4.

H4: Employment/Self employment is possible after training.

Table 5.31: Course of action after training

After completion of the training what would be your course				
S.No.	Arguments	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	Wish to repeat in same scheme	1208	80.47	80.47
2	Better wage employment	214	14.25	94.72
3	Start own business	79	5.28	100.00
Total		1501	100.00	



Figure 5.32: Course of action after training

5.4 ANALYSIS OF EMPLOYEE’S QUESTIONNAIRE

Final version of questionnaire was administered with respondents. The questionnaire is get filled with employees working in Public Welfare Schemes.

5.4.1 Working in PWS

It was asked in the employee survey from 108 employees about their experience of working in various PWS such as National Rural Livelihood Mission (NRLM), National Urban Livelihood Mission (NULM), Pradhan Mantri Gram Sadak Yojana (PMGSY), Pradhan Mantri Awas Yojana (PMAY) and Mahatma Gandhi National Rural Employment Guarantee Act

(MGNREGA) etc. It is interesting to note from Table 5.29 that 38% employees worked in MGNREGA.

It seems correct as MGNREGA is the only popular scheme of Indian government (Table 5.32 and Figure 5.33).

Table 5.32: Working in PWS

S.No	Schemes	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	NRLM	20	18.51	18.51
2	NULM	13	12.03	30.54
3	PMGSY	15	13.88	44.42
4	PMAY	19	17.59	62.01
5	MGNREGA	33	37.99	100.00
Total		108	100.0	

1. NRLM:-National Rural Livelihood Mission
2. NULM: - National Urban Livelihood Mission
3. PMGSY:-Pradhan Mantri Gram Sadak Yojana
4. PMAY: - Pradhan Mantri Awas Yojana
5. MGNREGA: - Mahatma Gandhi National Rural Employment Guarantee Act

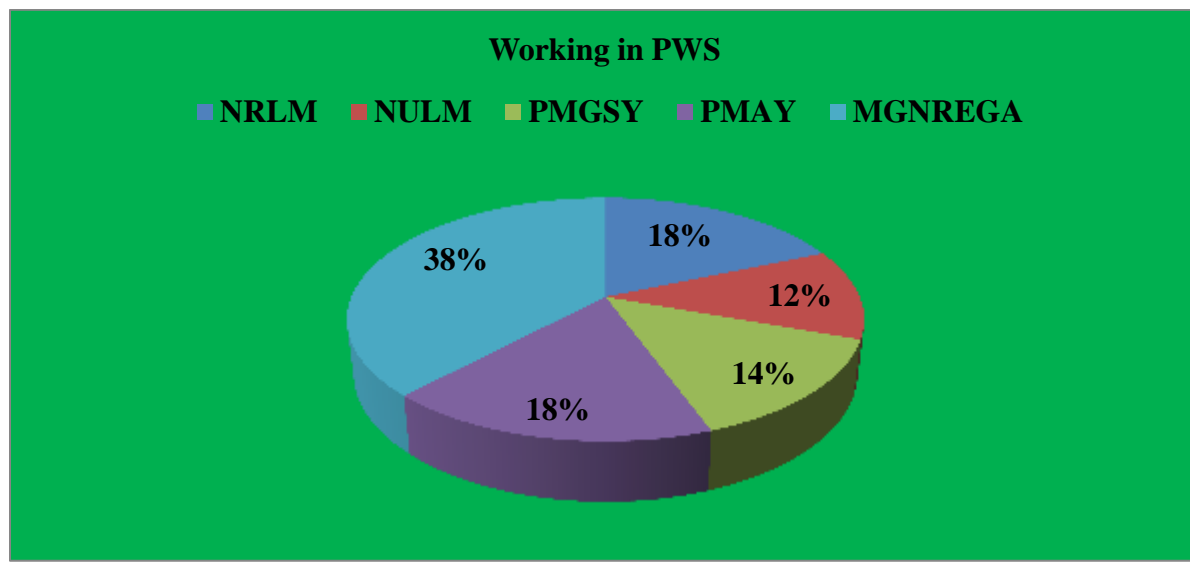


Figure 5.33: Working in PWS

5.4.2 Popular PWS

We have asked employees of PWS that which one is most popular PWS in your opinion. About 33% respondents opted for MGNREGA followed by National Rural Livelihood Mission (NRLM). It is interesting to note that National Urban Livelihood Mission (NULM) is the least popular PWS among employees. It is justified as urban people not much depend on PWS as compared to rural population (Table 5.33 and Figure 5.34).

Table 5.33: Popular PWS

Appropriate public welfare scheme employees like most				
S.No	Schemes	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	NRLM	24	22.22	22.22
2	NULM	14	12.96	35.18
3	PMGSY	18	16.66	51.84
4	PMAY	17	15.74	67.58
5	MGNREGA	35	32.42	100.00
Total		108	100.0	

1. NRLM:-National Rural Livelihood Mission
2. NULM: - National Urban Livelihood Mission
3. PMGSY:-Pradhan Mantri Gram Sadak Yojana
4. PMAY: - Pradhan Mantri Awas Yojana
5. MGNREGA: - Mahatma Gandhi National Rural Employment Guarantee Act

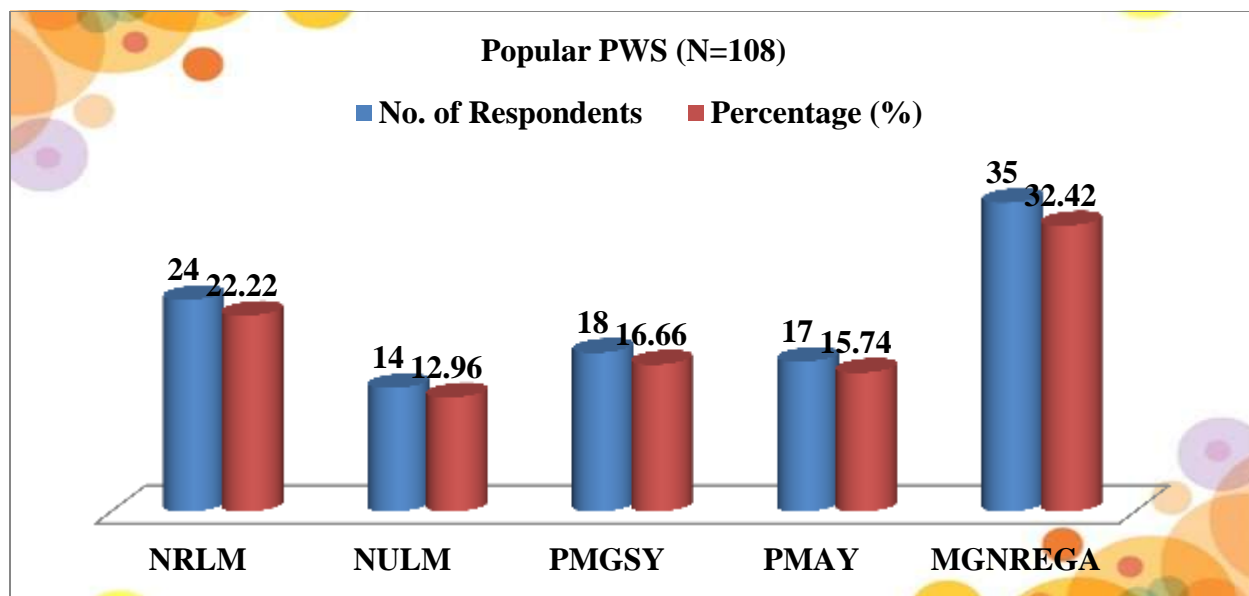


Figure 5.34: Popular PWS

5.4.3 Activities in PWS

We have asked to Employees that which activity was undertaken in your area under PWS. Out of 108 employees 31 employees were engaged in water conservation activities followed by drought proofing (Table 5.34 and Figure 5.35).

Table 5.34: Activities in PWS

Types of activity employees have undertaken in your working place under the various PWS				
S.No.	Works	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	Water conservation	31	28.70	28.70
2	Drought proofing	21	19.44	48.14
3	Flood protection	18	16.66	64.80
4	Minor irrigation	16	14.81	79.81
5	Horticulture/Gardening	10	9.25	88.86
6	Rural connectivity	9	8.33	97.19
7	Electrician	0	0.00	97.19
8	Plumber	0	0.00	97.19
9	Others	3	2.81	100.00
Total		108	100.0	

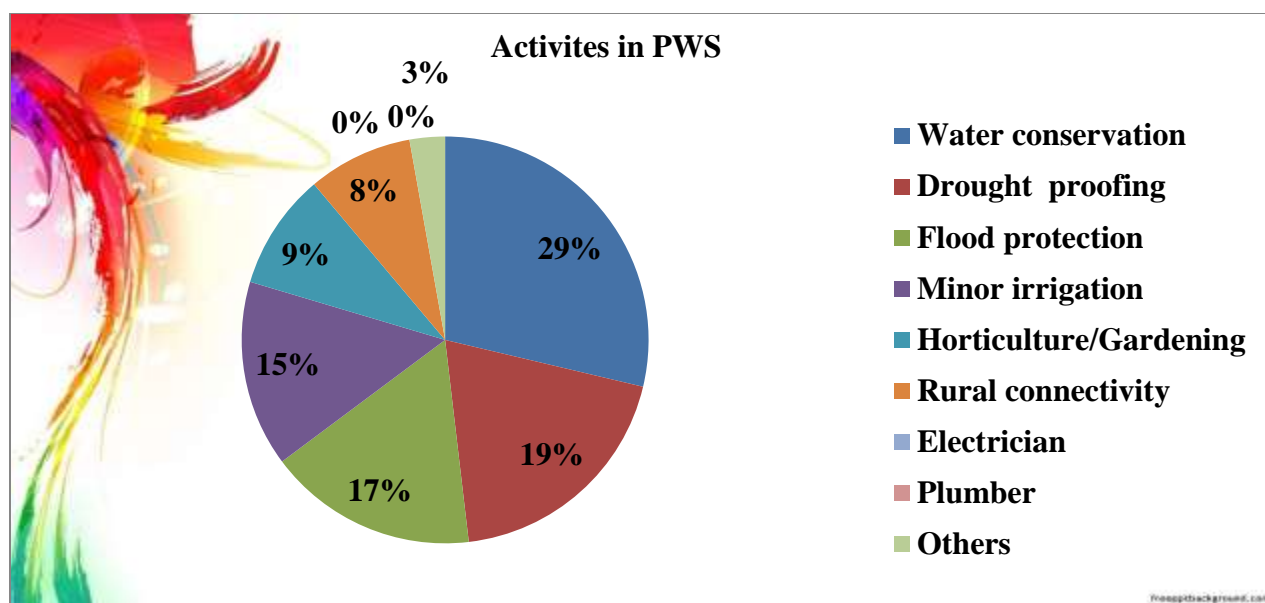


Figure 5.35: Activities in PWS

5.4.4 Workers interest in PWS

It is asked from the employees about workers inclination towards particular PWS. Out of 108 employees 41 responded for MGNREGA (Table 5.35 and Figure 5.36). This result is similar workers survey that both workers and employees voted for MGNREGA (Edgeworth, 1881).

Table 5.35: Workers interest in PWS

In which Public Welfare Scheme the workers want to be associated with				
S.No	Schemes	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	NRLM	21	19.44	19.44
2	NULM	13	12.03	31.47
3	PMGSY	18	16.66	48.13
4	PMAY	15	13.88	62.01
5	MGNREGA	41	37.99	100.00
Total		108	100.0	

1. NRLM:-National Rural Livelihood Mission
2. NULM: - National Urban Livelihood Mission
3. PMGSY:-Pradhan Mantri Gram Sadak Yojana

4. PMAY: - Pradhan Mantri Awas Yojana

5. MGNREGA: - Mahatma Gandhi National Rural Employment Guarantee Act

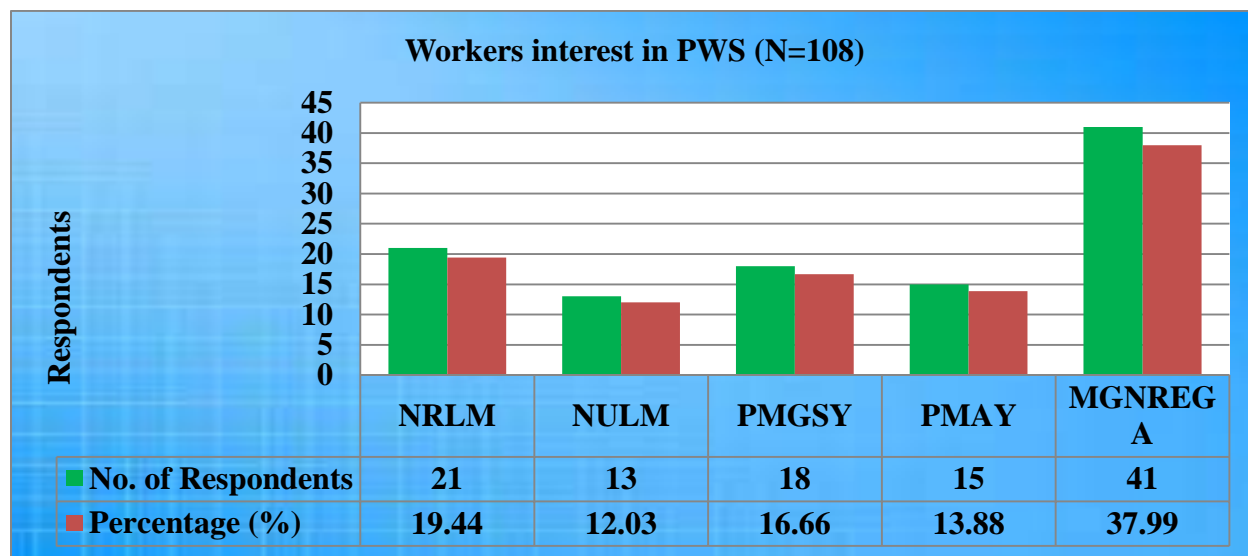


Figure 5. 36: Workers interest in PWS

5.4.5 Workers willingness about PWS

In response to the question “*Why do workers want to join in the same scheme*”, 74 % employees told that workers wish to join same scheme due to *their relative working in the same scheme* (Vega Gonzalez, 2009). This result is synonymous to the workers response in other survey (Table 5.36, Table 5.37 and Figure 5.37, 5.38). 26% employees told that workers do not want to join same scheme again *due to less salary* in this PWS (Table 5.38 and Figure 5.39) (Thondhlana & Muchapondwa, 2014 and Vanderborcht, 2004).

Table 5.36: Workers willingness about PWS

S.No.	Answer	No of respondents	Percentage (%)	Cumulative percentage (%)
1	Yes	80	74.07	74.07
2	No	28	25.93	100.0
Total		108	100.0	

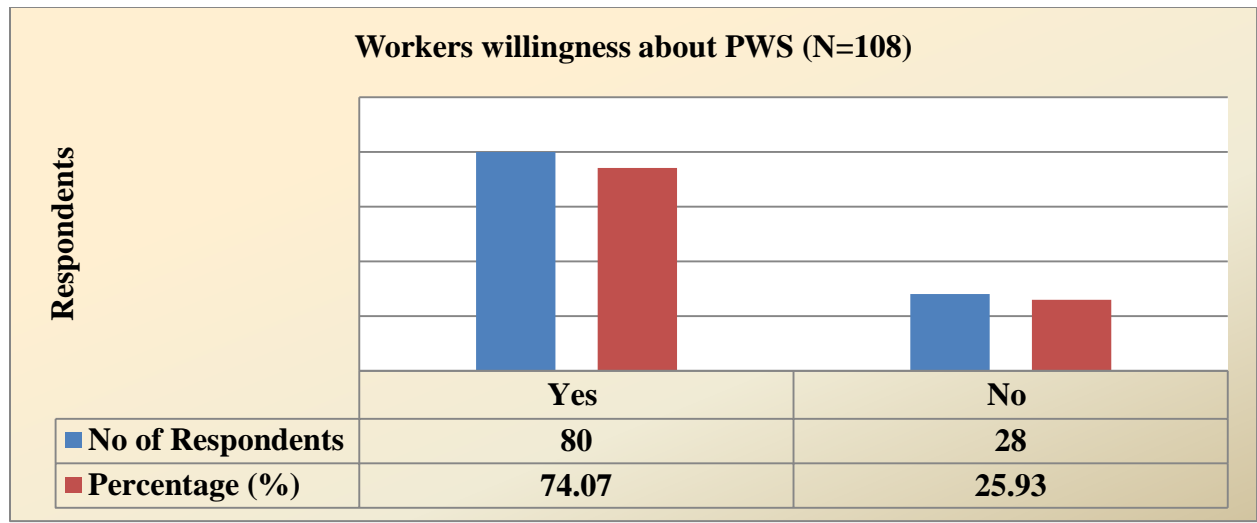


Figure 5.37: Workers willingness about PWS

Table 5.37: Reasons of workers joining in the same scheme

workers want to join the same scheme				
S.No	Reasons	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	More salary	23	28.75	28.75
2	Skill Development	00	00.00	28.75
3	Near to House	10	12.50	41.25
4	Mostly relative working in the same scheme	33	41.25	83.00
5	No option in the village	10	12.5	95.00
6	others	5	5.00	100.00
Total		80	100.0	

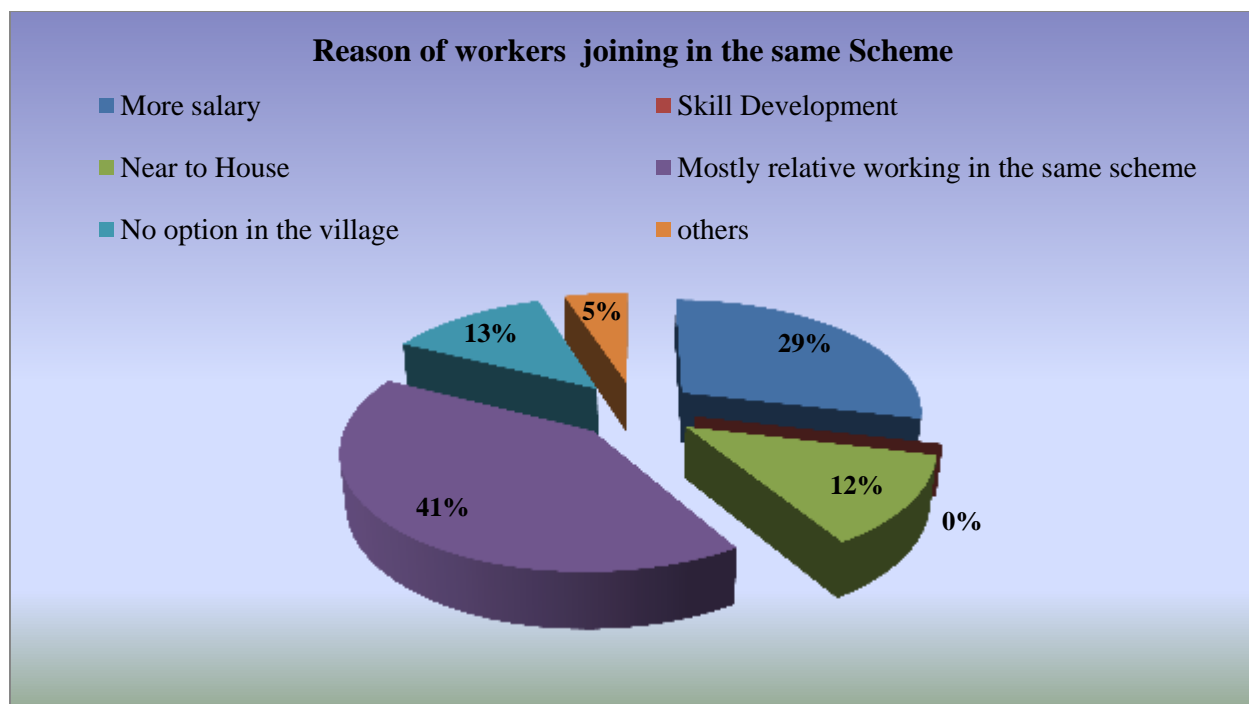


Figure 5.38: Reason of workers joining in the same scheme

Table 5.38: Reason of workers not joining in the same

Workers do not want to join the same scheme				
S.No.	Reasons	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	Less salary	12	42.85	42.85
2	More working hours	4	14.28	57.13
3	More physical work	7	25.00	82.13
4	Workers health problem	5	6.25	88.38
5	others	0	17.87	100.00
Total		28	100.0	

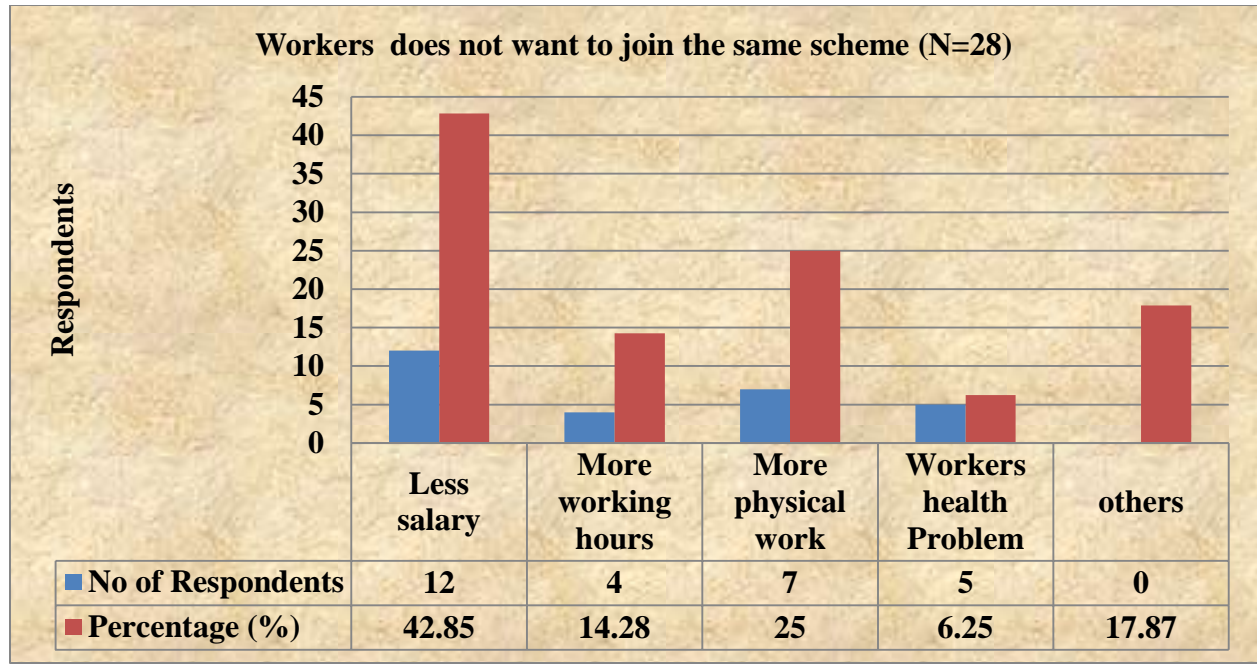


Figure 5.39: Workers does not want to join in the same scheme

5.4.6 Satisfaction of workers with wage

We have asked employees that “do you agree/disagree workers are satisfied with the wages”. Majority of employees gave their perception that workers are not satisfied with the wages (Table 5.39 Figure 5.40).

Table 5.39: Satisfaction of workers with Wage

S.No	Arguments	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	Strongly Disagree	55	50.92	50.92
2	Disagree	27	25.00	75.92
3	Neutral	18	16.66	92.58
4	Agree	6	7.42	100.00
5	Strongly Agree	00	00.00	100.00
Total		108	100.00	

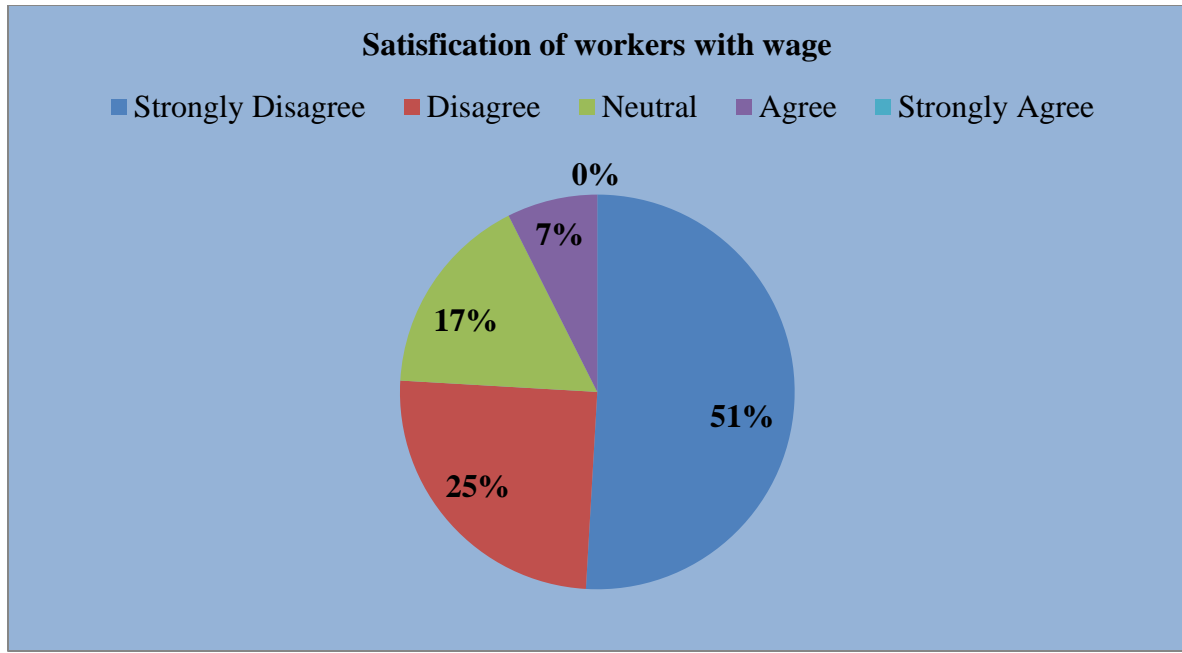


Figure 5.40: Satisfaction of workers with wage

5.4.7 Enhancement of knowledge

Employees were asked to give their opinion based on experience of PWS “*whether knowledge of worker is enhanced after working in PWS*”. 49 employees out of 108 told that knowledge is not increased (Table 5.40 and Figure 5.41).

Table 5.40: Enhancement of knowledge

S.No	Arguments	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	Strongly Disagree	49	45.37	45.37
2	Disagree	31	28.70	74.07
3	Neutral	19	17.59	91.66
4	Agree	7	6.48	98.14
5	Strongly Agree	2	1.86	100.00
Total		108	100.00	

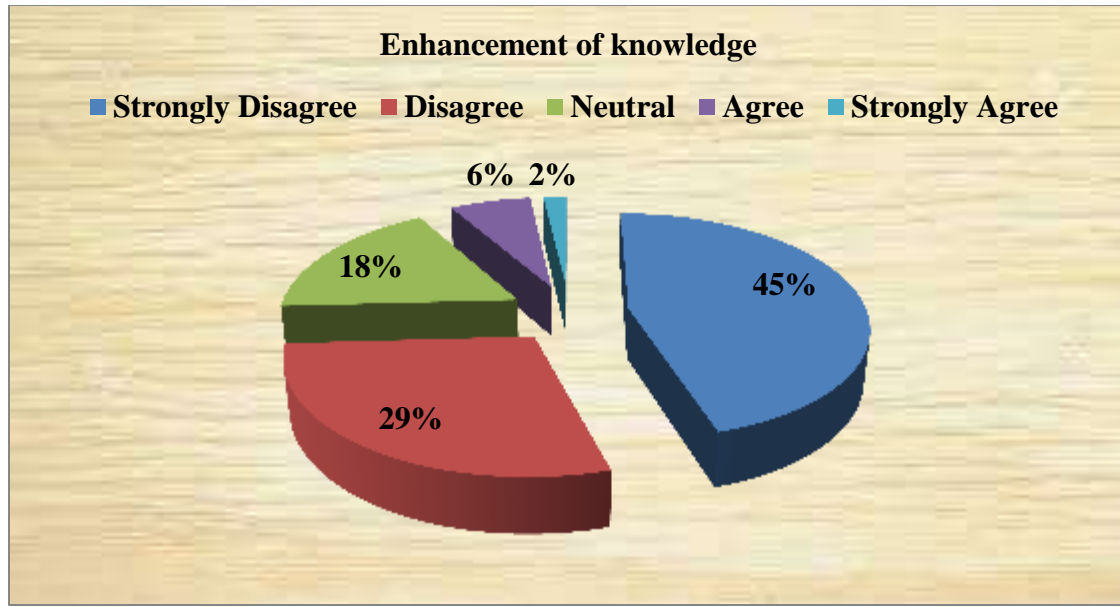


Figure 5.41: Enhancement of knowledge

5.4.8 Skill enhancement

Based on their experience and perception employees responded of the “*question are skill enhanced after working in PWS*”, that No skill development was there in PWS (Table 5.41 and Figure 5.42) (Rahmati & Tahmasian, 2010).

This observation is similar to workers response as in earlier survey.

Table5.41: Skill enhancement

Skill of the workers is enhanced after working in any PWS				
S.No	Arguments	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	Strongly Disagree	52	48.14	48.14
2	Disagree	32	29.62	77.76
3	Neutral	17	15.74	93.5
4	Agree	5	4.62	98.12
5	Strongly Agree	2	1.85	100.00
Total		108	100.00	

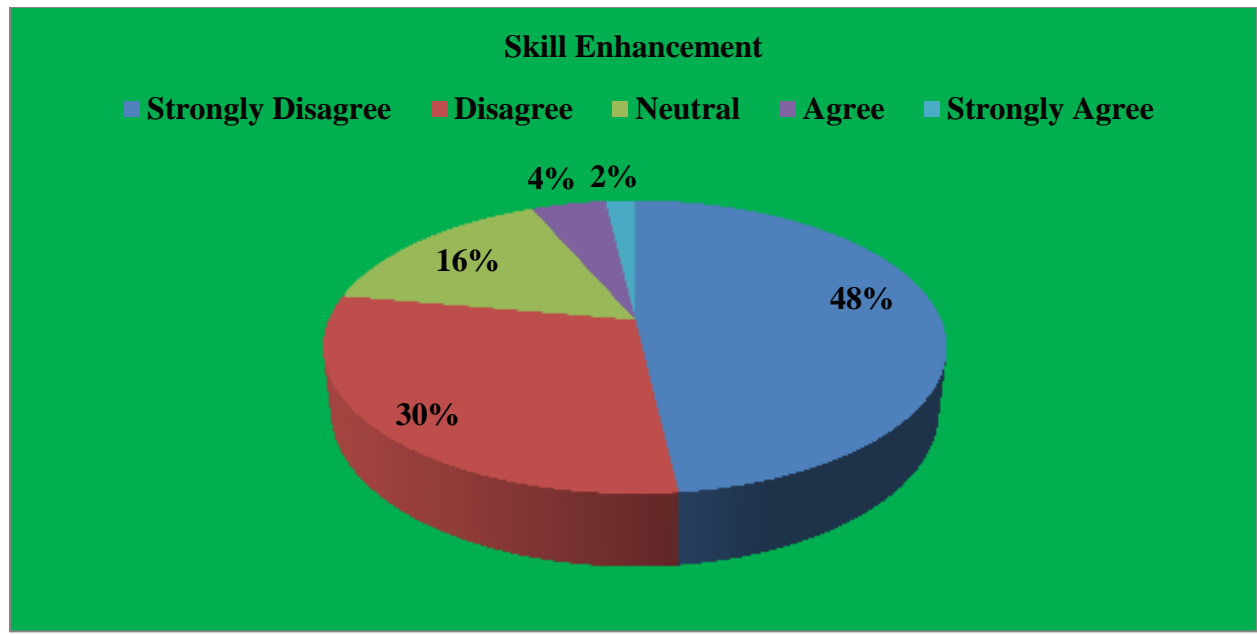


Figure 5.42: Skill enhancement

5.4.9 Self employment after skill acquired

It was asked from the employee that whether “*Self employment is possible if skill is given to the workers*”. 55 employees out of 108 responded employees were strongly agreed with this (Table 5.42 and Figure 5.43) (Tisdell, 2001 and 2017). Although there is no skill development in PWS but if skill is given through training then self employment would be possible (Martinsen & Vollaard., 2014).

Table 5.42: Self employments after skill acquired

Self employment is possible, once skill is acquired by the worker from PWS				
S.No	Arguments	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	Strongly Disagree	2	0.01	0.01
2	Disagree	7	6.48	6.49
3	Neutral	19	17.59	24.08
4	Agree	27	25.00	49.08
5	Strongly Agree	55	50.92	100.00
Total		108	100.00	

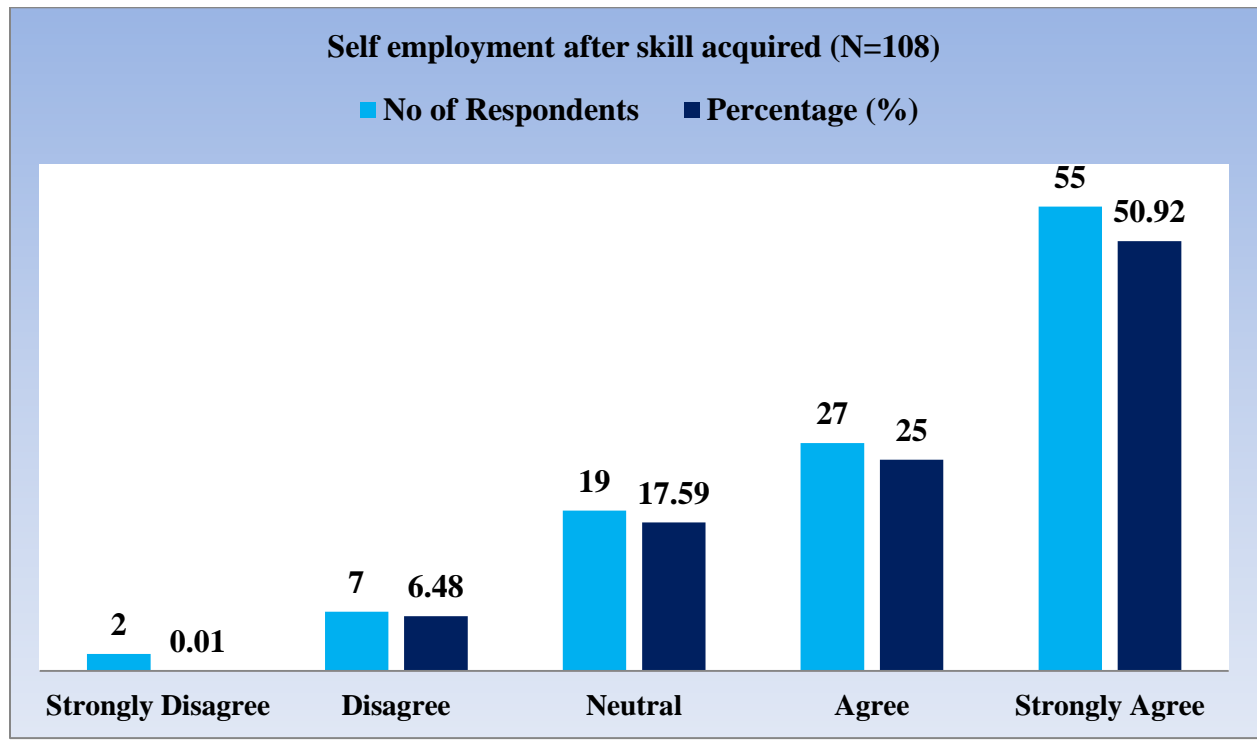


Figure 5.43: Self employments after skill acquired

5.4.10 Repeat in same PWS

It was asked with the employees in the survey “*whether workers wish to work again in the same scheme or expect to have better employment or plan to start own business*”. About 81% employees voted for *repeat in same scheme* (Table 5.43 and Figure 5.44). Only five employees went with the option *start own business* (MacDonald & Howorth, 2018).

Table 5.43: Repeat in same PWS

After working in once in PWS				
S.No	Arguments	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	Wish to repeat in same scheme	88	81.48	81.48
2	Better wage employment	15	13.88	95.36
3	Start own business	5	4.64	100.00
Total		108	100.00	

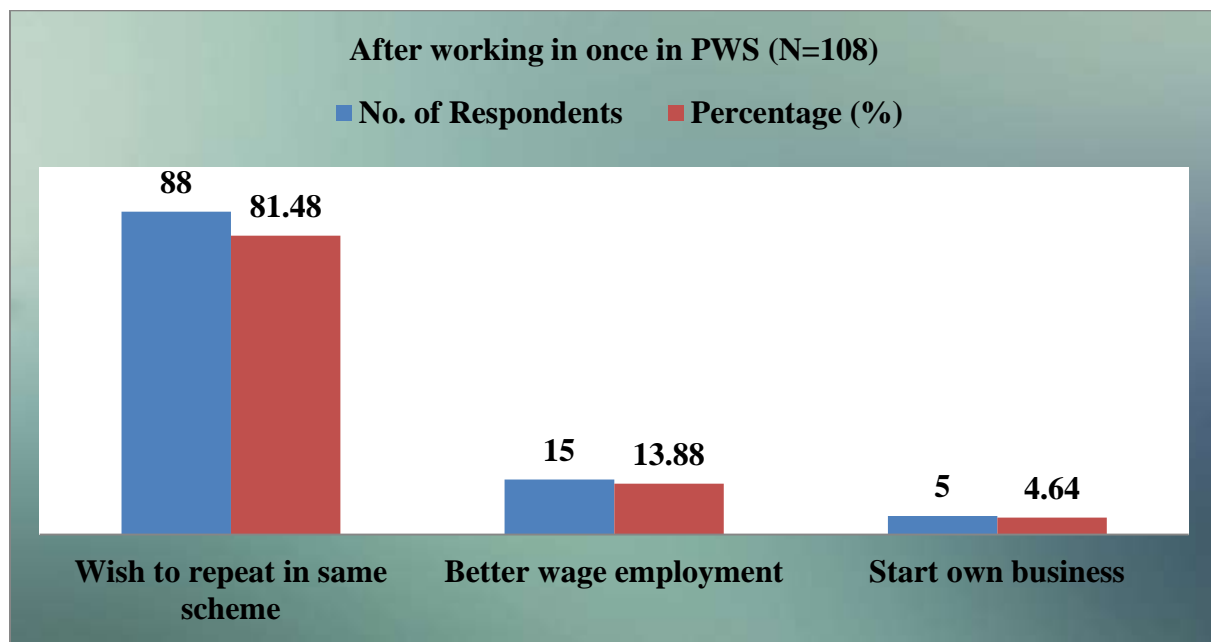


Figure 5.44: After working in once in PWS

5.4.11 Skill development training

In the Survey employees were asked to give their opinion “*whether skill development is required for PWS worker*”. 57 employees out of 108 employees strongly agree that training is must (Table 5.44 and Figure 5.45) (Mohaqeqi et al., 2015).

Table 5.44: Skill development training

Skill development training is required for PWS Workers				
S.No	Arguments	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	Strongly Disagree	2	1.87	1.87
2	Disagree	4	3.70	5.57
3	Neutral	18	16.66	22.23
4	Agree	27	25.00	47.23
5	Strongly Agree	57	52.77	100.00
Total		108	100.00	

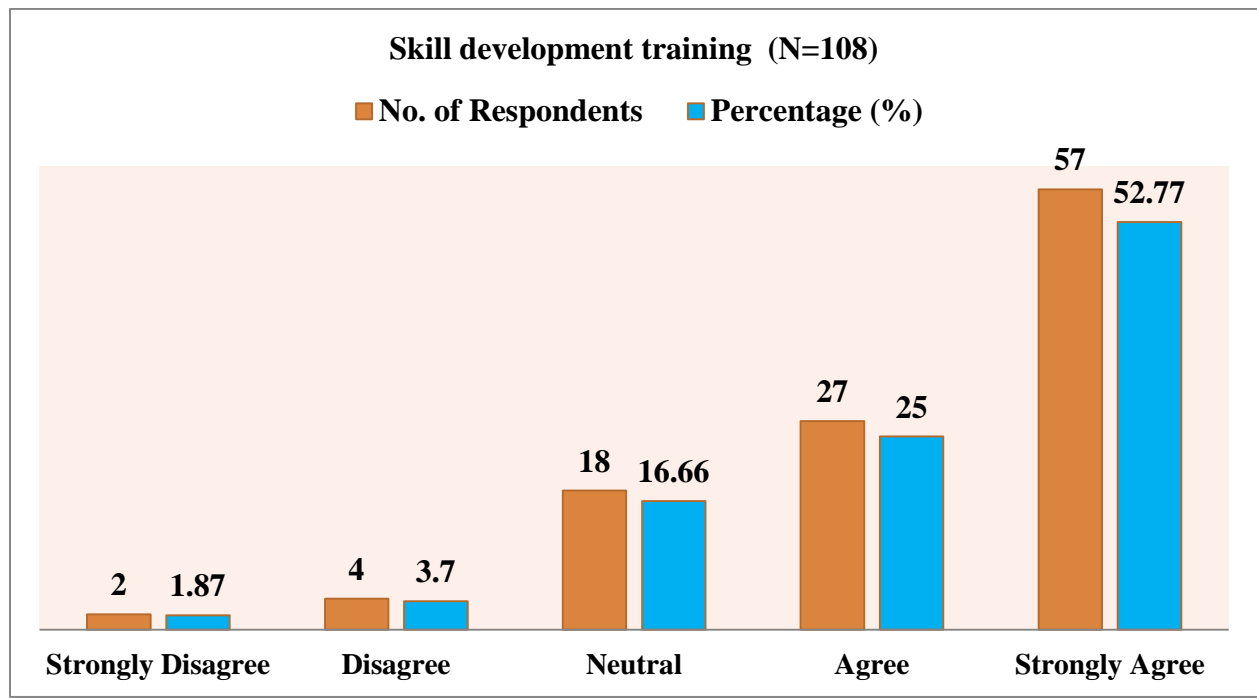


Figure 5.45: Skill development training

5.4.12 Enhancement in earning due to skill development training

It was asked in the survey that “*whether earning of the workers will be enhanced if the skill development training is provided to the worker*”. About 70% employees strongly agree with this statement (Table 5.45 and Figure 5.46, 5.47) (Sigurdson & Sund, 2014).

Table 5.45: Enhancement in earning due to skill development training

Believe that the earning of the workers will be enhanced if the skill development training is given to the workers along with the employment				
S.No	Arguments	No. of respondents	Percentage (%)	Cumulative percentage (%)
1	Strongly Disagree	00	00.00	00.00
2	Disagree	2	1.85	1.85
3	Neutral	12	11.11	12.96
4	Agree	18	16.66	29.62
5	Strongly Agree	76	70.38	100.00
Total		108	100.00	

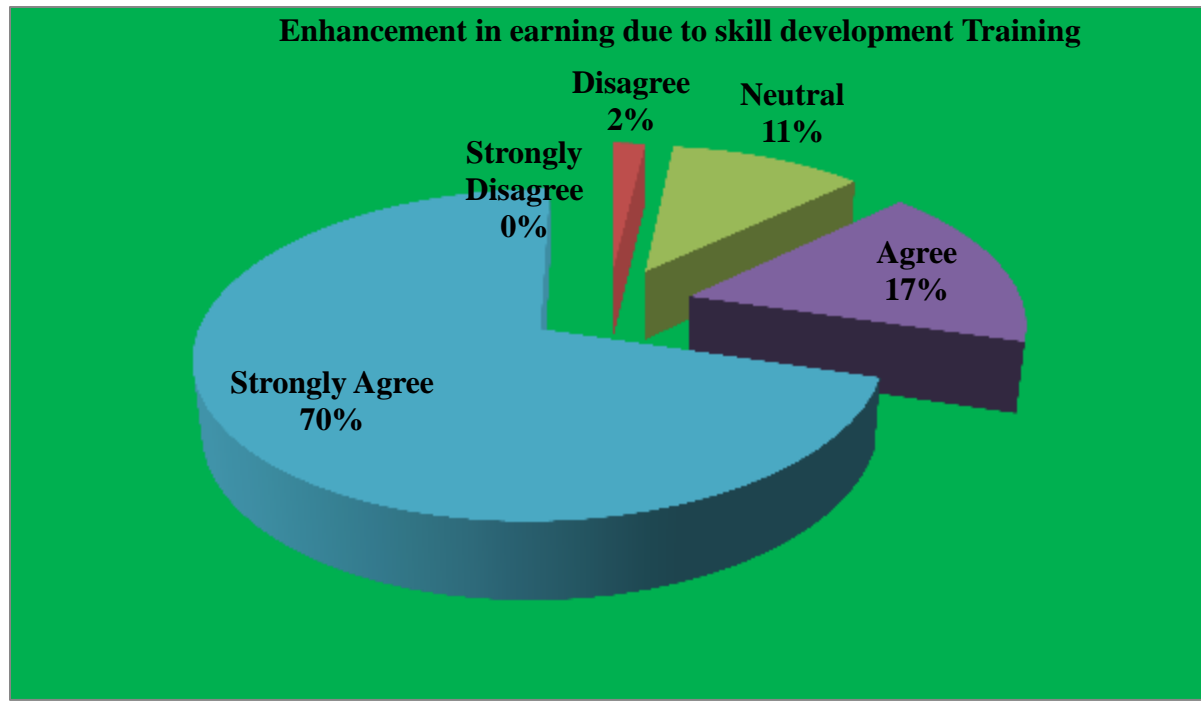


Figure 5.46: Enhancement in earning due to skill development training

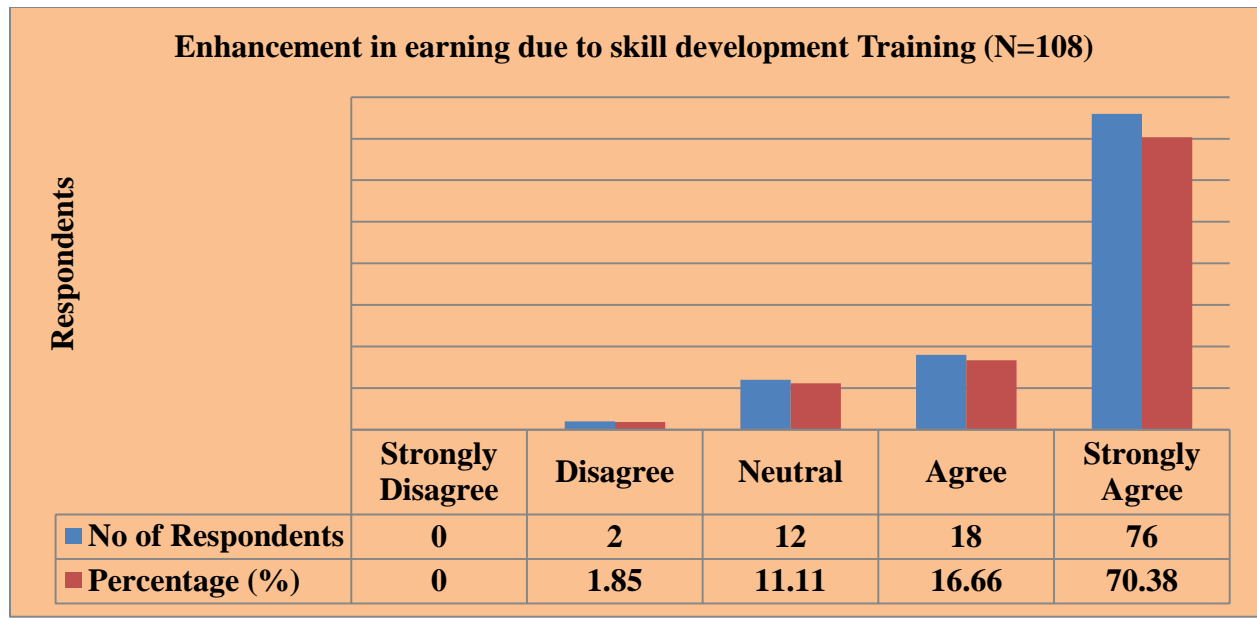


Figure 5.47: Enhancement in earning due to skill development training

5.5 DESCRIPTIVE STATISTICS OF WORKER'S RESPONSE

SPSS version 22.0 is used to calculate descriptive statistics of the 1501 responses received from five districts of workers in MGNREGA. Table 5.46 presents mean and standard deviation of responses. It is observed that workers go in MGNREGA for temporary employment due to poverty. It will not increase their knowledge and skills. This reflects association of results with the objective of MGNREGA.

Government provides 100 days work to support families living below poverty line. This temporary employment also does not improve the status of the family.

Respondents told that additional training is required for skill development. After training workers wish to work in self employment. We also asked workers whether on the job training will be helpful in increase in earnings. Workers support this as mean is 3.62.

As per item 10 in the Table 5.46 MGNREGA authorities do not support learning at work because they want to utilize government funds through 100 days remuneration (Mean 2.62).

Although there is no skill development after working in MGNREGA but workers are willing for better job opportunities (Item 11, mean 3.64). Since their desire of better job opportunities is not fulfilled so they wish to work again in PWS next year (Item 12, mean 3.75).

Table 5.46: Descriptive Statistics of workers responses (N=1501)

Item No.	Activity	Mean	Std. Deviation
1	Improvement in knowledge with MGNREGA	2.33	.652
2	Duration of MGNREGA is sufficient	2.54	.672
3	Family status improved after MGNREGA	1.23	.723
4	Improvement in skills with MGNREGA	2.12	.594
5	Additional training is required after MGNREGA	3.36	.569
6	After training would you like to work in the same scheme	2.66	.607
7	Whether self employment is possible after skill acquirement	2.12	.637
8	On the job skill development training enhances the earning	3.62	.493
9	Chance to learn at work makes the job more rewarding	3.26	.462
10	Employer actively supports you to learn at work	2.62	.598
11	Developing knowledge and skills is a realistic way to get better job	3.64	.503
12	Wish to repeat in the same scheme	3.75	.491
13	Expect better wage-employment	1.44	.621
14	Planning to start my own business / self employment	1.02	.781

5.6 DESCRIPTIVE STATISTICS OF EMPLOYEE'S RESPONSE

SPSS version 22.0 is used to calculate descriptive statistics of the 108 responses received from five districts of employees in MGNREGA. Table 5.47 presents mean and standard deviation of responses. Responses were received from employees of MGNREGA therefore they liked this PWS (mean 5.00). Employees opinion that workers go in MGNREGA for temporary

employment due to poverty (mean 4.51). In MGNREGA wage amount to be given to worker is fixed and there are no chances of increment. Thus majority of workers are satisfied with the wages (mean 4.31).

Similar to workers response employees are also opined that working in PWS will not increase their knowledge and skills (mean 2.68 and 2.51). This reflects association of results with the objective of MGNREGA. Government provides 100 days work to support families living below poverty line. This temporary employment also does not improve the status of the family. As, there is no development in skills in MGNREGA, so self employment chances are negligible (mean 2.81). Since there is no skill development so worker has to back in PWS such as MGNREGA (mean 3.03). In synonymous to workers, employees opinion that additional training is required for skill development (mean 3.62). After training workers wish to work in self employment.

Table 5.47: Descriptive statistics of employees responses (N=108)

Item No.	Activity	Mean	Std. Deviation
1	Public Welfare Scheme you liked most	5.00	.000
2	Public Welfare Schemes the worker want to be associated with	4.51	0.432
3	Workers are satisfied with the wages	4.31	.555
4	Knowledge of the worker enhanced after working in any PWS	2.68	.818
5	Skills of the workers are enhanced after working in any PWS	2.51	.881
6	Whether self employment is possible after skill acquirement	2.81	.976
7	Workers wish to repeat in the same scheme	3.03	.398
8	Workers expect better wage employment	1.63	1.731
9	Workers are planning to start own business/self employment	1.02	1.901
10	Whether skill development training is required for pws worker	3.62	.828
11	Earning enhanced with skill development training	4.00	.684

5.7 ASSOCIATION BETWEEN VARIABLE OF WORKERS

SPSS Version 22 is used to compute Pearson's correlation coefficients 2 tailed for 1501 responses. Correlation coefficient is calculated for research instruments i.e. for workers (Jung & Phillips, 2015).

Another research instrument is used to take responses of employee this has eleven constructs. Out of 200 questionnaires sent 108 filled responses were received.

5.7.1 Correlation between constructs of workers responses

Correlation coefficients were computed with SPSS version 22.0 for 14 constructs {(N=14) (Table 5.48)} (Mustafa & Perumal, 2012).

5.7.1.1 Improvement in knowledge with MGNREGA

It is observed from the correlation analysis that correlation coefficient between *"Improvements in knowledge with MGNREGA"* and *"Public Welfare Schemes the worker want to be associated with"* is low 0.341. It is clear because MGNREGA is only for 100 days. To acquire knowledge in fewer days is difficult.

It is evident from the Table 5.48 that correlation coefficient between *"Improvement in knowledge with MGNREGA"* and *"Improvement in skills with MGNREGA"* is significant at the 0.01 level with the value 0.436. It seems correct as objective of MGNREGA is not skill development.

The correlation coefficient between item *"Improvement in knowledge with MGNREGA"* and *"Improvement in skills with MGNREGA and whether self employment is possible after skill acquirement"* is 0.308. It is observed that low correlation is true because self employment is not possible due to lack of skill enhancement.

Table 5. 48 : Correlation of workers (N=14)

		Improvement in knowledge with MGNRE GA	Duration of MGNRE GA is sufficient	Family status improved after MGNRE GA	Improvement in skills with MGNRE GA	Additional training is required after MGNRE GA	After training would you like to work in the same scheme	Whether self employment is possible after skill acquirement	On the job skill development training enhances the earning	Chance to learn at work makes the job more rewarding	Employer actively supports you to learn at work	Developing knowledge and skills is a realistic way to get better job	wish to repeat in the same scheme	Expect better wage-employment	Planning to start my own business/self employment
Improvement in knowledge with MGNRE GA	Pearson Correlation	1	.341**	.293**	.436**	-0.012	.242*	.308**	.149**	.223**	.129**	0.001	-0.032	-0.011	0.028
	Sig. (2-tailed)		0	0	0	0.641	0	0	0	0	0	0.983	0.216	0.68	0.285
	N	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1499
Duration of MGNRE GA is sufficient	Pearson Correlation	.341**	1	.405**	.192**	.191**	-.077*	.329**	.102**	.199**	.088**	-.079**	-.129*	.110**	.110**
	Sig. (2-tailed)	0		0	0	0	0.003	0	0	0	0.001	0.002	0	0	0
	N	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1499
Family status improved after MGNRE GA	Pearson Correlation	.293**	.405**	1	.255**	.059*	0.041	.358**	.072**	.211**	.079**	-0.033	-0.033	.097**	.123**
	Sig. (2-tailed)	0	0		0	0.021	0.11	0	0.006	0	0.002	0.195	0.195	0	0
	N	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1499
Improvement in skills with MGNRE GA	Pearson Correlation	.436**	.192**	.255**	1	-.370**	.183*	.302**	.087**	.115**	.117**	0.023	0.041	-.110**	-.059*
	Sig. (2-tailed)	0	0	0		0	0	0	0.001	0	0	0.365	0.115	0	0.022
	N	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1499
Additional training is required after MGNRE GA	Pearson Correlation	-0.012	.191**	.059*	-.370**	1	.182*	.051*	.420**	.111**	.161**	-.174**	-.136*	0.016	.284**
	Sig. (2-tailed)	0.641	0	0.021	0		0	0.049	0	0	0	0	0	0.531	0
	N	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1499
After training would	Pearson Correlation	.242**	-.077**	0.041	.183**	.182**	1	-.100**	.352**	0.013	.215**	-0.024	.067*	-.141**	.104**
	Sig. (2-tailed)	0	0.003	0.11	0	0		0	0	0.619	0	0.353	0.009	0	0

		Improvement in knowledge with MGNRE GA	Duration of MGNRE GA is sufficient	Family status improved after MGNRE GA	Improvement in skills with MGNRE GA	Additional training is required after MGNRE GA	After training would you like to work in the same scheme	Whether self employment is possible after skill acquirement	On the job skill development enhances the earning	Chance to learn at work makes the job more rewarding	Employer actively supports you to learn at work	Developing knowledge and skills is a realistic way to get better job	wish to repeat in the same scheme	Expect better wage-employment	Planning to start my own business/self employment
you like to work in the same scheme	N	1501	501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1499
Whether self employment is possible after skill acquirement	Pearson Correlation	.308**	.329**	.358**	.302**	.051*	-.100*	1	-.156**	.302**	.073**	-0.006	-.094*	0.001	.128**
	Sig. (2-tailed)	0	0	0	0	0.049	0	0	0	0	0.005	0.807	0	0.981	0
	N	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1499
On the job skill development training enhances the earning	Pearson Correlation	.149**	.102**	.072**	.087**	.420**	.352*	1	-.156**	-0.033	.349**	-.237**	-.100*	-.226**	.325**
	Sig. (2-tailed)	0	0	0.006	0.001	0	0	0	0	0.196	0	0	0	0	0
	N	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1499
Chance to learn at work makes the job more rewarding	Pearson Correlation	.223**	.199**	.211**	.115**	.111**	0.013	.302**	-0.033	1	-.265**	.121**	0.034	.115**	.108**
	Sig. (2-tailed)	0	0	0	0	0	0.619	0	0.196	0	0	0	0.187	0	0
	N	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1499
Employer actively supports you to learn at work	Pearson Correlation	.129**	.088**	.079**	.117**	.161**	.215*	.073**	.349**	-.265**	1	-.263**	.054*	-.140**	.181**
	Sig. (2-tailed)	0	0.001	0.002	0	0	0	0.005	0	0	0	0	0.037	0	0
	N	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1499
Developing knowledge and	Pearson Correlation	0.001	-.079**	-0.033	0.023	-.174**	-.0024	-0.006	-.237**	.121**	-.263**	1	-.125*	.179**	-.256**
	Sig. (2-tailed)	0.983	0.002	0.195	0.365	0	0.353	0.807	0	0	0	0	0	0	0

		Improvement in knowledge with MGNRE GA	Duration of MGNRE GA is sufficient	Family status improved after MGNRE GA	Improvement in skills with MGNRE GA	Additional training is required after MGNRE GA	After training would you like to work in the same scheme	Whether self employment is possible after skill acquirement	On the job skill development training enhances the earning	Chance to learn at work makes the job more rewarding	Employer actively supports you to learn at work	Developing knowledge and skills is a realistic way to get better job	wish to repeat in the same scheme	Expect better wage-employment	Planning to start my own business/self employment
skills is a realistic way to get better job	N	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1499
wish to repeat in the same scheme	Pearson Correlation	-0.032	-.129**	-0.033	0.041	-.136**	.067*	-.094**	-.100**	0.034	.054*	-.125**	1	-.235**	0.026
	Sig. (2-tailed)	0.216	0	0.195	0.115	0	0.009	0	0	0.187	0.037	0		0	0.311
	N	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1499
Expect better wage-employment	Pearson Correlation	-0.011	.110**	.097**	-.110**	0.016	-.141*	0.001	-.226**	.115**	-.140**	.179**	1	-.235*	-.221**
	Sig. (2-tailed)	0.68	0	0	0	0.531	0	0.981	0	0	0	0	0	0	0
	N	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1501	1499
Planning to start my own business/self employment	Pearson Correlation	0.028	.110**	.123**	-.059*	.284**	.104*	.128**	.325**	.108**	.181**	-.256**	0.026	-.221**	1
	Sig. (2-tailed)	0.285	0	0	0.022	0	0	0	0	0	0	0	0.311	0	
	N	1499	1499	1499	1499	1499	1499	1499	1499	1499	1499	1499	1499	1499	1499
**. Correlation is significant at the 0.01 level (2-tailed).															
*. Correlation is significant at the 0.05 level (2-tailed).															

5.7.1.2 Duration of MGNREGA

Correlation coefficient between “*Duration of MGNREGA is Sufficient*” and “*Family status improved after MGNREGA*” is 0.405 significant at the level 0.05 (2-tailed). The low correlation coefficient value reflects that 100 days of MGNREGA is not sufficient for family status improvement.

Correlation coefficient between “*Duration of MGNREGA is Sufficient*” and “*whether self employment is possible after skill acquirement*” is 0.329. The low correlation suggests that self employment is not possible through work experience of 100 days.

5.7.1.3 Improvement in family status

Correlation coefficient between “*Family status improved after MGNREGA*” and “*Whether self employment is possible after skill acquirement*” is also low (0.358) which reflects that without self employment of family status cannot be improved.

5.7.1.4 Improvement in skills

Pearson’s correlation coefficient for 1501 responses calculated with SPSS version 22.0 between “*Improvement in skills with MGNREGA*” and “*whether self employment is possible after skill acquirement*” is low i.e. 0.302 at the level 0.05.

As we have seen that objective of MGNREGA is not skill development but temporary self employment. Since, there is no skill development and self employment is not possible without skill enhancement. Therefore, our result of correlation is in line with these facts.

5.7.1.5 Requirement of training

Correlation coefficient between *“Additional training is required after MGNREGA”* and *“on the job skill development training enhances the earning”* is moderate i.e. 0.420. Since, no skill development was during their work in MGNREGA. Therefore, additional training is required to enhance the earning of worker. The training may be on the job or off the job but it is preferred to provide on the job skill development training.

5.7.1.6 Working after training

The correlation coefficient between *“After training would you like to work in the same scheme”* and *“On the job skill development training enhances the earning”* is low i.e. is 0.352. It is true as after training skills will be developed and no worker like to work in the same Scheme.

5.7.1.7 Self employment

Correlation coefficient between *“Whether self employment is possible after skill acquirement”* and *“Chance to learn at work makes the job more rewarding”* is low i.e. 0.302. It reflects that if training is provided at work skill improves and there are more chances that worker may earn or get self employment. The skills may be of any specific trade related i.e. plumber, Electrician, Carpenter, Beautician, Mason etc.

5.7.1.8 On the job training

The correlation coefficient between *“On the job skill development training enhances the earning”* and *“Employer actively supports you to learn at work”* is 0.349.

If on the job skilled development training is provided and it is supported by employer the output will be higher accomplishment but low correlation value suggests that Indian employer may not support on the job training because it increases training cost to the company.

5.7.2 Correlation between constructs of employee responses

Pearson's correlation coefficient was calculated with SPSS version 22.0 for 11 constructs (N=108) in Table 5.48.

The objective of this questionnaire was to get responses from employees about workers. These instruments indirectly reinforce findings of instruments used for workers.

5.7.2.1 Association with PWS

It was asked in the employee's questionnaire that as per your opinion workers wishes PWS. Out of Schemes NRLM (National Rural Livelihood Mission), NULM (National Urban Livelihood Mission), PMGSY (Pradhan Mantri Gram Sadak Yojana), PMAY (Pradhan Mantri Awas Yojana), MGNREGA (Mahatma Gandhi National Rural Employment Guarantee Act). Employees responded that most popular PWS is MGNREGA. This is synonymous with workers responses which support the findings of other instruments.

The correlation coefficient between "*Public Welfare Schemes the worker want to be associated with*" and "*Earning enhanced with skill development training*" is 0.347 significant at 0.05 level. The correlation value is low because skill enhancement is not their MGNREGA. Therefore, skill development training is the only way to enhance earnings.

5.7.2.2 Skill enhancement with PWS

Correlation coefficient between “*Skills of the workers are enhanced after working in any PWS*” and “*Workers are planning to start own business/self employment*” is 0.325 significant at 0.05 level. The low value of correlation indicates that there is no relation between working in PWS and earnings. It seems true as no skill enhancement in MGNREGA. So, no earning enhancement also.

Table 5.49: Correlation of employees (N=11)

		Public welfare scheme you liked most	Public welfare schemes the worker want to be associated with	Workers are satisfied with the wages	Knowledge of the worker enhanced after working in any PWS	Skills of the workers are enhanced after working in any PWS	Whether self employment is possible after skill acquirement	Workers wish to repeat in the same scheme	Workers expect better wage employment	Workers are planning to start own business/self employment	Whether skill development training is required for pws worker	Earning enhanced with skill development training
Public welfare scheme you liked most	Pearson Correlation	.a	.a	.a	.a	.a	.a	.a	.a	.a	. ^a	.a
	Sig. (2-tailed)	.	.	.	.	.	.	.	.	.	.	.
	N	108	108	108	108	108	108	108	108	108	108	108
Public welfare schemes the worker want to be associated with	Pearson Correlation	.a	1	-0.031	-0.016	-0.059	-0.052	-.224*	-0.09	-0.033	0.074	.347**
	Sig. (2-tailed)	.	.	0.747	0.872	0.545	0.592	0.02	0.352	0.734	0.448	0
	N	108	108	108	108	108	108	108	108	108	108	108
Workers are satisfied with the wages	Pearson Correlation	.a	-0.031	1	-0.006	0.157	-0.189	0.131	-0.064	0.155	-0.03	0.099
	Sig. (2-tailed)	.	0.747	.	0.948	0.105	0.05	0.178	0.51	0.11	0.758	0.31
	N	108	108	108	108	108	108	108	108	108	108	108
Knowledge of the worker enhanced after working in any PWS	Pearson Correlation	.a	-0.016	-0.006	1	.296**	0.02	-0.03	0.094	.226*	0.093	-0.05
	Sig. (2-tailed)	.	0.872	0.948	.	0.002	0.836	0.762	0.332	0.019	0.341	0.606
	N	108	108	108	108	108	108	108	108	108	108	108
Skills of the workers are enhanced after working in any PWS	Pearson Correlation	.a	-0.059	0.157	.296**	1	.215*	0.066	.252**	.335**	0.127	0.062
	Sig. (2-tailed)	.	0.545	0.105	0.002	.	0.025	0.497	0.008	0	0.192	0.523
	N	108	108	108	108	108	108	108	108	108	108	108
Whether self employment is possible after skill acquirement	Pearson Correlation	.a	-0.052	-0.189	0.02	.215*	1	0.09	.250**	0.158	.201*	-.243*
	Sig. (2-tailed)	.	0.592	0.05	0.836	0.025	.	0.355	0.009	0.103	0.037	0.011
	N	108	108	108	108	108	108	108	108	108	108	108
Workers wish	Pearson	.a	-.224*	0.131	-0.03	0.066	0.09	1	0.068	0.115	0.032	-0.069

		Public welfare scheme you liked most	Public welfare schemes the worker want to be associated with	Workers are satisfied with the wages	Knowledge of the worker enhanced after working in any PWS	Skills of the workers are enhanced after working in any PWS	Whether self employment is possible after skill acquirement	Workers wish to repeat in the same scheme	Workers expect better wage employment	Workers are planning to start own business/self employment	Whether skill development training is required for pws worker	Earning enhanced with skill development training
to repeat in the same scheme	Correlation											
	Sig. (2-tailed)	.	0.02	0.178	0.762	0.497	0.355		0.485	0.238	0.74	0.479
	N	108	108	108	108	108	108	108	108	108	108	108
Workers expect better wage employment	Pearson Correlation	.a	-0.09	-0.064	0.094	.252**	.250**	0.068	1	.376**	.275**	-0.094
	Sig. (2-tailed)	.	0.352	0.51	0.332	0.008	0.009	0.485		0	0.004	0.336
	N	108	108	108	108	108	108	108	108	108	108	108
Workers are planning to start own business/self employment	Pearson Correlation	.a	-0.033	0.155	.226*	.335**	0.158	0.115	.376**	1	.413**	-0.015
	Sig. (2-tailed)	.	0.734	0.11	0.019	0	0.103	0.238	0		0	0.876
	N	108	108	108	108	108	108	108	108	108	108	108
Whether skill development training is required for pws worker	Pearson Correlation	.a	0.074	-0.03	0.093	0.127	.201*	0.032	.275**	.413**	1	0.033
	Sig. (2-tailed)	.	0.448	0.758	0.341	0.192	0.037	0.74	0.004	0		0.735
	N	108	108	108	108	108	108	108	108	108	108	108
Earning enhanced with skill development training	Pearson Correlation	.a	.347**	0.099	-0.05	0.062	-.243*	-0.069	-0.094	-0.015	0.033	1
	Sig. (2-tailed)	.	0	0.31	0.606	0.523	0.011	0.479	0.336	0.876	0.735	
	N	108	108	108	108	108	108	108	108	108	108	108
*. Correlation is significant at the 0.05 level (2-tailed).												
**. Correlation is significant at the 0.01 level (2-tailed).												
a. Cannot be computed because at least one of the variables is constant.												

5.7.2.3 Better wage employment

The Pearson's Correlation coefficient *between "Workers expect better wage employment"* and *"Workers are planning to start own business/self employment"* is slightly higher than earlier correlation values i.e. 0.376. This is because of better wages are possible only with self employment or own business. Training is required for preparation of worker for self employment.

5.7.2.4 Self employment

Correlation Coefficient between *"Workers are planning to start own business/self employment"* and *"whether skill development training is required for PWS worker"* is 0.413 significant at 0.05 level. The high value of correlation coefficient reflects that self employment is possible only after acquirement of skills and training is must for skill development. The shows that *"Workers are planning to start own business/self employment"* and *"whether skill development training is required for PWS worker"* are positively correlated.

5. 8 SUMMARY

This chapter presented detailed statistical analysis of the responses received from workers (N=1501) and employees (N=108). The first section gives result of internal consistency i.e. Chronbach's Alpha. Chronbach's alpha value more than 0.6 are considered satisfactory. (Nunnally and Bernstein, 1994). In our research Cronbach's alpha value is more than 0.6 for both the constructs of employees and workers Questionnaire's. Next Section deals with the demographic details of the respondents. Various issues of MGNREGA such as *Awareness about PWS, Working in PWS, Future liking of PWS, Duration of working in PWS, Reasons of working in same PWS Enhancement in skill with PWS, Employment Allowance, Mode of payment, Number of days working in MGNREGA, Activities in PWS, Status of improvement after PWS, Presence of skill,*

Skill development in present job, Enhancement of skill required during the job, Requirement of training, Working after training, Willing to work in same PWS after training, Self Employment after skill acquirement, On the job training, Chance to learn at work, Employer Support at work, Development of knowledge and skill, Course of action after training etc. are discussed in section 5.3. Analysis of responses of employee questionnaire is presented in the next section. Descriptive statistics of worker's response presented in section 5.5. Next section deals with descriptive statistics of employee's responses. Association between variables of workers and employees questionnaire is presented in section 5.7. Pearson's bivariate correlation coefficient between various constructs is computed with SPSS version 22.0.

6.1 INTRODUCTION

In India poverty and unemployment is major problem. A large number of populations come under below poverty line. Government of India has taken several steps for public welfare. Number of Public Welfare Schemes has been launched to support poor people financially. Key Public Welfare Schemes are NRLM (National Rural Livelihood Mission), NULM (National Urban Livelihood Mission), PMGSY (Pradhan Mantri Gram Sadak Yojana), PMAY (Pradhan Mantri Awas Yojana), MGNREGA (Mahatma Gandhi National Rural Employment Guarantee Act) (Justman & Mehrez, 1996).

In this research a detailed study is performed on various issues of the largest PWS i.e. MGNREGA. The research conducted in the state of Rajasthan. Rajasthan is the largest state of India. To represent whole state five districts were undertaken for study viz. Jaipur, Bundi, Alwar, Udaipur and Sikar.

To conduct study two research questionnaire's were developed based on literature. The objective of both the questionnaire's is to assess present status of MGNREGA and explore whether any skill development takes place. It is observed from the study that there is no skill development takes place in PWS. Honorable prime minister also launched skill India scheme to develop skills of poor persons. In the present era, there is anurgent need to develop skills of persons. If skills are possessed by any person, he may start self venture and earn income to meet daily expenses.

6.2 THE FRAMEWORK

Assumptions

1. Government launches Public Welfare Schemes regularly.
2. MGNREGA is a part of public welfare policy of Government.
3. The main objective of PWS is to provide temporary employment.
4. There is no skill development in PWS.

A framework for skill development is proposed based on the findings of the survey. Figure 6.1 gives the schematic of proposed framework. Government of India started number of PWS such as National Rural Livelihood Mission (NRLM), National Urban Livelihood Mission (NULM), Pradhan Mantri Gram Sadak Yojana (PMGSY), Pradhan Mantri Awas Yojana (PMAY) and Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA). In this research a detailed study conducted on MGNREGA workers. In the survey of five districts of Rajasthan state, it is observed that there is no skill development in Public Welfare Schemes such as MGNREGA (Kroger, 2011). This PWS only provide temporary employment to poor people. Majority of workers are female. The work done by labour in MGNREGA is of unskilled nature. Based on findings of the survey, a framework is proposed for skill enhancement (Figure 6.1).

Based an economic condition workers are identified to work in Public Welfare Scheme. It is observed from the survey that among all PWS MGNREGA is most popular. Government launch the MGNREGA scheme in rural areas which continue round the years various activities are to be performed by workers are *Water conservation, Drought proofing, Flood protection, Minor irrigation, Horticulture/Gardening, Electrician and others.*

Government provides temporary employment to poor villagers for maximum 100 days in one financial year per family. It is found from the survey that there is no skill enhancement in the workers after working in PWS. Therefore, it is proposed to provide rigours on the job training may be provided to the workers. The training may be related to the various trades such as *plumber, Fitter, Electrician, Mason, Carpenter, Beautician etc.* Table 6.1 gives details of list tasks to be performed.

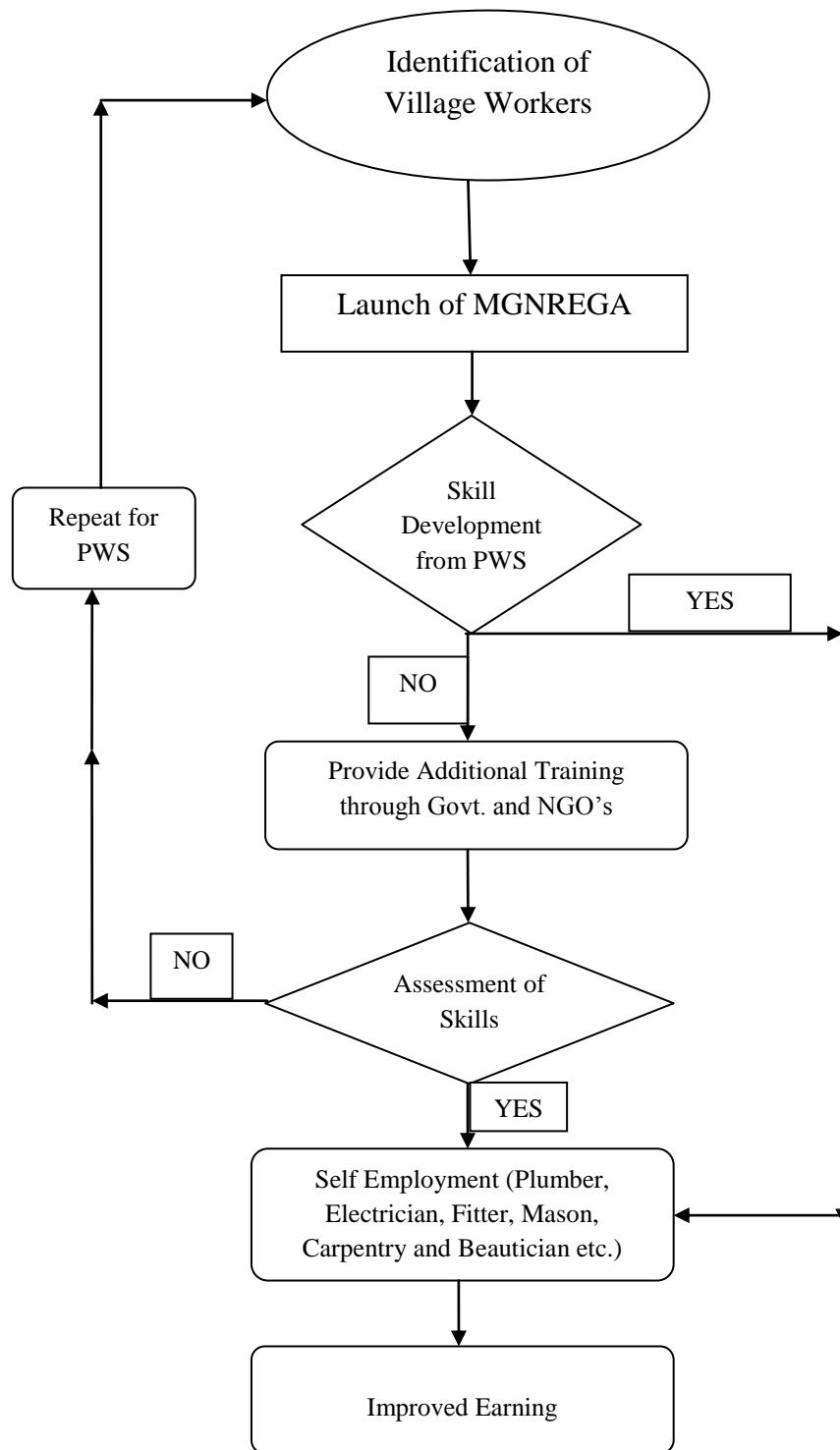


Figure 6.1: Framework for skill development

Table 6.1: Tasks performed in framework

S. No.	Task	To be performed by
1	Identification of village workers	Government
2	Launch of MGNREGA	Government
3	Skill development from PWS	Researcher / NGO'S
4	Provide additional training	Govt. and NGO's
5	Assessment of skills	Researcher / NGO'S
6	Self employment (Plumber, Electrician, Fitter, Mason, Carpentry and Beautician etc.)	Industry / Trade
7	Improving earning	Researcher / NGO'S

It is proposed to provide basic minimum training to MGNREGA workers so that their skills enhanced. The training may be of various trades such as *Plumber, Fitter, Electrician, Mason, Carpenter, Beautician etc.* This leads to self employment and enhanced earning with improvement in standard of living (Figure 6.1). The training may be provided by government agency such as ITI or NGO. Due to skill enhancement worker can start his own venture or self employed to earn his income. With this worker need not go again in MGNREGA next year. He will become independent and earn more which improves his family status.

6.3. SUMMARY

Based on literature, in this research two questionnaires were developed for administration among the workers and employees of MGNREGA. Survey findings are presented in chapter 5. It is observed from the survey findings that there is no skill enhancement of workers working in PWS. The objective of any PWS is to provide temporary employment to poor villagers, not skill

enhancement. Skill development is our main objective of the research. As per our research objective a framework is proposed in section 6.2. This framework can be implemented in the villages of India to provide permanent self employment to the workers. Chapter 7 presents summary and contributions of the research.

7.1 INTRODUCTION

Public Welfare Scheme is an integral part of a countries welfare policy. Public Welfare Scheme is important in current scenario. Several articles dealing with practice of Public Welfare Scheme have been published over the years, but the topics still under considerable development and debate. This research was aimed at examining the Public Welfare Schemes in India through questionnaire survey. The main objective of this research was to gain insights of MGNREGA. The specific objectives of the research were to:

- a. Comprehensive literature survey to identify the status of Public Welfare Schemes in Indian context.
- b. To assess the impact of Socio-economic conditions in large scale PWS.
- c. To identify the level of employment provided in PWS.
- d. To explore worker's view on the training for skill enhancement.
- e. To develop a framework for skill development.

A survey of MGNREGA is conducted to study several issues related with it. Survey conducted in five districts of Rajasthan viz Jaipur, Bundi, Udaipur, Alwar and Sikar. A structured was developed for employees and workers and administered in above five districts. Vital statistics of respondents is given in Table 7.1.

Summary of research findings and major contributions of the research are presented in this chapter. Implications of the study are stated and limitations and scope for further research are also given.

Table 7.1: Vital statistics of survey

S. No.	District	Workers survey		Employee survey	
		Questionnaire sent	Responses received (%)	Questionnaire sent	Responses received (%)
1	Alwar	280	246 (87)	40	20 (50)
2	Bundi	280	226 (80)	40	21 (52)
3	Jaipur	280	251 (89)	40	21 (52)
4	Sikar	280	260 (92)	40	21 (52)
5	Udaipur	580	518 (89)	40	25 (62)
Total		1700	1501 (88)	200	108 (54)

7.2 SUMMARY OF THE WORK DONE

The work done in this research can be highlighted as given below.

- The literature is classified and a comprehensive bibliography is developed. It is expected that this bibliography will be of use to social science researchers and students.
- A set of research hypotheses were formulated based on the literature survey and discussions with practitioners.
- A structured questionnaire was developed to study several issues related to Public Welfare Scheme.
- It is observed from the survey findings that there is no skill enhancement of workers working in PWS. The objective of any PWS is to provide temporary employment to poor villagers not skill enhancement.
- As per our research objective a framework for skill enhancement is proposed.
- This framework can be implemented in the villages of India to provide permanent self employment to the workers (Judge & Hampson, 1980).

7.3 RESEARCH FINDINGS

Four hypotheses were framed (given in Chapter 3) based on the literature and research questions of this study.

7.3.1 Demographics of MGNREGA

All respondents have worked in MGNREGA. In this study five districts were considered. In villages females are working more than males as men are not working due to bad habits such as drinking alcohol. This is observed in all five districts. It is observed that majority (72%) of workers are female. This supports our hypothesis 1.

7.3.2 Enhancement in skill with PWS

In this survey it is asked to the respondents that whether knowledge and skills have been improved after working in PWS. Majority of respondents (66%) told that there is no skill development during working in PWS. It is clear from the survey that skill is not enhanced after working in Public Welfare Scheme. This supports Hypothesis 2.

We have taken data of actual expenses made by Government of Rajasthan on MGNREGA in last five years in five districts considered under study i.e. Alwar, Bundi, Jaipur, Sikar and Udaipur as given in Table in 7.2. It is observed increasing trend in expenditure since 2013-14 in all five districts except in Alwar and Sikar in 2017-18. This reflects that there is no enhancement in skill so people again come to work in MGNREGA and thus expenditure increases. Slight decrease in expenses is observed in two districts i.e. Alwar and Sikar. It seems there is less turnover of people in these districts due to skill development to some extent.

Table 7.2: District wise expenditure made on MGNREGA

(Rs. in lakhs)

S.No.	Districts	2013-14	2014-15	2015-16	2016-17	2017-18
1	Alwar	3084.67	4303.91	5678.79	9016.34	8818.87
2	Bundi	2050.88	4320.37	5021.27	7407.43	7955.37
3	Jaipur	5590.27	6462.05	5257.81	8676.91	10408.24
4	Sikar	5375.41	5882.51	5099.8	6013.55	5751.54
5	Udaipur	8702.52	14407.43	13335.26	18676.04	21025.33
	Total	24803.75	35376.27	34392.93	49790.27	53959.35

Source www.nrega.ac.in visited on 17.08.2018

7.3.3 Activities in PWS

It is asked from the respondents that during working in PWS what work has been undertaken by you. It is interesting to note that 50% respondents have worked for water conservation activities followed by drought proofing. It seems correct because water is very scarce in Rajasthan. Therefore, most of the worker has put in tasks related to water conservation.

7.3.4 Requirement of training

We have asked to workers of MGNREGA that whether any skill is developed during working in PWS. It is observed that majority of workers (53.16%) strongly agree that training is required to enhance the skills. On the job training related to specific trade can be provided to the workers. This enhances their productivity and employability. This supports hypothesis 3.

7.3.5 Self employment after skill acquirement

It is observed that majority of workers (56.91) told that if we get skill acquirement training then the worker get self employment. Market value of the labour is increased after skill acquirement and this leads to self employment (Matthiessen & Knowles, 2011).

7.3.6 Course of action after training

We have asked to respondents that what would be your course of action after completion of training. It is observed that majority of worker (about 81%) were wish to repeat in the same scheme after completion of the training. It is interesting to note that only 5% workers voted for start of their own business. Workers wish to work again in MGNREGA or any other PWS because due to no skill development, they are not able to start any job or self employment. It is observed that few workers voted for self employment. Thus, if training may be provided to the workers they might be self employed. This supports Hypothesis 4.

7.4 MAJOR CONTRIBUTIONS OF THE RESEARCH

The contribution to knowledge recorded in the thesis is fourfold. A comprehensive bibliography on Public Welfare Schemes is presented. Secondly, a review of the literature on Public Welfare Schemes in India, BRICS and SAARC countries has been made. The third contribution to knowledge is the survey of MGNREGA. The last contribution to knowledge is based on the survey learning and a framework for implementation and assessment of Skill Development is proposed. Major contributions of the research can be highlighted as:

- A comprehensive bibliography is prepared and literature is classified.
- Based on the Literature survey and discussions with practitioners, a set of research hypotheses were framed.
- An Exploratory survey was conducted to study several issues related to Public Welfare Scheme.

- It is observed from the survey findings that there is no skill enhancement of workers working in PWS. The objective of any PWS is to provide temporary employment to poor villagers, not skill enhancement.
- As per our research objective a framework for skill enhancement is proposed. This framework can be implemented in the villages of India to provide permanent self employment to the workers.

7.5 IMPLICATIONS OF THE RESEARCH

The impacts on society are as follows significant.

7.5.1 Managerial implications

- The research is useful for social scientists to develop regulatory norms / policies to promote the skill enhancement.
- This study has revealed that adoption of MGNREGA with view of skill development may be useful for self employment.
- This study helps to provide a better understanding on large Public Welfare Schemes such as MGNREGA.

7.5.2 Implications for academia

This study has some implications for academics:

- The questionnaire may be improved to examine linkages with other countries PWS.
- The findings of the study can be generalized and act as a foundation for further research.
- The bibliography on Public Welfare Schemes is important for future researchers.

7.6 LIMITATIONS AND SCOPE FOR FUTURE WORK

The research has following limitations, which can be considered by future researchers.

- Future researchers may increase the sample size.
- In this research five districts have been considered, the study can be further taken up to the other districts of Rajasthan.
- The present questionnaire can be used for global survey of PWS with some modification.
- Future search may also consider Public Welfare Schemes of other states of India.

7.7 CONCLUDING REMARKS

The study investigated Indian specific practices in large Public Welfare Schemes. Comprehensive survey was conducted specially for MGNREGA. The study has developed a structured questionnaire for workers and employees of MGNREGA. In the survey various issues of MGNREGA such as *Awareness about PWS, Working in PWS, Future liking of PWS, Duration of working in PWS, Reasons of working in same PWS, Enhancement in Skill with PWS, Employment Allowance, Mode of payment, Number of days working in MGNREGA, Activities in PWS, Status of improvement after PWS, Presence of skill, Skill development in present Job, Enhancement of skill required during the job, Requirement of Training, Working after Training, Willing to work in same PWS after training, Self Employment after skill acquirement, On the job training, Chance to learn at work, Employer Support at work, Development of knowledge and skill, Course of action after training* etc. are observed and analyzed. Analysis of responses of both employee and worker questionnaire is done. Descriptive statistics presented and association between variables of workers and employees questionnaire is identified. Finally based on literature a framework is proposed. This framework can be implemented in the villages of India to provide

permanent self employment to the workers. In our proposed framework we have suggested to provide additional training to workers. This task can be carried out by government agencies or NGOs. This will be a value addition in the knowledge of workers. It will enhance their employability and provide employment / self employment. Our emphasis is to provide training to traditional artisans / technicians which lead to more earning and better social status of the people.

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Section B: Public Welfare Schemes (PWS)

12. Are you aware about the public welfare schemes?

S.No	Public welfare schemes	Yes	No
1	National Rural Livelihood Mission (NRLM)	()	()
2	National Urban Livelihood Mission (NULM)	()	()
3	Pradhan Mantri Gram Sadak Yojana (PMGSY)	()	()
4	Pradhan Mantri Awas Yojana (PMAY)	()	()
5	Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA)	()	()

13. Have you worked in any schemes?

S.No	Public welfare schemes	Yes	No
1	National Rural Livelihood Mission (NRLM)	()	()
2	National Urban Livelihood Mission (NULM)	()	()
3	Pradhan Mantri Gram Sadak Yojana (PMGSY)	()	()
4	Pradhan Mantri Awas Yojana (PMAY)	()	()
5	Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA)	()	()

14. In which type of public welfare scheme would you like to work?

S.No	Public welfare schemes	Yes	No
1	National Rural Livelihood Mission (NRLM)	()	()
2	National Urban Livelihood Mission (NULM)	()	()
3	Pradhan Mantri Gram Sadak Yojana (PMGSY)	()	()
4	Pradhan Mantri Awas Yojana (PMAY)	()	()
5	Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA)	()	()

15. Were your knowledge and skills Enhanced/improved after working in any PWS?

Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5
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16. How long have you been working in PWS Scheme? (In years)

- (a)<1 (b) 1-2 (c) 2-3 (d) 3-4 (e)>4

17. Would you like to continue in this scheme?

- (a) Yes (b) No

If yes then specify why

- (a) More money (b) Skill development (c) Near to home
(d) Majority of the relative member working in the scheme (e) No other option in my village (f) Other.....

If no then specify why?

- (a) Less Salary (b) More Working Hours (c) More Physical Work (d) Health scndition (e) Other...

18. Whether any employment allowance was given to any family member (after asking for job, job was not given)

- (a) Yes (b) No

Note:- Employment allowance:- In the scheme MGNREGA, when the villagers ask for the job and doesn't get the job within fifteen days then the govt. should provide the employment allowance to the villagers after 15 days till the other works is not assigned.

19. Mode of payment by

- (a) Bank (b) Post office (c) Cash (d) Other

20. Seasonal/temporary employment of family members, if any

- (a) Yes (b) No

If yes then nature of work during temporary employment

- (a) Natural domestic work (b) Construction (c) Farm (d) Labour (e) Other.....

21. 100 days MGNREGA job is sufficient for your livelihood?

Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5
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22. What type of activities/works undertaken in your village under the various PWS?

- (a) Water conservation (b) Drought proofing (c) Flood protection (d) Land development
 (e) Minor irrigation (f) Horticulture/Gardening (g) Rural connectivity (i) Electrician
 (j) Plumber (k) Other.....

23. Why you want to work in this Scheme?

- (a) More money (b) Skill development (c) Near to home
 (d) Majority of the relative Member (e) No other option in (f) Other.....
 working in the scheme my village

24. Socio economic status of your family has improved after implementation of the scheme?

Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5
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25. Your skills have improved after working in any PWS?

Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5
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Section C: Skill Development in PWS

26. Are you skilled for the present job?

- (a) Yes (b) No

27. There is skill development in this job?

Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5
------------------------	---------------	--------------	------------	---------------------

28. How would you rate the enhancement of skills required during the job?

- (a) Poor (b) Moderate (c) Good (d) Advanced

29. How would you rate the overall level of commitment to the skills development process in the workplace?

- (a) Poor (b) Moderate (c) Good (d) Advanced

30. Do you think that additional training is required?

Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5
------------------------	---------------	--------------	------------	---------------------

31. After training would you like to work in the same scheme?

Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5
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32. Why you want to join the same scheme?

- (a) Yes (b) No

If yes then specify why

- (a) More money (b) Skill development (c) Near to home
 (d) Majority of the relative member (e) No other option in my village (f) Other.....
 working in the scheme

If No then specify why

- (a) More money in other scheme (b) Self employment
 (c) No other option in my village

33. Whether self employment is possible after skill acquirement?

Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5
------------------------	---------------	--------------	------------	---------------------

34. Do you believe the on the job skill development training required enhances the earning?

Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5
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35. Having the chance to learn at work makes the job more rewarding?

Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5
------------------------	---------------	--------------	------------	---------------------

36. Does your employer actively supports you to learn at work?

Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5
------------------------	---------------	--------------	------------	---------------------

37. Developing your knowledge and skills is a realistic way for you to get a better job anywhere in future?

Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5
------------------------	---------------	--------------	------------	---------------------

38. After completion of the training what would be your course of action?

(a). I wish to repeat in the same scheme.

Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5
------------------------	---------------	--------------	------------	---------------------

(b). I expect better wage-employment.

Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5
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(c). I am planning to start my own business/self employment.

Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5
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Signature
with date

APPENDIX-II (EMPLOYEES)

SURVEY INSTRUMENT TO ASSESS SKILL DEVELOPMENT IN PUBLIC WELFARE SCHEMES

1. Name of Official:-.....

2. Designation:-.....

3. Posted at Gram panchayat/Village:-.....

4. Name of the district in which you are posted?

(a) Jaipur (b) Alwar (c) Sikar (d) Udaipur (e) Bundi

5. In Which of the following public welfare schemes, you have worked?

S.No	Public welfare schemes	Yes	No
1	National Rural Livelihood Mission (NRLM)	()	()
2	National Urban Livelihood Mission (NULM)	()	()
3	Pradhan Mantri Gram Sadak Yojana (PMGSY)	()	()
4	Pradhan Mantri Awas Yojana (PMAY)	()	()
5	Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA)	()	()

6. Which one of the below appropriate public welfare schemes you liked most?

S.No	Public welfare schemes	Please Tick
1	National Rural Livelihood Mission (NRLM)	()
2	National Urban Livelihood Mission (NULM)	()
3	Pradhan Mantri Gram Sadak Yojana (PMGSY)	()
4	Pradhan Mantri Awas Yojana (PMAY)	()
5	Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA)	()

7. What type of activities/works you have undertaken in your working place under the various PWS?

(a) Water conservation (b) Drought proofing (c) Flood protection (d) Land development
 (e) Minor irrigation (f) Horticulture/ Gardening (g) Rural connectivity (h) Electrician
 (i) Plumber (j) Others

8. In which public welfare schemes the workers want to be associated with?

S.No	Public welfare schemes		Please Tick
1	National Rural Livelihood Mission	(NRLM)	()
2	National Urban Livelihood Mission	(NULM)	()
3	Pradhan Mantri Gram Sadak Yojana	(PMGSY)	()
4	Pradhan Mantri Awas Yojana	(PMAY)	()
5	Mahatma Gandhi National Rural Employment Guarantee Act	(MGNREGA)	()

9. Why do workers want to join the same scheme?

(a) Yes (b) No

If yes, specify why

(a) To get more money (b) For skill development (c) Near to home
(d) Majority of the relative member working in the scheme (e) No other option is available in the village (f) Others

If no, specify why?

(a) Less Salary (b) More working hours (c) More physical work (d) Worker health problem (e) Others

(10-12) Do you Agree/Disagree with the following Statements (12 - 14):

10. Workers are satisfied with the wages?

Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5
------------------------	---------------	--------------	------------	---------------------

11. Knowledge of the workers is enhanced after working in any PWS?

Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5
------------------------	---------------	--------------	------------	---------------------

12. Skills of the workers are enhanced after working in any PWS?

Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5
------------------------	---------------	--------------	------------	---------------------

13. Please rate the percentage (%) of the working skills enhancement of the worker?

10-20% 1	21-40% 2	41-60% 3	61-80% 4	81-100% 5
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14. How would you rate the overall commitment level of worker in the workplace?

(a) Poor (b) Moderate (c) Good (d) Advanced

15. Do you think that self employment is possible, once skill is acquired by the workers from pws?

Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5
------------------------	---------------	--------------	------------	---------------------

Do you Agree/Disagree with the following Statements:

16. After working once in pws:

(a). Workers wish to repeat in the same scheme.

Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5
------------------------	---------------	--------------	------------	---------------------

(b). Workers expect to better wage-employment.

Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5
------------------------	---------------	--------------	------------	---------------------

(c). Workers are planning to start own business/self employment.

Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5
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17. Do you think that skill development training is required for PWS worker?

Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5
------------------------	---------------	--------------	------------	---------------------

18. Do you believe that the earning of the workers will be enhanced if the skill development training is given to the workers along with the employment?

Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5
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Signature

LIST OF PUBLICATIONS

Journal Publications (Published/Accepted)

Kumar, S., Sharma, M., Bhardwaj, A. K. and Dangayach, G. S. (2018) “Large Scale Public Welfare Schemes for Enhancing Employability in SAARC Countries: a SWOT Analysis”, Journal of Social Science Research, 12(1), pp. 2575-2595.

Kumar, S., Sharma, M., Bhardwaj, A. K. and Dangayach, G. S. (2018) “A Posteriori Analysis of Public Welfare Schemes (PWS) in the Brics Countries”, OORJA, A bi-annual Refereed International Journal of Management & IT, 16(1), pp. 58-68.

International/National Conference:

Kumar, S., Sharma, M., Bhardwaj., A. K. and Dangayach, G. S. (2018) “Aspects of Local Imbalance in Socio Economic Development of Rajasthan: A Regional Level Analysis” Proceeding of the Diamond Jubilee National Convention of IIIE & International Conference on Role of Industrial Engineering in Industry 4.0 Paradigm (ICIEIND 2018), September 27th -30th, Siksha ‘O’ Anusandhan (Deemed to be University), Bhubaneswar, India.

Kumar, S., Sharma, M., Bhardwaj., A. K. and Dangayach, G. S. (2018) “The Cost Observance of Crops in Rajasthan –A Orientation Analysis in Pre and Post Reform Periods” Proceeding of the Diamond Jubilee National Convention of IIIE & International Conference on Role of Industrial Engineering in Industry 4.0 Paradigm (ICIEIND 2018), September 27th - 30th, Siksha ‘O’ Anusandhan (Deemed to be University), Bhubaneswar, India.

Kumar, S., Sharma, M., Bhardwaj., A. K. and Dangayach, G. S. (2015) “Building an Innovative Ecosystem for Sustainable Growth of Organizational in the Current era of Competitive Market” Proceedings of National Conference on Sustainable Manufacturing for Brighter Future during 2nd - 3rd January 2015 at Department of Management Studies, Malaviya National Institute of Technology Jaipur, Rajasthan, India.

Kumar, S., Sharma, M., Bhardwaj, A. K. and Dangayach, G. S. (2015) “Gandhi Experiment with Education for Rural India : Nai Talim System” Proceedings of International Conference on Education Policy for Strong during 17th-18th January 2015 at Agarwal P.G College, Sanganeri Gate, Jaipur, Rajasthan, India.

Kumar, S., Sharma, M., Bhardwaj., A. K. and Dangayach, G. S. (2013) “Innovation and Networking: The Path Ahead for Rural Entrepreneurship” Proceedings of International Conference on Management and Business Innovation – ICOMBI - 2013 during 18th - 19th May 2013 at Department of Management Studies, Malaviya National Institute of Technology Jaipur, Rajasthan, India.

Kumar, S., Sharma, M., Bhardwaj., A. K., & Dangayach, G. S. (2013) “A Management Point of Review of Green Telecom: A Tool for Eco-friendly Environment” Proceedings of National Conference on communication System and VLSI Design Future during 24th - 25th July 2013 at Department of Electronics and communication Engineering, Malaviya National Institute of Technology Jaipur, Rajasthan, India.

Brief Bio Data of the Author

Sundeep Kumar was born on 07th May, 1985 to Shri Lekhram and Smt.Badami devi. He passed B. E. in Information Technology with first division from University of Rajasthan, Jaipur in 2007. He completed MBA in Major Marketing Management and Minor in Information Technology with the CGPA of 8.16 from Department of Management Studies, Malaviya National Institute of Technology Jaipur in 2010. He is currently a candidate (registered in January 2014) for the degree of Doctor of Philosophy at MNIT, Jaipur, India.

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