



## Large Scale Public Welfare Schemes for enhancing employability in SAARC Countries: a SWOT Analysis

Sundeep Kumar<sup>1</sup>, Monica Sharma <sup>2</sup>, Awadhesh Kumar Bhardwaj<sup>3</sup>and G S Dangayach<sup>4</sup>

Department of Management Studies, MNIT, Jaipur

sundeep.mnit@ymail.com, monicasharma.mnit@gmail.com,

awbh2001@gmail.com, dangayach@gmail.com

### Abstract

*With the growing population, the problem of unemployment is escalated. To fight with this problem every governmental body launches various Public Welfare Schemes (PWS) from year to year for welfare of poor or below poverty line population i.e. giving wages by taking work. PWS sometimes referred as public aid and social support for all citizens. Hence, it is very pertinent to understand which PWS is useful for which sector. Through this paper, an attempt is made to outline various PWS pertaining to SAARC nations only and with the help of SWOT analysis various parameters are identified like Strength, Weakness, opportunities and threats which will further helps in understanding the base of particular PWS. Lastly based on SWOT analysis discussion part is done in which general comparison of various PWS is done. Results will help in making understand which PWS carries how much importance and capability of generating employability and entrepreneurship.*

**Indexing terms/Keyword:** Public Welfare Schemes (PWS); SAARC; SWOT analysis; Employability; Social welfare.

Language: English

ISSN: 2321-1091

Volume: ... Issue: ...

Journal: JOURNAL OF SOCIAL SCIENCE RESEARCH

Publisher: CIRWORLD

Website: <https://cirworld.com>



This work is licensed under a Creative Commons Attribution 4.0 International License.

### 1. Introduction

The concept that Public Welfare Scheme (PWS), framed as one of the strong social safety system through which redistribution of wealth and meaningful employment is generated. According to Devereux and Solomon (2006), several nations are gradually implementing several strategies to fight increasing poverty and unemployment. PWS sometimes referred as public aid and social support for all citizens. 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), 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. Therefore, PWS are proposed to provide a basic income to all workers in order to meet their subsistence needs. PWS could be seen in various forms- food-for-works (FFW), cash-for-work (CFW), agricultural inputs (fertilizers and seeds) for work (as in the Malawian Government's) or Inputs for Assets (IFA) programmed (UK DFID, 2004).



After knowing the importance of PWS in general, it is pertinent to understand various PWS schemes running in developed and developing countries. So, through this paper an attempt is made to classify all major PWS of SAARC countries i.e. Afghanistan, Bangladesh, Bhutan, India, Maldives, Nepal, Pakistan, Sri Lanka and with the help of SWOT analysis various parameters of all schemes are compared.

This paper comprises in six sections. Section 1 deals with the introduction part which discusses the concept of PWS and objective of paper. In section 2, literature pertaining to Public Welfare Schemes (PWS) with their typology of design and underlying central objectives was reviewed. A comparative study of public welfare works/schemes or programs in SAARC countries are discussed in section 3. In section 4 SWOT analysis of PWS of SAARC countries were done. Discussion regarding SWOT analysis is underlined in section 5, while conclusion is done in the last section of this paper.

## 2. Literature Review

PWS generally surrounds with the two major elements, namely social security that includes social insurance and social assistance, and other general social services such as health care, education, housing services, and social works. Although nowadays the state plays an important role in the provision of social welfare, there is still an extensive debate on this subject. It is argued that the provision of welfare is a part of the basic reason why government should exist at all as there is a lack of incentive for self-interested contributions (Olson 1971), and for the private sector's involvement through normal market mechanisms. Coming in favor Cawson (1982) argues that the state can involve itself in social welfare provision under three modalities, namely direct provision, facilitating the private provision and mixed model which is known as 'welfare pluralism. According to many authors (Spicker, 1988; Dreze and Sen, 1991; Trattner, 1994; Whitaker and Federico, 1997) one can distinguish three functions of PWS, namely remedial, preventive, and supportive, and three kinds of services, namely income maintenance, in-kind services, and personal social services.

**2.1 Taxonomy of PWS:** - McCord (2008) proposed taxonomy of PWS, in which PWSs are grouped into four broad types:

**2.1.1. Providing single short-term episode of employment:** As per McCord (2008), these short-term schemes offer basic social protection like risk coping or protective forms. Such kinds of schemes already implemented in many countries like have Bangladesh and other Southern Asian states (e.g. Akal Rahat Yojna frequently implemented in Rajasthan (India)) in response to climatic shocks.

**2.1.2. Government employment schemes to offer some form of employment guarantee at large scale:** In these types of scheme government offers guarantee employment. Employment Guarantee Schemes are a subset of Government Employment Programme (GEPs), in which the state guarantees any running part of employment on demand to those who are eligible. Such types of programmes are currently operational in several states in India like the MEGS as well as on the national scale National rural employment guarantee programme NREGP.

**2.1.3. Programs supporting the enlargement of labour in infrastructure sector:** These types of schemes are exclusively formed for infrastructure sector. The work of the Ethiopian Rural Roads Authority (ERRA), the AGETIP (Agenced execution des Travaux Internet Public contre le sous-emploi) in Senegal, related AFRICATIP-supported programmes in Western Africa, all promote the use of labour-based techniques in the infrastructure sector and are typical of this type of intervention (McCord, 2008).

**2.1.4. The Promotion of Employability:** McCord (2008) argues that this type of approach is basically a mix of supply-side constraints to employment. This type of PWS promotes work place experience and skills formation among the unemployed and advances the employability of workers. These schemes are principally adopted by organization of Economic Cooperation and Development (OECD) countries time when unemployment hit high. These schemes provide sufficient numbers of jobs for the unemployed if they are adequately reskilled and supported.

## 3. Saarc Public Welfare Schemes



PWS refers to the provision of social services, i.e. 'those means developed and institutionalized by society to promote the ends, which are wholly or primarily social' (Townsen 1976). More specifically, Baker (1991) defines public welfare as programs that help people to meet their economic, social, educational, and health needs. According to Spicker (1988) and Whitaker and Federico (1997) PWS is organized and operates according to three principles, namely collective responsibility, universality and selectivity. Collective responsibility is the central principle, which requires risk sharing and redistribution among members of society. The principle of universality means in theory social welfare services shall be available to all the needy, who need them (Timmuss 1968). Selectivity means that social welfare services shall be given to the neediest, while excluding the others (Spicker 1988).

As per (McCord, 2007) objectives of PWS can be grouped into four broad categories-

- (i) Social protection
- (ii) Employment generation
- (iii) Development of skills
- (iv) Political stabilization

The aim here is to study social policy initiatives like Employment Guarantee Schemes (EGSs) and Livelihood Generation Programmes (LGPs), and other social protection programmes in accordance with the geographical set-up. Now let us understand various PWS of SAARC countries (Afghanistan, Bangladesh, Bhutan, India, Maldives, Nepal, Pakistan, Sri Lanka).

**3.1.1 PWS of Bangladesh:** - Bangladesh, officially the People's Republic of Bangladesh, is a country in South Asia. It is bordered by India on three sides and Myanmar to the southeast; the Bay of Bengal forms the southern coastline. Together with the Indian state of West Bengal, it comprises the ethno-linguistic region of Bengal. The name Bangladesh means "Country of Bengal". There are some public welfare schemes are launch for public welfare out of which some are discussed in Table 1 PWS of Bangladesh: -

**Table 1 PWS of Bangladesh**

S.No.	Scheme	Sector	Year Starting of	Key Provisions
1.	Food for Work Programme (FFWP)	Social Protection	1974	Creating employment for landless & land-poor and slack season damage-control
2.	Rural Maintenance Programme (RMP)	Social Protection	1983	Cash for work in a public announcement for recruitment
3	100 Days Employment Generation Programme (100 EGP)	Employment	2008-09 Financial Budget	Providing at least 100 days employment for rural extreme poor
4.	Employment Generation Programme for Hard-Core Poor (EGP-HCP)	Employment	2009-10 Financial Budget	Same as 100 EGP * essentially the old programme in a new framework
5.	Bangladesh Youth Employment Pilot Programme* (BYEP) Programme*, proposed	Employment	December, 2008	Develop youth employment base in 3 sectors namely Horticulture, Aquaculture & Leather products



**3.1.2 PWS of Bhutan:** Bhutan and four other landlocked Asian countries (Afghanistan, Laos, Mongolia, and Nepal) were granted a special status as "least developed landlocked countries" by the UN Economic and Social Commission for Asia and the Pacific (ESCAP) in coordination with the United Nations Conference on Trade and Development (UNCTAD) and UNDP. Table 2 PWS of Bhutan discusses few PWS initiated by Bhutan government.

**Table 2 PWS Of Bhutan**

S.No.	Scheme	Sector	Year of starting	Key Provisions
1	Apprenticeship Training Programme (ATP)	Employment	2000	Promote skills development of out-of-school youth in order to mitigate youth unemployment and ease the transition from school to workplace
2	Village Skills Development Programme	Employment	1996	Provide rural communities with needs-based skills training to promote income and off-farm employment generation prospects
3	Youth Development Fund's (YDF's) Carpentry Skills Training Programme for Out-of-School Youth in Zhemgang	Employment	2004	YDF an NGO initiated a Carpentry Skills Training Programme for out-of-school youth in Zhemgang.

**3.1.3pws Of India:-**India along with other Brazil, Malaysia, South Africa and China emerged as one of the developing country. India is part of many reputed groups like and becoming an important asset for many world's leading corporations. It is evident from facts that India emerges as one of the largest population country among all SAARC members. So, for helping peoples of Indian terms of employment, job security and education, government came up with beneficial PWS. Table 3 PWS of India list out few PWS including their sector and key provision.

**Table 3 PWS of India**

S. No	Scheme	Sector	Year of starting	Key Provisions
1.	Swarna Jayanti Gram SwarojgarYojana (SGSY)	Employment	1999	Self-employment programme to poor families
2.	Aajeevika-National Rural Livelihood Mission(NRLM)	Employment	2011	Promoting self-employment and organization of rural poor
3.	Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA)	Employment	2005	Rural households seeking manual work



4.	Rashtriya Swasthya Bima Yojana (RSBY)	Health	2008	Provide health insurance for BPL families
5.	Sarva Shiksha Abhiyan (SSA)	Education	2000	Provides schools facilities for villages

**3.1.4 PWS of Nepal:** - Nepal is a small landlocked country in the central Himalayas which is surrounded between two large countries of the third world called India and China. Nepal's interest is finest served through regional economic cooperation. The Nepalese economy is working under several limitations like landlocked location; border connected with India and China, poor infrastructure facilities in transport and communication, dependency on foreign aid, small domestic market and skilled or unskilled labor forces etc. There are some public welfare schemes are launch for public welfare out of which some are discussed in Table 4 PWS of Nepal.

**Table 4 PWS of Nepal**

S.No.	Scheme	Sector	Year of starting	Key Provisions
1.	Rural Community Infrastructure Works (RCIW)	Employment	1996-	short-term consumption smoothing to address food security
2.	Rural Access Programme RAP 1 initiated 2000 RAP 2 (2009-2013) RAP 3 (2013-2017)	Employment	2000-17	Employment-intensive Infrastructure Programme (EIIIP) – includes Public Works Programme (PWP) for short-term consumption smoothing to address poverty
3.	Poverty Alleviation Fund (PAF)	Employment	2004-	EIIIP – includes PWP for short-term consumption smoothing to address food security
4.	Karnali Employment Programme (KEP)	Employment	2006-	Employment Guarantee Scheme (EGS) Objective: income insurance; reality: short-term consumption smoothing
5.	District Roads Support Programme (DRSP)	Employment	(1999-2013)	EIIIP
6.	Decentralized Rural Infrastructure Livelihood Programme (DRILP)	Employment	(Phase 2: 2012-2016)	EIIIP
7.	Rural Reconstruction Rehabilitation Sector	Employment	2013	EIIIP



	Development Project (RRRSDP)			
8.	Rural Access Improvement and Decentralization Project (RAIDP)	Employment	(ends 2013)	EIIP

**3.1.5 PWS Of Pakistan:** -The area of Pakistan has a long history of settlement and civilization that includes some of the most ancient cultures. There are some public welfare schemes are launch for public welfare out of which some are discussed in Table 5 PWS of Pakistan.

**Table 5 PWS of Pakistan**

S.No.	Scheme	Sector	Year of Starting	Key Provisions
1.	Social Empowerment	Social Protection	1970	Women Centers has been established at place where temporary shelter, free legal aid, medical relief and psycho-social counseling services to women in distress are provided. The Government has established 25 Women Centers
2.	Lady Health Workers' Programme	Social Protection	1994	To provide universal health coverage to the people of Pakistan.
3.	Community Development & Social Services (Medical) Projects	Social and Community Development	2003	Eleven community development projects are providing community based vocational training, especially in the field of knitting, embroidery and related skills to females and radio/television repairing at village Noon Islamabad, Ghanche, A store and District Ghizer in Northern Areas, Kurram Agency, Khyber Agency, South North Waziristan, South Wazirstan Agency and Bajour Agency
4.	Women Empowerment	Development	2007	68 percent rural women fall in the category of the vulnerable lacking in assets, access to services and economic opportunities
5.	Economic Empowerment	Economic	2015	Concerted efforts are being made by the Government to alleviate poverty amongst the women of Pakistan. Consequently, the Ministry of Women Development in collaboration with development partners

				and financial institutions like Aga Khan Rural Support Program (AKRSP)
--	--	--	--	--

**3.1.5 Pws Of Sri Lanka:** -In Sri Lanka high unemployment rates and macro-economic imbalances have been significant problems in Sri Lanka since mid 1960s. There was a transition from a land-surplus economy in need of immigrant labour to develop her tea and rubber plantations, to a labour-surplus economy. Unemployment rates rose from about 10 to 11 percent of the labour force during the 1950s to a record high of 24 percent in the 1970's. The GDP Growth Rates were at a record low level and private foreign investment fell to a negligible level as result of economic policies adopted under the state-controlled economy. The overall effect was a virtual collapse of the economy in the mid-1970. There are some public welfare schemes are launch for public welfare out of which some are discussed in Table 6 PWS of Sri Lanka.

**Table 6 PWS of Sri Lanka**

S.No.	Scheme	Sector	Year of Starting	Key Provisions
1.	Mahinda Chinthana	Economic development including employment	2006-16	It is the foundation for most development work in Sri Lanka.

**4. The Swot Analysis**

SWOT analysis is generally stands for Strengths, Weaknesses, Opportunities, and Threats. It is a basically a business analysis technique which helps in identifying organization's potential strengths and using them will help in creating opportunities and reducing threats; and identifying weaknesses in order to fade them. SWOT analysis helps to evaluate the present situation, and to identify measures. Inspire of benefits there are few drawbacks of this analysis like it depends on subjective instincts, avoids quantification, and lacks prognostic powers (Agarwal, *et al.*, 2012). SWOT analysis is generally based on the individual's intuitions, which may change according to persons, which make effectiveness of SWOT analysis weak.

Before applying the SWOT to SAARC countries, it would appropriate to show the reasons for taking the SAARC countries for analysis. Afghanistan, Bangladesh, Bhutan, India, Maldives, Nepal, Pakistan, Sri Lanka are largest emerging market economies these countries have potential to grow faster than the developed countries. After getting the information about PWS of SAARC with the help of SWOT analysis strength, weakness, opportunities and threats are explained. Table 6discusses the SWOT analysis of SAARC various PWS.

**4.1 SWOT analysis of SAARC PWS: -**

**Table 7 SWOT analysis of SAARC PWS**

S.No.	Nation	Programme	Strengths	Weakness	Opportunities	Threats
1.	Bangladesh	Food-For-Work (FFWP) programme	1. It is a wide programme incorporating many governmental departments and ministries, displays	1. Expenditure oriented and not demand driven. 2. Poor record maintenance	1. Scheme can be redesigned to match skill sets.	1. Corruption & irregularities. 2. Rural people are



			<p>a fine administrative coordination.</p> <p>2.It is capable in generating a seasonal employment trend in Bangladesh economy.</p>	<p>and work measurement.</p> <p>3. Increment in number of lethargic labour.</p>	<p>2. Linkage to other schemes.</p>	<p>being dependent on the scheme in spite of self reliant.</p> <p>3. Need to consider the benefits of converge with other Acts.</p>
		<b>Rural Maintenance Programme (RMP)</b>	<p>1. Increased identity/ownership of RMA among elected members and officials.</p> <p>2. Increased efficiencies in identification of roads in RMP.</p> <p>3. Improved road quality.</p>	<p>1. Persistence of socially constructed gender roles.</p> <p>2. Inter-Ministerial coordination affecting RMP Cell.</p> <p>3. Non-preparation of alternative training sources/institutions to sustain CS.</p>	<p>1. Public support for RMP.</p> <p>2. Excellent combination of social and economic benefits through RMP.</p> <p>3. Trained cadre of RMA members, UP secretaries, local residents and elected members creating a favorable environment.</p>	<p>1. Ambiguity about the future of RMP itself.</p> <p>2. Financial resource constraints at both Upazilas and Ups.</p> <p>3. Male dominance in Upazilas and Ups.</p>
		<b>100-Day Employment Generation Programme (100-EGP)</b>	<p>1.It was the largest safety net programme in the history of the GOB that focused on employment generation.</p> <p>2. Women benefited in terms of food security.</p>	<p>1. Bias in the beneficiary selection.</p> <p>2. Lack of adequate preparation to implement the programme.</p> <p>3. In most cases actual working</p>	<p>1. GoB should take long-term programme so that the problems of poor people are solved permanently.</p>	<p>1. Low outreach of extreme poor people.</p> <p>2. Ad hoc work selection rather than integrated plan with the local</p>



			3. It furnished positive effects on the long-term investment in productive assets.	days do not match with official records.		development planning. 3.Lack of proper monitoring, and corruption in payments system.
2.	Bhutan	<b>Apprenticeship Training Programme (ATP)</b>	<p>1.It is a non-formal programme to further promote skills development of out-of-school youth in order to mitigate youth unemployment and ease the transition from school to workplace.</p> <p>2.It was expected to reduce the shortage of skilled workers in the private sector, particularly in occupations for which no training mechanisms exist.</p> <p>3. An additional objective was to promote a wider acceptance of such occupations.</p> <p>4. An impact assessment analysis found the programme is effective, relevant and cost-effective.</p>		<p>1. An impact assessment analysis</p> <p>Recommended it should be expanded to include a greater number of apprentices and an increased number of trades.</p> <p>2. To achieve planned targets and to have a more meaningful impact on alleviating youth unemployment, the programme intake must be expanded significantly.</p>	<p>1. Impact assessment analysis highlighted the need to improve some aspects of the programme and raised certain issues: (i) More than half of those trained under the ATP were employed, but no Information was available on the others. (ii) The need to maintain proper Documentati on and records of apprentices and improve the selection process. (iii) The study further stressed the</p>



			<p>5. There has been a very positive experience</p> <p>that provided significant benefits for apprentices and participating enterprises alike.</p>			<p>need to monitor labour market conditions to help determine new trades to include under the programme.</p> <p>2. A need exists to understand why interest is currently limited.</p>
		<p><b>Village Skills Development Programme</b></p>	<p>1. It was initiated to provide rural communities with needs-based skills training to promote income and off-farm employment generation prospects.</p> <p>2. The programme also was intended to contribute to the long-term retention of people in rural areas and reduce rural-urban migration.</p> <p>3. To promote sustainable rural development through meaningful participation of rural communities in local development activities and revive</p>	<p>1. There is a weak coordination and collaboration among relevant government agencies.</p>	<p>1. A strong argument has been made for expanding the current entrepreneurial awareness sessions to include more detailed instruction in marketing, basic accounting and management, and ways to start micro-enterprises.</p> <p>2. Some product marketing related skills training should be added in the existing training module, it</p>	<p>1. The skills imparted are being effectively acquired and used, but that the scope of training needs to be diversified.</p> <p>2. Several areas of concern need to be addressed to improve the programme:</p> <p>These include strengthening professional inputs and support for trainers, improving training material, expanding on-the-job training and</p>



			<p>and preserve traditional arts and crafts.</p> <p>4. While participation was open to all, the programme sought to target school dropouts, unschooled individuals, women and the poor.</p> <p>5. Notwithstanding resource constraints, the programme is seen to be cost-effective and clearly feasible.</p> <p>6. Strongly supported by the community.</p>		<p>would enhance the employment opportunities.</p> <p>3. It is imperative to enhance market access for village products and produce, given that this will fundamentally determine the sustainability of farm and off-farm activities.</p>	<p>training-cum-production and incorporating post-training follow-ups consistently.</p> <p>3. There is a major need for proper market surveys and relevant research, which can effectively help, identify and link village production and skills training to real market demands.</p>
3.	India	<b>Swaranjan ti Gram Swarozgar Yojana (SGSY)</b>	<ol style="list-style-type: none"> <li>1. Increased employment for rural people</li> <li>2. Women empowerment</li> <li>3. Alleviating rural poverty</li> </ol>	<ol style="list-style-type: none"> <li>1. Little attention is paid towards facilitating processes</li> <li>2. Less institutional capacity</li> <li>3. Knowledge about the scheme is not known and understood by majority of the members</li> <li>4. The interest rate charged is very high for BPL category</li> <li>5. Poor monitoring of</li> </ol>	<ol style="list-style-type: none"> <li>1. For manage the economic activity hire literate staff.</li> <li>2. The banks should provide loan to majority members without trouble</li> <li>3. Monitoring the performance of the scheme on regular basis.</li> <li>4. Proper training programmes</li> </ol>	<ol style="list-style-type: none"> <li>1. There is nodelinkof facility of capital subsidy.</li> <li>2. Less awareness about the scheme.</li> <li>3. No enhancing in the loan amount from time to time.</li> <li>5. Corruption &amp; irregularities.</li> </ol>



				<p>the progress of scheme.</p> <p>7. Most of the assisted SHGs were engaged in primary sector.</p> <p>8. The attrition rate is very high</p> <p>9. Lower credit availability</p> <p>10. Lack of Convergence.</p> <p>11. Lack of Transparency and accountability.</p>	<p>regarding all schemes parameters done regularly.</p> <p>5. Government should also provide proper infrastructure .</p>	
		<p><b>Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) Programme</b></p>	<p>1. Successful scheme that promises job to need.</p> <p>2. Helps in rural development.</p> <p>3. Women empowerment and economic independent to women.</p> <p>4. Financial inclusion strategies by opening bank or post office account.</p> <p>5. Protection against poverty and provide food and livelihood security.</p> <p>6. Check distress migration.</p>	<p>1. Increment in number of lethargic labor.</p> <p>2. Expenditure oriented and not demand driven.</p> <p>3. Creation of short supply of labour in urban area.</p> <p>4. Poor record maintenance and work measurement.</p> <p>5. Lack of support structure needed by PRI's.</p> <p>6. Lack of enforcement of redressed systems.</p>	<p>1. Scheme can be redesigned to match skill sets.</p> <p>2. More focus on livelihood enhancement programmed i.e. Sanitation, drinking water facilitation &amp; training oriented works.</p> <p>3. Linkage to another scheme.</p>	<p>1. Rural people are being dependent on the scheme in spite of self-reliant.</p> <p>2. Need to consider the benefits of converge with other Acts.</p> <p>3. Failures of similar past rural development programme.</p> <p>4. Minimum work and more expensive.</p> <p>5. Technical quality</p>



						<p>management failures.</p> <p>6. No differentiation between educated and skilled people.</p> <p>7. Pilferage of material from sites.</p> <p>8. Corruption &amp; irregularities.</p> <p>9. Long time gap between planning of works and their execution.</p>
		<b>Aajeevika-National Rural Livelihood Mission(NRLM)</b>	<p>1. Poverty reduction</p> <p>2. Institutional platform for the poor introduced</p> <p>3. Supports enterprise development in the local service sector</p>		<p>1. Professionals from reputed management schools attracted.</p> <p>2. The training and capacity building will enhance the credit dullness of the rural poor.</p> <p>3. Train rural BPL</p>	<p>1. Required openness, flexibility, innovation and learning.</p>
4.	<b>Nepal</b>	<b>Karnali Employment Programme (KEP)</b>	<p>1. Very successful scheme that promises job to need.</p>	<p>1. Due to lack of budget allocated to the KEP, the public objective of</p>	<p>1. Scheme can be redesigned to match skill sets.</p>	<p>1. There is lack of immediate government demand for</p>



			<p>2. For rural development.</p> <p>3. Women empowerment and economic independent to women.</p> <p>4. It creates employment through a series of infrastructure projects designed and implemented at local level, each resulting in the construction of a physical asset.</p> <p>5. Protection against poverty [as one component of Poverty Alleviation Fund (PAF)] and provide food and livelihood security.</p> <p>6. Check distress migration.</p>	<p>providing 100 days' work each year to eligible households, could not be achieved.</p> <p>2. Expenditure oriented and not demand driven.</p> <p>3. Though works on EGS model, but related act could not have formalized.</p> <p>4. Poor record maintenance and work measurement.</p> <p>5. Lack of support structure needed at local level.</p> <p>6. Lack of enforcement of redressed systems.</p> <p>7. The major constraints to programme performance result from local-level technical and administrative capacity, owing to shortage of the requisite structures, personnel and skills, and excess demands on the LDO and lack of a political</p>	<p>2. There should be harmonization of existing programming to improve efficiency in the short term and contribute to preparation for potential future EGS development.</p> <p>3. The potential EGS model should be developed on the KEP experiences.</p>	<p>EGS implementation.</p> <p>2. There is lack of a functioning state at local level.</p> <p>3. Failures of similar past rural development programme.</p> <p>4. Minimum work and more expensive.</p> <p>5. Technical quality management failures.</p> <p>6. The operational constraints relating to the political economy of service provision at local level have also compromised its performance, such that it does not function as an effective EGS within Karnali.</p> <p>7. Pilferage of material from sites.</p> <p>8. Corruption &amp; irregularities.</p>
--	--	--	--	--	---	--



				<p>preference or requirement to priorities those resources that are available to the KEP over other programmes.</p> <p>8. Due to lack of requisite institutions and technical capacity wages being paid to participants without realization of the work requirement.</p> <p>9. Leakage of funds and fiduciary risk.</p> <p>10. Poor asset quality.</p> <p>11. It has been criticized for having achieved little in terms of assets created or being very costly for the output.</p>		<p>9. Long time gap between planning of works and their execution.</p>
5.	<b>Pakistan</b>	<b>Lady Health Workers' Programme</b>	<p>1. Political commitment.</p> <p>2. Recruitment and Selection procedures.</p> <p>3. Wide coverage outreach – rural areas focused.</p>	<p>1. Poor management at lower level.</p> <p>2. Poor integration at lower levels.</p> <p>3. Problems in salaries payment.</p>	<p>1. Wide coverage and social acceptability.</p> <p>2. Training capacity can be used by others.</p> <p>3. Emergency obstetrical care training</p>	<p>1. Poverty, patriarchy and social norms.</p> <p>2. Political interference.</p> <p>3. Lack of funds.</p>



			<p>4. Integrations with healthcare system at upper levels.</p> <p>5. Defined management and supervisory structures.</p> <p>6. Comprehensive healthcare provision.</p> <p>7. Management Information System (MIS).</p> <p>8. Training of LHWs part of the system.</p> <p>9. Positive impact on health indicators.</p> <p>10. Cost effective intervention.</p>	<p>4. Job insecurity.</p> <p>5. Weak supplies and equipment provision.</p> <p>6. Weak referral systems.</p> <p>7. Poor integration of MIS with health system.</p> <p>8. Poor supervision and linkages with peripheral health facilities.</p> <p>9. Low quality care in some parts.</p> <p>10. Slow progress in meeting targets.</p> <p>11. Less impact in areas like sanitation and breast feeding.</p>	<p>for some LHWs.</p> <p>4. Health system research.</p> <p>5. Use for women empowerment.</p> <p>6. Use for poverty alleviation strategies.</p>	<p>4. Political and social environment.</p> <p>5. Non-acceptance by established medical professions.</p> <p>6. Quackery implications.</p>
6.	<b>Shri Lanka</b>	<b>Mahinda Chinchana</b>	<p>1. It is the foundation for most development work in Sri Lanka.</p> <p>2. It aims to reduce youth (15-24) unemployment by generating gainful employments through private, public and foreign job opportunities.</p>		<p>1. Monitoring and evaluation of outcomes to guide future policies and initiatives.</p> <p>2. It is imperative to include generic and soft skills on the agenda.</p> <p>3. It is necessary to create standardized</p>	<p>1. Limited interaction between government and industry on skills needed in labour markets.</p> <p>2. Availability of finance.</p> <p>3. Availability of trainers.</p> <p>4. Availability of finance.</p>



					quality-control and accreditation systems.	5. Dated training models and curricula.
--	--	--	--	--	--	---

## 5. Discussion And Conclusion

It is evident from literature that many authors committed that PWS are very useful in welfare of peoples. Hence, it is necessary for government to understand and to evaluate ongoing and past PWS benefits, weakness and future avenues so that they must know where to put more focus and resources. In this paper an attempt is made to collect prevalent data pertaining to SAARC PWS and with the help of SWOT analysis all parameters regarding PWS are studied like strength, weakness, opportunities and threats and compared so that one can understand global projection of PWS. From the SWOT analysis table it is seen that South African PWS named Expanded Public Works Programme (EPWP) have Low quality training for participants, only focus on existing road infrastructure, so the programme remained the story of “unfinished rural transformation and revolution”. Similarly, on the other hand the new Russian pension scheme made Russian workers and pensioners more secure about their post-retirement futures than they were under the prior scheme (1999s), reducing nation’s fiscal burden but is less advantageous for workers in the informal sector. China’s PWS named Yigong-daizhen programme provided Farmers and administrative cadres training in their fields, but unskilled workers exploited individually due to unpaid work but benefitted collectively by improved rural infrastructure. Indian PWS Swarnajayanti Gram Swarajgar Yojna (SGSY) becomes the Indian largest holistic programme covering all aspects of self-employment for rural BPL people based on micro finance concepts but the prescribed guidelines were not followed properly and in practice activities are focused on low productivity primary sector. Lastly Brazil PWS Bolsa Familia Programme (BFP) becomes the scheme to reduce poverty, and even reduce inter-generational transmission of poverty, but became controversial in Brazil under presumption that people with less education would not use their money wisely. Hence from above analysis it is seen that those who are considering self-employment require an understanding of what will be involved, including the assessment of risk and of the costs (and benefits) of working for oneself. Attitudes, values and behaviors may also be important in forming entrepreneurial intentions. At pre-entry stage, business planning, including market research is important. Such a planning process will be supported by generic management skills. The quality of the business idea itself is also of clear significance. For entry and survival, a variety of capabilities are necessary, including the capacity to deal with the practicalities of finance, legislation, business development and sales. Management skills (including many strategic functions) and financial capabilities have been identified as being particularly crucial, and deficiencies in this area may cause failure. Growth and expansion require refinements in management skills, especially with regard to human resource management. On the basis of empirical results, the new activities based on local resources, occupational skills of the people and availability of markets for rural entrepreneurship would be identified and an appropriate skill development framework would be formulated. The design, duration of training and the training curriculum would be tailored to meet the needs of the identified key activities.

## References

1. Achieving Excellence (2002): Achieving Excellence: Investing in People, Knowledge and Opportunity: Ottawa: Government of Canada, Canada’s Innovation Strategy, Industry Canada.
2. Agarwal, R., Grassl, W., and Pahl, J. (2012). Meta-SWOT: introducing a new strategic planning tool. *Journal of Business Strategy*, 33(2), pp. 12-21.
3. Akhter U. Ahmed, SajjadZohir, Shubh K. Kumar and Omar HaiderChowdhury, (2008), Bangladesh’s food-for-work program and alternatives to improve food security.



4. Jane Andrews and Higson Helen (2008): Graduate Employability, 'Soft Skills' Versus 'Hard' Business Knowledge: A European Study. Higher Education in Europe, Vol. 33, No. 4, December 2008.
5. AyubArslan, RazzaqAdeel, Aslam Muhammad Salman and IftekharHanan (2013): A Conceptual Framework on Evaluating Swot Analysis as The Mediator in Strategic Marketing Planning Through Marketing Intelligence. European Journal of Business and Social Sciences, Vol. 2, No. 1, pp 91-98.
6. Badodiya S.K., M.M. Sadhana, Patel and Daipuria O.P. (2012): Impact of Swarna Jayanti Gram SwarozgarYojana on Poverty Alleviation. Indian Res. J. Ext. Edu. 12 (3), September, 2012.
7. Baker, R. L. (1991). The Social Work Dictionary. Silver Spring, National Association of Social Workers.
8. Cawson, A. (1982). Corporatism and Welfare. London, Heinemann. Devereux, S. and Solomon, C. (2006), \Employment Creation Programmes: The International Experience," ILO Issues in Employment and Poverty Discussion Paper No. 24.
9. Centre for Science and Environment (CSE) 2008, NREGA, Opportunities and Challenges, Centre for Science and Environment, New Delhi.
10. Chakrabarti, Saumya (2013): A Comparative Study of some of the Employment Guarantee Schemes across the Developing Countries. Working Paper Series: No. 2, 2012-2013.UGC SAP (DRS-I), Department of Economics and Politics, Visva-Bharati.
11. Deka Ajay Kumar, HazarikaPadmalochan (2013): Generation of Income of Rural Poor through Swarnajayanti Gram SwarozgarYojana (Sgsy) –A Study Relating to Kamrup District (Rural) of Assam. IJcaes special issue on Basic, Applied & Social Sciences, Vol. III, January 2013.
12. Dev, S. (1995): India's (Maharashtra) employment guarantee scheme: Lessons from long experience. In von Braun J. (ed.). Employment for Poverty Reduction and Food Security. Washington, D.C.: International Food Policy Research Institute.
13. Dreze Jean and Khera, Reetika (2009): The battle for employment guarantee, Frontline, 26 (01), Jan. 03-16.
14. EPWP (2005) Expanded Public Works Programme (EPWP): Fourth Quarterly Report (1 April 2004 – 31 March 2005), Pretoria: Department of Public Works.
15. Jane Andrews and Higson Helen (2008): Graduate Employability, 'Soft Skills' Versus 'Hard' Business Knowledge: A European Study. Higher Education in Europe, Vol. 33, No. 4, December 2008
16. Betcherman, Gordon, Karina Olivas, and Amit Dar. (2004): "Impact of Active Labor Market Programs: New Evidence from Evaluations with Particular Attention to Developing and transition Countries." Washington, D.C.: World Bank, Social Protection Discussion Paper Series 0402.
17. Dar, Amit and P. ZafirisTzannatos. (1999): "Active Labor Market Programs: A Review of the Evidence from Evaluations," Social Protection Discussion Paper no. 9901, January. The World Bank. Washington, D.C.
18. Dreze, Jean (2008): NREGA: ship without rudder? The Hindu, July, 2008.
19. Dugarova, E. (2016): The Family in a New Social Contract: The Case of Russia, Kazakhstan and Mongolia. UNRISD Research Paper. Geneva: UNRISD.
20. Dutt Polly (2009): Attaining Sustainable Rural Infrastructure through the National Rural Employment Guarantee Scheme in India. Commonwealth Journal of Local Governance Issue 4: November 2009.
21. Dreze, Jean (2011): "Employment Guarantee and the Right to Work", in Khera, Ritika (ed.) (2011): The Battler for Employment Guarantee, New Delhi: Oxford, p.9.



22. Fretwell, D.H., J. Benus, and C.J. O'Leary (1999): "Evaluating the Impact of Active Labor Market Programs: Results of Cross Country Studies in Europe and Asia." Social Protection Discussion Paper No. 9915, Washington: The World Bank.
23. Gay, Robert, and Michael Borus (1980): "Validating performance indicators for employment and training programs," *Journal of Human Resources*. Winter 1980, 15, 29-48.
24. Godfrey, Martin (2003): "Youth Employment Policy in Developing and Transition Countries—Prevention as well as Cure" World Bank Social Protection Discussion Paper Series No. 0320, Washington D.C., World Bank.
25. Goldstein, I. L., Ford, K. (2002) Training in Organizations: Needs assessment, Development and Evaluation
26. Gordon Betcherman, Martin Godfrey, Susana Puerto, Friederike Rother, and Antoneta (2007): A Review of Interventions to Support Young Workers: Findings of the Youth. Employment Inventory. S P Discussion Paper, No. 0715, The World Bank, October 2007.
27. Greenberg, David H.; Charles Michalopoulos; Philip K. Robins (2003): "A Meta-Analysis of Government-Sponsored Training Programs". *Industrial & Labor Relations Review*. Volume 57, Issue 1 2003 Article 2.
28. Heckman, J.J., R.J. LaLonde and J.A. Smith (1999): "The economics and econometrics of active labour market programs", in O. Ashenfelter and D. Card (eds.), *Handbook of Labor Economics* 3, Elsevier, Amsterdam.
29. H. O. Falola, A. O. Osibanjo, and S. I. Ojo (2014): "Effectiveness of Training and Development on Employees' Performance and Organization Competitiveness in the Nigerian Banking Industry". *Bulletin of the Transilvania University of Braşov Series V: Economic Sciences* • Vol. 7 (56) No. 1 – 2014
30. International Finance Corporation and the World Bank (2006): *Doing Business Database*.
31. International Labor Office (2004): *Global Employment Trends for Youth*, Geneva, ILO.
32. International Labor Office (2005): *Youth: Pathways to Decent Work*, Background Report of the International Labor Conference, 93rd session, Geneva, ILO.
33. International Labor Office (2006): *Global Employment Trends for Youth*, Geneva, ILO.
34. Johanson, Richard K., and Arvil Van Adams (2004): *Skills Development in Sub-Saharan Africa*. Washington, DC: World Bank.
36. Lal R., Miller S., Lieuw-Kie-Song M., Kostzer D.; PUBLIC WORKS AND EMPLOYMENT PROGRAMMES: TOWARDS A LONG-TERM DEVELOPMENT APPROACH, UNDP Poverty Group Working Paper number 66 June, 2010.
37. McCord, Anna (2004) 'Policy Expectations and Programme Reality: The Poverty Reduction and Labour Market Impact of Two Public Works Programmes in South Africa' ODI/ESAU Working paper 8
38. McCord, Anna (2005) 'Win-win or lose-lose? An Examination of the Use of Public Works as a Social Protection Instrument in Situations of Chronic Poverty' presented at the Conference on Social Protection for Chronic Poverty, Institute for Development Policy and Management University of Manchester, 23-24 Feb 2005.
39. McCord, Anna (2007) 'EPWP Mid Term Review: Component 1 International PWP Comparative Study' SALDRU, University of Cape Town
40. McCord, Anna (2008) 'A typology for Public Works Programming' *Natural Resource Perspectives* #121, December 2008 .
41. Mehrotra, Santosh (2008a) 'National Rural Employment Guarantee Act 2005,' presentation at the Citizen City International Symposium on ELR, Rio de Janeiro, May 2008.
42. Mehrotra, Santosh (2008b) 'NREG Two Years On: Where do we go from here?' [http://www.indiaenvironmentportal.org.in/files/2\\_38.pdf](http://www.indiaenvironmentportal.org.in/files/2_38.pdf)



43. Menon, SudhaVenu (2008) 'Right to Information Act and NREGA: Reflections on Rajasthan' [http://mpr.aub.uni-muenchen.de/7351/1/MPR.A\\_paper\\_7351.pdf](http://mpr.aub.uni-muenchen.de/7351/1/MPR.A_paper_7351.pdf)
44. Miller, Steven (1992), 'Remuneration systems for Labour Intensive investments: Lessons for Equity and Growth,' *International Labour Review*, Vol. 131, 1992, No. 1
45. Mitchell W (2008) 'Assessing the wage transfer function and developing a minimum wage framework for the Expanded Public Works Programme in South Africa', Centre for Full Employment and Equity, University of Newcastle, Newcastle Australia.
46. Mukherjee ArghyaKusum and KunduAmit (2011): Impact of Swarna Jayanti Gram SwarojgarYojana (SGSY) on Health, Education and Women Empowerment. MPRA Paper No. 33258, posted 9. September 2011, 14:15 UTC.
47. National Urban Livelihoods Mission; Ministry of Housing and Urban Poverty Alleviation(MoHUPA) (2015): Training Module on Employment through Skill Training & Placement for Capacity building of field functionaries of NULM.
48. Nayak, Nandini and KheraReetika (2009) 'Women workers and perceptions of the National Rural Employment Guarantee Act in India' [http://www.faoilo.org/fileadmin/user\\_upload/fao\\_ilo/pdf/Papers/24\\_March/Nayak\\_-\\_formatted.pdf](http://www.faoilo.org/fileadmin/user_upload/fao_ilo/pdf/Papers/24_March/Nayak_-_formatted.pdf)
49. NegiR.S., Singh Santosh and DhanaiRekha (2015): Impact Assessment of MGNREGA: Study of PauriGarhwal District of Uttarakhand, India. *International Journal of Multidisciplinary and Current Research*, Vol.3
50. Oakley, P. (1999) *Organization, contracting and negotiation in development programmers and projects: A study of current practice at the community level*. ILO, Geneva.
51. Prasad Dr. H. A. C., Sinha Dr. N. K. and Khan Riyaz A. (2013): *Performance of Major Social Sector Schemes: A Sample Survey Report*. Working Paper No.3/2013-DEA.
52. Rani M. Prameela (2015): *Impact of Mgnrega on Life of People and Reforms*. *International Journal of Multidisciplinary Advanced Research Trends* ISSN: 2349-7408 VOLUME 2, ISSUE 3, MARCH 2015.
53. Romero, Simon and William Neuman (2013): "Sweeping Protests in Brazil Pull Inan Array of Grievances." *New York Times*, 20 June, 2013. Salazar-Xirinachs, Jose M. (2008) 'Social Security and Employment: Perspectives on the Linkages', Presentation at the Asia-Pacific Regional High-Level Meeting on Socially Inclusive Strategies to Extend Social Security Coverage, New Delhi, India,
54. Samson, Melanie (2006) 'Waste Management Public Works Programmes –Creating the Conditions of the 'Second Economy', ' unpublished manuscript.
55. ShekharShreyes (2014): *MGNREGA-Programme Details, Critical Analysis and Alternatives*. *Researching Reality Summer Internship 2014*. Working paper: 325.
56. Stahlberg, StéphanieGimenez (2013): *India's latest and largest workfare program: evaluation and recommendations*.
57. UpenKonch (2015): *Self-Employment Opportunities of Women through Self Help Groups (Shgs) Under Swarna Jayanti Gram SwarojgarYojana (Sgsy) In Assam*. *International Journal of Applied Research* 2015; 1(10): 665-671.
58. Vanaik, Anish and Siddhartha (2010) "Bank Payments: End of Corruption in NREGA?" *Economic & Political Weekly EPW* April 26, 2008



59. Wag (2010): Youth Entrepreneurship Strategy: an action plan for Wales 2010-15, Welsh Assembly Government/ HMSO.
60. Wolff J and Nivorozhkin A (2008): Start me up: 'The Effectiveness of a Self-Employment Programme for Needy Unemployed People in Germany', IAB Discussion Paper 2008/20, Institut für Arbeitsmarkt- und Berufsforschung, Nuremberg.
  
61. Yunus, K. and Li, S. "Matching Job Skills with Needs", Business Times (1 October 2005).
62. Zhu Ling and Jiang Zhongyi (1995), "Yigong-Daizhen" in China: A New Experience with Labor-Intensive Public Works in Poor Areas', Chapter 4 in J. von Braun (ed.), Employment for Poverty Reduction and Food Security, Washington D.C.: IFPRI.