

## **“Assessing The Impact Of Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDUGKY) On Rural Youth Employability And Socio-Economic Transformation: Evidence From Tumkur And Bangalore Rural Districts Of Karnataka”**

**Dr. Gunde Gowda\***

\*Associate Professor, Department of Political Science, University College of Arts, Tumkur University, Tumkur-572103

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### **Abstract:**

Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY) is a skill training placement program that is optimistically aimed at increasing employability of the young members of poor families residing in rural districts. The study project will aim at examining the impacts of DDU-GKY on the employability of the rural youth, skills acquisition and socio-economic change of the Tumkur and Bangalore Rural Districts i.e. state of Karnataka. The survey was done on 442 filler registered youth of which 198 were of Tumkur and 244 were of Bangalore Rural District. The data collection instrument was a structured questionnaire and took about eighty items and data were analysed through statistical application (SPSS and Excel) which included descriptive statistics, Chi-Square test, ANOVA and hypothesis test. The results showed that the attitude regarding the ability increased among the youths, that the level of education was positively correlated with the impediments which the youths had to against them to acquire the capabilities of the youths and that the respondents positively reacted to the statement that there was an improvement in their life both personally and socially and that they believed there was optimism in decision making and confidence as a result of being trained to acquire the skills of the youths. The study did however find some gaps in the area of specialization skills required like automobile, electrical and agricultural industries and that there are few chances of obtaining work in the country and that the families of the rural youth require more agricultural experience. The paper has discovered that the DDU-GKY solution is an interesting way of addressing the issue of employment and the sustainable youth development in rural areas, but it should focus more on the process of the expansion of the society and the improvement of the field-specific training and the compliance with the local livelihood paradigm.

**Keywords:** DDU-GKY, Rural Youth, Employability, Skills Acquisition, Sustainable Development,

### **Introduction:**

The country of India is the only country that possesses the particularity of demography meaning that the population is large based on the rural population as well as the young population. The Indian residents are about seventy percent that are living in rural environment and about thirty five percent among the population of India is composed of youth. Based on the constitutional provision of a Welfare State, it will seek to provide every citizen with a respectable living. In part, the vision of swaraj in Village by Gandhi had been aimed at achieving such objectives. A number of rural development and employment programs have ensured that the rural youth are victims of poverty, underemployment and skills shortage. The flagships rural skills schemes initiated so far in the National rural livelihoods mission (NRLM) include the DDU-GKY that has been targeted at youth ranging between the ages of fifteen to thirty-five years and poor family. DDU-GKY is occupation specific in that it gives the long violation of payment by application of market-based training and post training placement services. Since the unemployment rate in the state of Karnataka is transparent and relatively lower when compared to the rest of the countries, however the levels of labour force participation by women are too low and many of the youths within the rural environment lack some form of skills development, the micro-study of districts is required in establishing the effectiveness of the process.

## Literature Review:

As my own discovery in literature about the topic of rural development shows, skill generation is one of the most significant processes that can facilitate the process of reduction of the poverty level and liberalization of a livelihood. Albeit the rural development programs in India are no longer the same as they were in the past, that is, in the community development and wage-based employment type, yet, the relatively positive outcome of DDU-GKY is evident in terms of employment, income, confidence and women empowerment though there are relatively many challenges, including the level of low awareness of the people, drop outs, and suitability especially when the sample size of the beneficiaries is high and prime data development based, i.e., DDU-GKY. This is the gap that has been addressed by the literature review in this paper.

## Objectives and Hypotheses

### 3.1. Objectives:

1. To determine the ways in which the DDU-GKY Scheme will attract the Youngsters of the Rural Tumkur and Rural Bangalore Districts of Karnataka as per Opportunities and Challenges.
2. To determine the degree of awareness regarding DDU-GKY Scheme on the Youth in the Rural part of the Study Area.
3. In order to Discover Inhibitors of the Rural Youth to Enhance their Skills.
4. To test the role of DDU-GKY in enhancing the standard of the skills and employability of the young in the rural setting of the study area.
5. To Assess the DDN-GKY in the Sustainability of the Rural Youth in the Study Area.

### The following hypotheses are obtained within the framework of the project:

- H1: A High Level of Correlation is present in the establishment of awareness of the Rural Youth on DDU-GKY Skill Sets.
- H2: There are No Denials in the Procedure of Training the Skills of the Rural Youth.
- H3: The Map of DDU-GKY does not Significantly Relate with the Upliftment of Talents and Employment of the rural youth.
- H4: DDU-GKY does Not Play into the Sustainable Development of the Rural Youth.

## Research Methodology:

The Research Design and the Method that will be used in this Research will be described in this Section.

**It is a Mixed Study;** This is a Quantitative Study and a Qualitative Study. We Will Use the Structured Questionnaires in collecting the Quantitative Data and the Interviews/Stakeholder Consultation with the Trainers of PIA, Employment and Skill Development Officials, Panchayat Officials and Elected Representatives to Collect the Qualitative Data.

### 4.2. Population and Sample:

According to the Existing statistics of the Programmes, Number of Applicants which have registered themselves in training in DDU-GKY in tumkur and Bangalore rural district are 4,424 and out of These, 4, 201 are the individuals who have undergone training in the Programmes and 1,186 are the individuals who have been placed. The Above Population will be selected to be used as a Sample of 442 Beneficiaries: Tumkur 198 Respondents and Bangalore Rural 244 Respondents. The sample to be used will consist of the young population that has been trained or under training under DDU-GKY.

### 4.3. Tools and Techniques:

The equipment's and instruments used to gather data as applied in this research comprise a Questionnaire (that has the Personal profile, the Sources of Information, the Facilities of the Hostel, the Methodology of training and the Socio-Economic impacts of training) which contains five sections and more than 80 items. The Framing of the Questions was Wide Ranging. Statistical Software (SPSS and excel) will be used to analyse the quantitative data collected with help of the questionnaire, and the quantitative data will be presented in the form of descriptive statistics, data visualisation, chi-square tests, ANOVA and hypothesis testing. The Qualitative Data Will serve as a Framework to interpolate the Quantitative Data and the Viewpoints of the Qualitative Data Will be sourced through the official reports, Kaushal Bharat and NRLM Sources and Interviews with the Stakeholders.

### 5.1. Socio Economic characteristics of the respondent.

The previous paper has depicted that the DDU-GKY Scheme has infiltrated the poor, rural and agricultural households. The success of the DDU-GKY Scheme is manifested in the high percentage of respondents whose family BPL or AAY Ration Cards as well as the high percentage of the respondents with BPL Ration Cards of the two districts (i. e. almost 85-

95 percent). Over 82 percent of the respondents also indicated that they own their own land in farming, therefore, proving that the household level of income is poor or vulnerable. The respondents have illustrated that approximately 56 percent of fathers of respondents were small/ marginal farmers and approximately 15 percent agricultural laborers, which, once again, confirms the fact that agrarian poor are the target population of the Programme. The Gender-wise representation of the respondents shows that the respondents are 52.4-percent the female sex. The reason would be in the fact that the Scheme had at least one-third of women among its participants. The respondents are largely within the age bracket 15- 25 years (about 87.1) which is the same age bracket that the target group, the youth occupy. The respondents showed that they were relatively well-educated i.e. 42.1 of the respondents were Pre-University Course (PUC) graduate, 29.1 were graduates, 14.5 diploma/ITI trained, and 12.4 of 10 th Standard Pass. These percentages indicate that the young individuals that do not have high level of education yet in general have higher/professional education are introduced to DDU-GKY not only because of poverty but also residence.

### **5.2. DDU-GKY and channel information awareness.**

The awareness of DDU-GKY in the study was proved to be high and indicated an awareness of 92.08 according to the respondents quoted that the rural youth of Tumkur and Bangalore Rural will be aware of DDU-GKY. The awareness of DDU-GKY comes within friends and teachers in the training (54.1%), Newspapers (14.0%), Relatives and Governmental Ads. The Chi-Square Test indicated positive statistical association of awareness (through such medium) and perceived skill improvement to be statistically significant. Thus, disapproval and positive correlation between result of skill development and awareness were received. Career development and refinement. As per the youngsters who have all education, the difficulty of troubles they are encountering is the utmost barrier of achieving their aptitude. The highest number of challenges is recorded in Challenge 10 th PUC, Vocational, Degree and PG Qualified Respondents (42.1). The level of education and the barrier to skills development meanings have their relationship established by way of Chi square. Thus, the findings reject H2. The difference in the skills was determined in accordance with the response to the questionnaire. The Respondents indicated that their weakest area was; Automobile knowledge (25.8 -25.8) then Electrical knowledge (17.6 percent), Soft skills (17.9 percent), Agricultural knowledge (16.7 percent), Tourism and Hotel management (13.1 percent) and Fishery, and Animal husbandry (8.8 percent), Poultry. Although the DDU Guy is providing wide coverage of skills training, the training does not prepare the rural youths on general skills.

### **DDU-GKY- Employability Perception.**

The majority of the respondents consider DDU-GKY as a program that develops both skills and a means of providing employment to the school dropouts as well as developing the requisite workforce skills. Most respondents when given the task of selecting out the most suitable description of the DDU-GKY would go by the first description, which is this is the description of Scheme to Develop Skills and followed by the second one, which is this sentence, Scheme to Provide Jobs to Those who have Dropped out of Schooling, then the third which is this sentence, Scheme to Develop Skills to Those who have Dropped out of Schooling. The findings of the cross tabulation with regard to Gender Perception of the DDU-GKY Scheme are statistically significant. H0, thus, is rejected and sufficient evidence is present to prove that DDU-GKY is a competency and jobs interventions known among rural youth. The enrolment statistics of the Tumkur and Bangalore Rural indicates a good proportion of program enrolment of 4201, when compared to 4424. The statistics of completion of the programs and their placement show that of the 4201 that were trained 1201 was placed. This is not depicted in program level statistics found in Tumkur and Bangalore Rural. The materials have been tested by the qualitative information obtained in the field, by way of interviews and report of respondents to confirm that the knowledge of domain specific skills and soft skills by the participants, as well as exposure to the formal working culture, have resulted in acquisition of improved job search skills.

### **Personal Changes and Social-Economic.**

Compared to the most of the indicators showing the impression that positive social, economic and individual changes have taken place, other indicators are silent in presenting the aspect of transformation. Most of the respondents, in case, would comprise BPL/AAY and Small Farming Individuals. This is a pointer that modest increase in employability would result in a modest increase in upward mobility. The respondents could make choices having passed through the training. In Tumkur and Bangalore Rural, the positive change has been tremendous of 12.3, 78.3 and 53.3 percent respectively. Implication of Narrative Analysis Usage The Application Narrative Analysis would lead to greater levels of Self Confidence, High Hereness of Rights and Opportunities and Stronger Driving Force to experience consecutive work. Findings Of Other Research Studies According to Findings Of Other Research Studies, It Will Be Reasonable to Conclude that H3 and H4 are rejected and DDU-GKY is Highly Correlated with the Skills/Employment and More Sustainable Development including Empowerment, Decision Making and Reduced Depending on Precarious Agricultural Labor.

### **Recommendations for Policy:**

Primary data collected in the Tumkur and Bangalore Rural Districts and the discussion of the work conducted with the contributions of the DDU-GKY have overflowed a repertory of policy proposals regarding improvement of productivity of the program:

- **Productivity of the programs - Improved.**
- **domain-specific development of skills - improved.**

According to the respondents, automobile, electrical, agricultural, hotel management and soft skills were the modules of knowledge that had the biggest knowledge gap when compared with their knowledge; therefore, it is anticipated that the training centres will provide industry-based and modernized modules that are relevant in the existing market place.

### **Local Level livelihoods - Better Convergence.**

Since more than 80 percent of the respondents are small and marginal agriculture families, DDU-GKY needs to as much as it can afford to underscore the local livelihood system because it would provide the agro-based industries, horticulture, dairy, food processing and logistics jobs in the locality.

### **Pre-Training Counselling - Better.**

Most of the children are also enrolled in the training programs without necessarily knowing the kind of job they could potentially venture or the different career opportunities they can pursue. There is a need to do career counselling and aptitude mapping of an individual before he or she is enrolled into a training program to reduce the number of drop-outs and add value to the training programs.

### **Post-Placement Support - Developed Ongoing.**

Despite the unsuccessful nature of the job placements due to low wages, transport expenses and incompatible job placements, it is proposed that the post placements support should last about 12 months to include counselling, mentoring and accommodation support.

### **Awareness of PRI/SHGs/Schools was enhanced.**

Since high awareness is coupled with non-universal awareness, schools, Anganwadi centers, teachers as well as SHGs should be included in a systematic awareness campaign in order to inform all the qualified rural youth about DDU-GKY.

### **Workplace Practices of Safe Placement of Women - Friendly.**

Since almost equal percent of the respondents were women, DDU-GKY should employ some measures that ensure that women are situated in safe and conducive places, offer safe housing, transport and working conditions.

### **Alliances within the Industry - Improved.**

The training facilities will focus on the local industries in Bidadi, Dobbaspeta, Hoskote and the Tumkur industrial areas, warehouse cluster and hostilities industries to train and deploy the graduates on long-term basis as required by the employers.

### **Program Monitoring and Evaluation - Improved.**

The assessment of the long-term outcomes and enhancement of the delivery of the programs in the two districts will be possible with the help of the MIS, field visits, tracer studies and temporary networks.

### **Conclusions.**

The abilities creation, job creation and social economic development of rural youth have been able to work at DDU-GKY as showed in the study where large sample of 442 primary respondents were used in Tumkur and Bangalore Rural Districts. DDU-GKY also has accessed the poorest of the poor as more than 85 percent of the households are BPL/AAY cardholders and more than 80 percent of them are small and marginal farmers. The statistically significant relationship between the awareness and the development of skills and the level of education with the barriers to the development of the skills indicates the gaps and the weakness of the program. The respondents testified that it is better developed in self-confidence, realization of the workplace culture and decision-making skills. The outcomes reveal that DDU-GKY will be capable of executing a greater role in transforming behavior and altering individuals to realize sustainable development of the rural setting. However, the findings are a clear indication that most of the above documented issues i.e. lack of interface between the skills acquired and the skills needed in automotive and electrical trade, disparity between the training and the employment, migration to rural and urban regions and the opportunity of employment in the local market also demand further redress. The gaps identified determine the quality of counselling, the significance of industry and strength of post successful placement support that should be implemented. Broadly speaking, the findings indicate that, DDU-GKY is a

valid approach to empowering rural youth and improving the sustainable development in the rural setting in Karnataka. Regarding the gains in the domain-specific training, local convergence, industry attachment and the industry support program, Tumkur and Bangalore Rural can be viewed as better locations to transform the way of life of the urban youth and attain a sustainable development.

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