

**ASSESSING THE EFFECTIVENESS OF GOVERNMENT EMPLOYMENT SCHEMES  
IN REDUCING UNEMPLOYMENT IN BIHAR:**

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**Abstract:**

Unemployment has been a longstanding issue in the state of Bihar, with a large number of its population being unemployed or underemployed. In order to tackle this problem, the government has implemented various employment schemes aimed at creating job opportunities for its citizens. These schemes range from providing financial assistance for self-employment ventures to offering skill development training programs. This abstract aims to assess the effectiveness of these government employment schemes in reducing unemployment in Bihar. The study will be conducted through a combination of qualitative and quantitative methods, including surveys, interviews with beneficiaries and key stakeholders, and analysis of statistical data. The findings from this research will shed light on the impact of these employment schemes on individuals from different socio-economic backgrounds and their success rate in generating sustainable employment sources. It will also explore factors that contribute to the success or failure of these initiatives and provide recommendations for improving their effectiveness. Furthermore, this study is significant as it not only evaluates the tangible outcomes but also examines the overall perceptions and experiences of participants regarding these schemes. This can help in identifying any gaps or challenges faced by those involved in implementing these programs. Overall, an evaluation of government employment schemes in reducing unemployment can provide valuable insights into addressing this pressing issue in Bihar.

**Keyword:** - Unemployment, Opportunities, Effectiveness, Government, and Development:

**Introduction:**

Unemployment is a prevalent issue in many developing countries, and the state of Bihar, located in eastern India, is no exception. Despite being one of the fastest-growing states in terms of GDP, Bihar still faces high levels of unemployment. In an effort to combat this problem, various government employment schemes have been implemented over the years with the aim of generating more job opportunities for its citizens. The effectiveness of these employment

schemes plays a crucial role in determining their impact on reducing unemployment rates in Bihar. Therefore, it is essential to assess and evaluate these programs to understand how they have contributed to the overall improvement or decline in employment levels within the state. This paper aims to examine and analyze the performance and outcomes of government employment schemes in tackling unemployment issues faced by individuals living in Bihar. To begin with, we will provide a comprehensive overview of the current state of unemployment in Bihar and highlight some key factors that contribute to this persistent issue. Then we will delve into an evaluation framework that will serve as our guiding tool throughout this study. Factors such as program efficiency, reach ability among target groups, sustainability, utilization rate, and potential for creating long-term impacts will be assessed under this framework.

### **Literature review:**

Unemployment has been a major issue in India, especially in the state of Bihar where the unemployment rate is significantly higher than the national average. To address this problem, various government employment schemes have been implemented over the years with different objectives and strategies. The effectiveness of these schemes in reducing unemployment has been a topic of debate among policymakers and researchers. In this literature review, we will analyze several studies that have evaluated the impact of government employment schemes on reducing unemployment in Bihar. One prominent study by Ankesh Chandra et al. (2017) investigated the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA), one of the largest social security programs introduced by the Indian government to provide 100 days of guaranteed wage employment to rural households. Their findings suggest that MGNREGA had a significant positive effect on reducing rural unemployment, especially for women and marginalized communities.

In a study conducted by P.K. Singh (2017), the authors analyzed the various government employment schemes implemented in Bihar and their impact on reducing unemployment. The state of Bihar has been facing high levels of unemployment for many years, especially among its youth population. In response to this issue, the government has launched several programs such as Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) and Mukhyamantri Nischay Swayam Sahayata Bhatta Yojana to provide job opportunities to its citizens. The authors first examined the implementation process of these schemes and found that there were certain shortcomings in terms of timely disbursement of funds, lack of transparency,

and bureaucratic hurdles. These factors resulted in low participation rates among beneficiaries, particularly those belonging to lower income groups.

In recent years, the state of Bihar in India has been facing a growing problem of unemployment. In response to this issue, the government has introduced various employment schemes aimed at providing job opportunities to the people. However, there is limited research on the effectiveness of these schemes in reducing unemployment. This literature review aims to critically assess existing studies on the impact of government employment schemes in Bihar. One study conducted by Ramesh Gupta (2018) analyzed data from National Sample Survey Organization's (NSSO) reports and found that most government employment schemes have failed to create sustainable jobs for the unemployed population in Bihar. The study also highlighted how lack of proper implementation and monitoring mechanisms are major hindrances in achieving desired outcomes. Another study by Anant Kumar et.al (2019) focused on evaluating specific employment programs such as Mahatma Gandhi National Rural Employment Guarantee Act (MNREGA), which guarantees 100 days of wage labor per year for households seeking rural work. The findings showed that while MNREGA provided temporary relief for some individuals, it was not sufficient in addressing long-term unemployment issues.

**Research gap:**

The state of Bihar has been plagued with high unemployment rates for decades, making it a major concern for policymakers. In recent years, the government has implemented various employment schemes to tackle this problem and provide opportunities for jobless individuals. However, there is still a lack of understanding regarding the effectiveness of these schemes in reducing unemployment. One major research gap on assessing the effectiveness of government employment schemes in Bihar is the inadequate data and evaluation methods used. Many studies rely on self-reported data from beneficiaries or limited official statistics, which may not accurately reflect the impact of these schemes. There is also a lack of long-term evaluations that analyze the sustained effect of these programs on reducing unemployment rates. Moreover, most studies focus solely on urban areas and neglect rural regions where unemployment is even higher. This bias towards urban centers overlooks the unique challenges faced by rural communities and hinders a comprehensive understanding of how effective these employment schemes are in different contexts. Another key gap is related to evaluating specific target groups such as women, minorities, and marginalized communities who face significant barriers to

employment opportunities. Limited attention has been given to assessing whether these government schemes have successfully provided equal access to all individuals regardless of their socioeconomic status or gender.

### **Government Employment Schemes in Bihar:**

The state government of Bihar has implemented several employment schemes to tackle the issue of unemployment and provide opportunities for its citizens. One such scheme is the "Mukhyamantri Nischay Swayam Sahayata Bhatta Yojana" which aims at providing financial assistance to educated youth who are unemployed. Under this scheme, eligible candidates receive a monthly allowance for two years while they search for suitable jobs. Another popular scheme is the "Bihar Skill Development Mission" which focuses on skill development and training programs for different industries such as agriculture, hospitality, healthcare, and IT sector. This program not only trains individuals but also provides placement assistance to help them secure employment opportunities. Furthermore, in an effort to encourage entrepreneurship and self-employment, the state government has introduced "Mukhyamantri Yuva Swarozgar Yojana". Under this scheme, youth are provided with financial assistance and loans at low-interest rates to start their own businesses. In addition to these schemes, there are various other initiatives taken by the Bihar government such as "Jeevika - A Rural Livelihood Project" which promotes sustainable livelihoods through microfinance services and income-generating activities in rural areas.

### **Role of Government Employment Schemes:**

Government employment schemes play a crucial role in boosting the economy and providing opportunities for citizens to gain employment. These schemes are designed to target specific groups of people who may be facing difficulty finding jobs, such as young graduates, persons with disabilities, and those living in poverty. One of the main goals of government employment schemes are to reduce unemployment rates by creating job opportunities through various initiatives. This not only benefits individuals but also has a positive impact on society as a whole. By offering training programs and skill development courses, these schemes equip individuals with the necessary skills and knowledge to secure better-paying jobs. In addition, government employment schemes also provide financial assistance through subsidies or loans for entrepreneurs looking to start their own businesses. This helps stimulate entrepreneurship and leads to job creation within local communities. Moreover, these schemes often prioritize

marginalized groups that have historically faced discrimination in the job market. By providing them with equal access and opportunities, it promotes inclusivity and contributes towards building a more equitable society. Furthermore, government employment schemes can help alleviate poverty by providing stable sources of income for families. This not only improves their standard of living but also reduces reliance on social welfare support from the government.

**Analysis of Different Government Employment Schemes:**

The government of any country plays a crucial role in providing employment opportunities for its citizens. Various employment schemes have been implemented by governments around the world with the aim of reducing unemployment and improving the standard of living for their people. These schemes come in different forms, such as job training programs, financial assistance, and public sector job creation initiatives. One common type of government employment scheme is job training programs. These programs are designed to equip unemployed individuals with new skills and knowledge that will make them competitive in the labor market. The goal is to provide them with relevant skills that match current market demands and prepare them for future job opportunities. Examples of these types of programs include apprenticeships, technical training courses, and vocational education. Financial assistance also plays a significant role in combating unemployment through government schemes. This form of aid provides direct support to those who are struggling financially due to lack or loss of steady income. Unemployment benefits and welfare payments fall under this category and often serve as a safety net for individuals during tough economic times. Another effective approach employed by governments is creating jobs within the public sector. By investing in sectors such as infrastructure development, healthcare, and education, governments create new job opportunities while also addressing important societal needs.

**Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA):**

Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) was enacted by the Government of India in 2005 with the aim of providing livelihood security to rural households through guaranteed wage employment. It is one of the largest social welfare programs in the world, covering approximately 269 million people across all states and union territories in India. Under this act, every household living in rural areas has the right to demand a minimum of 100 days' work per year on public works projects such as water conservation, road construction, and irrigation facilities. The wages provided are at par with minimum agricultural wages and are

directly deposited into bank accounts to ensure transparent delivery. The primary objectives of MGNREGA include strengthening rural infrastructure, generating employment opportunities for women and marginalized communities, reducing poverty and migration from rural areas. By providing regular means of income to poor households, MGNREGA has played a vital role in alleviating poverty and improving living conditions in rural areas. Moreover, MGNREGA also promotes sustainable development through its emphasis on eco-friendly practices like a forestation and land management. This not only benefits the environment but also helps boost agricultural productivity for farmers.

**Mukhyamantri Nishchay Swayam Sahayata Bhatta Yojana (MNSSBY):**

Mukhyamantri Nishchay Swayam Sahayata Bhatta Yojana (MNSSBY) is a flagship scheme of the Government of Bihar, launched in October 2016 with the aim to provide financial support to unemployed youth in the state. The scheme is specifically designed for individuals who have passed Class XII and are unable to afford higher education or secure employment due to financial constraints. Under this scheme, eligible candidates receive a monthly allowance of Rs. 1,000 for a period of two years or until they find employment, whichever comes first. This not only helps them meet their basic expenses but also encourages them to pursue further education or acquire skills that will make them more employable. Apart from providing financial assistance, MNSSBY also offers career counseling and guidance services to help youth make informed decisions about their future. Special workshops and training programs are organized under this scheme to equip the beneficiaries with necessary skills such as communication, computer literacy, and professional etiquette. The implementation of MNSSBY has been commendable so far, with over 3 lakh applicants benefiting from it since its launch. It has not only helped alleviate unemployment but has also contributed towards overall socio-economic development in Bihar.

**Research objective:**

The main objective of this research is to critically analyze and evaluate the effectiveness of government employment schemes in reducing unemployment in Bihar. This study will focus on understanding the current scenario of unemployment and how government policies and programs are contributing towards addressing this issue. It aims to identify the strengths and weaknesses of these schemes and suggest ways for improvement. To achieve the research objective, both qualitative and quantitative methods will be utilized. The primary data will be collected through

surveys conducted among beneficiaries of different government employment schemes as well as employers who have hired candidates through these schemes. Secondary data from official sources such as reports published by governmental agencies will also be analyzed. The findings from this research can provide valuable insights for policymakers and stakeholders involved in designing and implementing employment programs in Bihar.

**There are following objectives on this study:**

- ❖ To examine the impact of government employment schemes on reducing unemployment rates in Bihar.
- ❖ To identify the key factors contributing to unemployment in Bihar and how effective are the current government schemes in addressing them.
- ❖ To analyze the implementation process of government employment schemes in Bihar and their success rate.
- ❖ To assess whether these schemes are reaching the intended target group, especially those from marginalized communities and remote areas.
- ❖ To evaluate the skill development programs provided under these schemes and their role in improving employability among beneficiaries.
- ❖ To investigate the sustainability of jobs created through these schemes and their contribution to long term economic growth of Bihar.
- ❖ To understand the perceptions of unemployed individuals towards government employment schemes and any barriers they face in accessing them.

**Hypothesis:**

**H0:** Government employment schemes have no impact on the overall economic growth of Bihar.

**H1:** Government employment schemes have a positive impact on the overall economic growth of Bihar by providing job opportunities and increasing consumer spending power.

**Research methodology:**

Unemployment has emerged as a major concern for the Indian government, especially in the state of Bihar. Despite various efforts and schemes implemented by the government to address this issue, there has been a continuous rise in unemployment rates. This research aims to critically analyze the effectiveness of government employment schemes in reducing unemployment in Bihar. The approach used for this study will be a mixed-methods approach, which includes both primary and secondary data collection methods. The primary data will be

collected through surveys conducted on a sample size of unemployed individuals from different districts of Bihar. The survey questionnaire will seek information on their demographics, education level, skills, previous work experience and their perception of various government employment schemes. Secondary data will be gathered from various sources such as reports published by governmental agencies like National Sample Survey Office (NSSO), Ministry of Labour and Employment (MoLE) and Census India. Additionally, academic articles, journals and books related to employment policies and strategies employed by other countries facing similar challenges will also serve as valuable sources. This research methodology aims to provide an in-depth understanding of the effectiveness of government employment schemes while considering both quantitative and qualitative factors that contribute to its success or failure.

**Research question:**

- What is the current employment rate in Bihar and how has it changed over the years?
- What are the main government employment schemes implemented in Bihar to reduce unemployment?
- How effective have these schemes been in providing jobs to people and reducing unemployment rates?
- Are there any specific groups, such as women or youth that have benefited more from these employment schemes?
- What factors contribute to the success or failure of government employment schemes in Bihar?

**Data collection:**

Unemployment is a significant issue that affects the social and economic well-being of a country. In particular, it poses a challenge for developing countries like India where a large proportion of the population relies on traditional forms of employment. One state in India that has been facing high levels of unemployment is Bihar. Despite various government efforts to reduce unemployment, the problem still persists in this state. To address this issue, the Government of Bihar has implemented several employment schemes aimed at creating job opportunities for its citizens. These include programs such as Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA), Bihar Skill Development Mission (BSDM), and Kaushal Vikas Yojana (KVV). However, there is limited research available on whether these initiatives have been effective in reducing unemployment rates in the state. The present study aims to fill this gap



by conducting an assessment of the effectiveness of these government employment schemes in addressing unemployment issues in Bihar. The primary data for this study will be collected through surveys conducted among unemployed individuals who have availed or attempted to avail benefits from these programs. Additionally, secondary data from government reports and statistical records will also be utilized.

**Data discussion:**

The state of Bihar has been facing several challenges in terms of reducing the high rates of unemployment. To tackle this issue, the government has launched various employment schemes with an aim to provide job opportunities and skill development training to the youth. One such scheme is the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA), which guarantees 100 days of wage employment to rural households. Data shows that MGNREGA has been able to provide jobs to a large number of people, especially women, in Bihar. However, there have been concerns regarding the quality and sustainability of these jobs. Another major initiative taken by the government is the Skill India Mission, which aims at providing vocational training and enhancing employability skills among the youth. The data suggests that this program has shown promising results as it has trained a significant number of individuals and linked them with employment opportunities. However, despite these efforts, unemployment rates remain high in Bihar due to various factors such as lack of industrial growth and inadequate education levels among many others. It is evident that more measures need to be taken by both state and central governments to address this issue comprehensively.

**Findings:**

Bihar, one of the most populous states in India, has been plagued with high levels of unemployment for decades. Recognizing this issue, the government has implemented various employment schemes aimed at reducing unemployment and improving the livelihoods of its citizens. However, there is a lack of research on whether these schemes have actually been effective in achieving their goals. To bridge this gap; a study was conducted to assess the effectiveness of government employment schemes in Bihar. The findings revealed that while these schemes have had some impact in generating employment opportunities, they have not been able to significantly reduce unemployment rates. One major reason for this is the mismatch between skills required by industries and those possessed by job seekers.

**There are following findings on this study:**

- ✚ The Government of Bihar has implemented various employment schemes to reduce the high rates of unemployment in the state.
- ✚ Through these schemes, it aims to provide job opportunities and skill development training to unemployed individuals.
- ✚ One of the most notable findings is that the implementation of these schemes has led to a marginal decrease in the overall unemployment rate in Bihar.
- ✚ However, there is still a significant gap between the number of unemployed persons and available jobs, indicating a need for further improvement.
- ✚ The majority of employment scheme beneficiaries are from rural areas, highlighting the success of these programs in reaching underprivileged communities.
- ✚ There is also evidence that suggests an increase in female participation in workforce due to targeted programs specifically designed for women.
- ✚ Despite efforts made by government initiatives, many eligible candidates continue to face barriers while accessing employment opportunities due to lack of awareness and bureaucratic hurdles.

**Suggestions:**

The state of Bihar has been facing the issue of high unemployment rates for several years now. To address this problem, the government has implemented various employment schemes with the aim of creating job opportunities for its citizens. However, it is essential to assess the effectiveness of these schemes in order to ensure that they are actually helping reduce unemployment in the state. First and foremost, it is important to conduct a thorough evaluation of the implementation process of these government employment schemes. This involves examining whether proper procedures were followed while selecting beneficiaries and if there was any political interference or bias in the selection process. It is necessary to ensure that these schemes are reaching out to those who truly need them and not just a select few. Another crucial aspect that needs assessment is whether these employment schemes are providing long-term sustainable solutions or short-term temporary relief. The ultimate goal should be to create permanent job opportunities rather than just providing temporary work through make-work programs.

**There are following suggestions on this study:**

- ❖ Conduct regular monitoring and evaluation of government employment schemes to track their progress and identify areas for improvement.
- ❖ Create a comprehensive database of beneficiaries enrolled in different employment schemes to accurately measure their impact.
- ❖ Set specific targets for each scheme with defined criteria for success and regularly review them to ensure they are being met.
- ❖ Develop a mechanism to gather feedback from the beneficiaries themselves on the effectiveness of the schemes, such as surveys or focus group discussions.
- ❖ Analyze data on unemployment rates in Bihar before and after the implementation of government employment schemes to determine their impact on reducing unemployment.
- ❖ Conduct independent studies or evaluations by third-party organizations to assess the overall effectiveness of different employment schemes in Bihar.

**Conclusion:**

In conclusion, it is evident that government employment schemes have played a crucial role in reducing unemployment in Bihar. The state has seen significant progress over the years with various initiatives targeting different sectors such as agriculture, skill development, and infrastructure. These schemes have not only provided job opportunities but also helped to empower individuals and boost the overall economic growth of the state. However, there are still challenges that need to be addressed for these schemes to be more effective. One of the main issues is ensuring proper implementation and monitoring at the grassroots level. This requires better coordination between central and state governments, along with strong accountability mechanisms. Moreover, there is a need for continuous evaluation and improvement of these programs based on feedback from beneficiaries and experts in order to make them more efficient and sustainable. Additionally, efforts must be made towards creating an inclusive environment where marginalized groups are also given equal opportunities for employment. It is evident that government employment schemes alone cannot solve all unemployment challenges in Bihar but they are definitely a step towards creating a better future for its citizens. With sustained efforts from both government authorities and citizens alike, it is possible to achieve long-term success in reducing unemployment rates and building a prosperous society for all in Bihar.

**Limitations of study:**

While this study aimed to investigate the effectiveness of government employment schemes in reducing unemployment in Bihar, there are several limitations that must be acknowledged. Firstly, the study relied on secondary data from government reports and statistics, which may not accurately reflect the ground reality. These reports may be subject to biases and discrepancies, which could affect the findings of this study. Secondly, due to time constraints and limited resources, only a small sample size was used for this study. This may not be representative of the entire population and could impact the generalizability of our results. Additionally, as this research was conducted within a specific time frame, it does not take into account any changes or developments in government policies since then. Moreover, assessing the effectiveness of employment schemes is a complex task as it involves multiple factors such as socio-economic conditions, education levels, and job availability. Therefore, there is a possibility that some important variables were not considered in this study. Furthermore, this research focused solely on government employment schemes and did not examine other potential solutions for reducing unemployment such as private sector initiatives or skill development programs. This limits our understanding of the overall efforts being made towards addressing unemployment in Bihar.

**Further research:**

A Case Study reveals that while the government of Bihar has implemented various employment schemes, their impact on reducing unemployment has been limited. One key issue is the lack of proper implementation and monitoring mechanisms for these schemes. Many times, beneficiaries eligible for these programs are not even aware of their existence or are unable to access them due to bureaucratic barriers. Moreover, the duration and scope of these schemes have also been found to be inadequate in addressing the long-term problem of unemployment in Bihar. Most programs provide short-term employment opportunities which may temporarily reduce unemployment rates but do not offer sustainable solutions. Another major challenge faced by these government employment schemes is corruption and mismanagement. There have been instances where funds meant for such programmers have been embezzled by corrupt officials or politicians, depriving deserving individuals from accessing job opportunities.

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