

## Abstract

The northern part of Bangladesh particularly Greater Rangpur is ecologically vulnerable and economically weaker. It is a labour surplus region and agriculture is the main sector employing around 70 percent of the total active labour force. Agriculture is not diversified, characterized by Mono-cropping, chiefly based on paddy. The extreme poor, mainly dependent on selling their labour, are vulnerable to employment opportunities in the off-season (mid-September to mid-November or Ashwin to Kartik), when there is shortage in labour demand in the agricultural sector. This leads to severe seasonal deprivation, disturbing regularly, primarily caused by employment and income deficit called "Monga". This study endeavors to view the "Monga" situation from the context of employment dynamics. First, this study illustrates the causes of persistence of Monga despite various government and non-government interventions. It also explores the labour market scenario and employment status during Monga. It then examines the challenges and constraints facing existing employment initiatives. The study finds that the severity of monga has been decreased to some extent in the last years. Seasonal labour migration, improvement of transport facilities and the communication facilities to send back money to the family are the main reasons for the improvement of the situation. The programs undertaken by government and NGOs to mitigate monga have very little impact on the livelihood of affected people. The main problem of those programs is that there is no co-ordination among them. Absence of assessment is another big problem. Coverage of these programs is inadequate. Moreover, absence of a comprehensive database hinders appropriate management of monga. NGOs take on very little program except micro-finance. Micro-finance does not effectively reach the extreme poor. There is lack of program focusing long-term employment generation. Finally, the study provides some policy suggestions both short-term, medium to long-term measures to reach desired employment potential to mitigate Monga.

***Key words: Monga, Government, NGO, Employment.***