

# Chapter 1

## Introduction: Review of Literature: Research Methodology

### 1.1 Introduction:

India is a labour surplus economy. But, there is lack of adequate employment opportunity for all the labour force. With the onset of globalization, and with the use of new technology in production, there has been a drastic reduction in employment. Keeping this objective, numbers of policies and programmes have been initiated to create employment and reduce poverty. Mahatma Gandhi National Rural Employment Programme is one such wage employment programme for the unskilled labour in the country.

Mahatma Gandhi National Rural Employment Guarantee Act, 2005 (MGNREGA) was launched in India during second February 2006. It is a social legislation that guarantees 100 days of employment to households in rural areas in one financial year. The main objective of MGNREGA is to provide wage employment and to protect rural households from poverty and hunger. MGNREGA also serve other objectives like; generating productive assets, protecting the environment, empowering women, reducing rural-urban migration and fostering social equity among others (GoI, 2006). In the first phase, it was introduced in 200 most backward districts in the country. The scheme's primary objective is to address the causes of chronic poverty through the actions of natural resource management for sustainable development and to increase employment in addition to wages. Beginning on April 1, 2007, the second phase included another 130 districts. The third phase was launched on April 01 2008, and it extended to the remaining districts of India. Since then the MGNREGA Scheme has been in operation in all districts of the country. Thus, MGNREGA is not just an employment scheme; it is a tool of economic and social change in rural areas.

The MGNREGA provides a guarantee of unskilled manual wage employment for 100 days every year to each rural household that demands work. It also encourages people to participate actively in the implementations of the programme. It encourages participation of different social groups belonging to the Scheduled Castes (SCs), Scheduled Tribes (STs) and Other Backward Classes (OBCs). On 25 September 2001, to converge employment generation, infrastructure development and food security in rural areas, the government integrated Employment Assurance Scheme (EAS) and Jawahar Gram Samridhi

Yojana (JGSY) into a new scheme namely Sampoorna Grameen Rozgar Yojana (SGRY). The MGNREGA is presently coming under Sampoorna Grameen Rozgar Yojana. It was passed as an act in the Parliament. It is now one of the most programme livelihood guarantee legislation in independent India. The Panchayati Raj implementations are given the sole authority to implement the programme.

## **1.2 Objectives and MGNREGA Provisions:-**

In rural areas, it is a historic and unique legislation to protect people's livelihood, the government reiterated the commitment to provide job to unskilled workers. Most important aim of MGNREGA is to create durable assets such as; roads, canals, dams, ponds, wells etc. Employment is to be provided within 5 km of an applicant's residence, and minimum wages are to be paid. If work is not provided within 15 days of applying, applicants are entitled to an unemployment allowance. Employment under MGNREGA is a legal entitlement. Labour-intensive tasks like creating infrastructure for water harvesting, drought relief, and flood control are preferred. MGNREGA is to be implemented mainly by Gram Panchayat (GPs). Rural Connectivity and other construction programme create durable assets such as roads, canals, dams, ponds, wells etc.

Under MGNREGA one-third of all employment is reserved for women; there is a provision for equal wages to men and women, provision for child care facilities at the worksite. New bank/post office accounts have been opened. Gram Sabha is strengthened to monitor proper implementation of the scheme and also to check corruption. It could also enhance the exchange entitlements of landless labour, marginal and small farmers, constituting the largest segment of the rural poor, whose only endowment is labour power. The Central Government is trying to implement the scheme with utmost transparency and maintain the official records as such. In this direction, the applicants for enrolment under the scheme are required to have Aadhar card. Though it has resulted in the open outbreak it was felt that linking Aadhar card and MGNREGA was an attempt to discourage people from availing benefits under the Act.

Two non-negotiable features of MGNREGA are (a) the entitlements guaranteed to workers and (b) strengthening livelihoods of people through rural assets by improved planning and strong convergence. These non-negotiable features need to be implemented in right spirit and in holistic manner in the coming years. National Helpline set up for receipt of complaints. In accordance with the Article 21 of the Constitution of India that guarantees the

right to life with dignity to every citizen of India, this act imparts dignity to the rural people through ensuring livelihood security.

The Fundamental Right enshrined in Article 16 of the Constitution of India guarantees equality of opportunity in matters of public employment and prevents the state from discriminating against anyone in matters of employment on the grounds of religion, race, caste, sex, place of birth, and place of residence. MGNREGA also follows Article 46 that requires the state to promote the interests of and work for the economic upliftment of Scheduled Castes and Scheduled Tribes and protect them from discrimination and exploitation. The Ministry of Rural Development (MoRD) has set up a toll-free National Helpline for any grievances of the beneficiaries.

The basic unit of implementation is the Block. In each Block, a "Programme Officer" will be in charge. The Programme Officer is supposed to be an officer of the rank no less than the Block Development Officer (BDO). The Programme Officer is accountable to the "Intermediate Panchayat" as well as to the District Coordinator. The major responsibilities of MGNREGA is however rest upon the village panchayat.

A software is hosted on the portal of Mahatma Gandhi NREGA. The software provides a transparent system across all the areas connected to exchange of data for a variety of users. The software offers a variety of modules like, workers management module which includes data of registration and issue of jobs to workers, and payment details. Fund management module keeps a record of funds transfer from ministry to workers. Grievance redressed module where all concerned can lodge and track the status of their complaints. Social audit module integrates the social audits to all Gram Panchayat. Data storage at the MGNREGA uses the Microsoft platform using Active Server Pages (ASP) and Network Enabled Technologies (NET) languages. The system is also supposed to maintain worker's job card and the muster rolls with all details.

There are several studies on the performance and implementation of MGNREGA. Some of are mentioned below.

### 1.3 Review of Literature:-

**Das (2015)** using nationally representative household data for 2009-10 and 2011-12 attempted to evaluate the MGNREGA in term of targeting of its' benefits to poorer and deprived households. It has been found that poorer households in terms of consumption expenditure are less likely to obtain work under the programme when compared with the non-poor ones in both years of study. It was suggested that increasing awareness among the intended beneficiaries of the programme and proper targeting is required.

**Government of India (2013)** shows some basic statistics based on MGNREGA participation among different groups of the population. To identify the poor and deprived households, various indicators of poverty have been taken into account in the Indian context.

**Kareemulla et al. (2009)** studied the impact of National Rural Employment Guarantee Scheme (NREGA) on rural livelihood and the nature of soil and water conservation works using primary data in Ananthapur district of Andhra Pradesh. He found that almost two-thirds.

**Bhatia and Dreze (2006)** concluded even though there is growing public awareness of MGNREGA as a new initiative to provide rural employment, there was very little understanding of the basic features of the act in the survey area in Jharkhand. Few people understand that after getting a job card they need to apply for work in order to get employment. Under NREGA, all rural households are entitled to apply for a "job card". Registering application and issuing job cards is the responsibility of the Gram Panchayat. He called it a teething problem. He asserted that NREGA has created a sense of hope amongst the rural poor. This sense of hope can be strengthened if people understand that the act gives them employment as a matter of right, and that claiming this right in within the realm of possibility.

**Khera and Nayak (2009)** based on fieldwork in six states in 2008, examined the socio-economic consequences of the MGNREGA for women workers. According to the author despite some weaknesses, the NREGA is a remarkable legislation under which local administrations are legally bound to provide work on demand to any worker or group of workers who apply for work, within 15 days of receipt of a work application. In the study areas, the NREGA has provided income-earning opportunities to women which was hardly existed before. The reasons for the unavailability of wage labour for women are complex and vary across regions. The author finding stated that in spite of the drawbacks in the implementation of the legislation, significant benefits have already started accruing to

women through better access to local employment, at minimum wages, with relatively decent and safe work conditions. The paper also discusses barriers to women's participation. **Lieuw-Kie-Song (2010)** Concluded that MGNREGA is credited with reducing distress migration, and although the programme focuses on unskilled work, it has also created new skilled jobs in rural areas. Wages are paid through bank accounts, and this has stimulated financial inclusion. The sheer scale of MGNREGA has enabled wider ATM rollout in rural areas, and innovations such as using hand-held devices to capture biometric information, such as thumbprints, to confirm attendance at work sites. While all of these outcomes may still be 'processes set in motion', and their impacts and possibilities still in flux and often contested, MGNREGA has given the impetus to new development trajectories in rural India, and created a statutory right to work that is taking rights-based approaches into the important new territory.

**Mathur (2008)** "Employment guarantee progress so far" depicted in the finding that MGNREGA could act as a great agent of socio-economic up-liftment and provide livelihood security of poorest of the poor in India if implemented earnestly. The employment and the earning under MGNREGA should be treated as an additional avenue for such households. The scheme has brought down the migration levels from about 27 percent to only 7 percent in the study villages. The linear regression function has brought out that the number of family members participating in the NREGS is significantly influenced by income from other sources, family size, and landholding. The NREGS earnings are being used mainly for food, education and health security. Although the scheme provides an opportunity for 100 days of wage guarantee, the actual average employment is only for 25 days per household. The study has observed that MGNREGA work especially in the rainfed areas need to be continued. However, some works require structural modifications for a better impact.

**Pellisery and Jalan (2011)** argued that currently MGNREGA, the well-known public works programme, has no impact on the social transformation (though legally claimed through provisions such as equal wages). The study nevertheless see huge potential for women to do more benefit in terms of day-to-day welfare: the programme has potential to support women's empowerment in the sense that it affords them the opportunity to experience their collective strength, and potentially redefine relations with men through involvement in the programme. The author also identified several aspects which have a significant impact on the degree to which the programme has potential to support the empowerment of women and transformation of gender relations.

**Philip (2012)** examines the prospects of employment guarantee programme in the context of South Africa. This paper argues that an employment guarantee in South Africa is needed because of the deeply structural nature of inequality, the uneven distribution of unemployment, the spatially specific constitution of economic disadvantage, and the limits of the market- driven approaches to employment creation in marginal areas. To solve these problems requires structural change, but such change will take time, and its benefits will reach the most marginalized last. The rationale for introducing a form of employment guarantee – to create access to employment where markets are failing to do so, to provide not only income but also the dignity of being productive rather than dependent, and to unlock their contribution to the economy.

**Rakesh et al. (2011)** examined and assessed the environmental implications of the activities implemented under the NREGA in Chitradurga district of Karnataka. It has been found that NREGA activities have reduced the vulnerability of agricultural production, water resources and livelihoods to uncertain and low rainfall, water scarcity and poor soil fertility. NREGA has huge potential in reducing the vulnerability of production systems and livelihoods in short and long term, especially against the background of increasing climate variability and climate change.

**Reddy et al. (2014)** concluded clearest evidence on the impact of MGNREGA is agriculture and labour market. It is found that agricultural wages have increased across the country. It has offered better bargaining power to agriculture labourers and better treatment at the workplace. It has also lead to drastic reduction in distress migration.

**Shah (2007)** concluded that MGNREGA has the potential to provide a “big push” in India’s region of districts. He found gradual decline in agricultural productivity and employment in agriculture. In that context, MGNREGA has a bigger role to play. He advocated the role of civil society, the role of information technology and strengthening of grass root policies in the present employment programs.

**Shah (2012)** Examines the impact of MGNREGA on production decisions by looking at the share of land cultivated on high-risk and high-return crops. The paper uses district-level data from Area, Production, and Yields from 2005 to 2010. It uses instrumental variable regression to identify the impact of the program. The result suggests that farmers have increased the share of land cultivated for high-risk crops by 4 to 9 percent.

**Sharma (2013)** concluded that MGNREGA has increased livelihood opportunity and improved quality of life of rural poor people. He identified work allocated under MGNREGA i.e. rural drinking water related works pits, rural sanitation, individual

household latrines, etc, Flood management deepening and repair of flood channels, renovation etc. The funds are released to district rural development agencies by the Ministry of Rural Development. One of the main problems with workers is the complaints related to wages. All Gram Panchayat must conduct at least one social audit in six months. It is also advised that all the elected member and staff be there in the Gram Sabha. The summary of the finding of the social audit should be submitted. The author stated that MGNREGA has been quite successful in achieving its primary objective of providing wage employment to the rural household in India.

**Shashi Kumar (2013)** studied the performance of MGNREGA in the context of Kerala. It was estimated that the total available funds constitute 181472 lakhs, where Belgaum top the cost and account for 8.8 percent of the total fund. The actual employment generated was 1097.84 lakhs man-days against a target of 3015.75 lakhs man-days.

**Sundaram and Tendulkar (2003)** divided the households into five equal quintiles of MPCE. Apart from this, the population has been divided into four social groups to gauge if households belonging to the Scheduled Castes (SCs), Scheduled Tribes (STs) and Other Backward Classes (OBCs)—who suffer from severe social exclusion—are discriminated against in terms of allocation of benefits under MGNREGA. Furthermore, the study found agricultural labour households to be the poorest and most vulnerable among all the economic groups and so it is worth using household economic type as one of the grouping criteria. Since the amount of land cultivated is considered to be a strong correlate of poverty, the authors explored whether the landless and marginal farmers lag behind in getting direct benefits from the program.

**Swain and Ray (2013)** carried out a study on the implementation of the NREGA during 2009 in four districts of West Bengal representing different socio- economic and ecological condition. According to the survey conducted by them, migration rate has gone down to a great extent in the areas surveyed. The reason behind the low rate of migration was due to the availability of wage employment and the sustained focus of NREGA scheme on self-help groups.

**Vanaik and Siddhartha (2008)** presented some observations as payment of wages into a bank account for work carried out under MGNREGA in Sundergarh district of Orissa. It has been found that the offices, the distance between the GP and the bank have been the key criterion for selecting the bank. In terms of opening bank accounts for labourers, a variety of procedures has been followed. In order to compel workers to open accounts, they were paid through account payee cheques drawn on the GP account. In some places in, instead of

account payee cheques, bearer's cheques were issued. Of the advantages of the system of bank payments, this arrangement is vulnerable to manipulation. Wage payment through banks is a recent innovation. Bank payment also means interaction of an external system with MGNREGA processes. Many labourers said that their main problem in the bank payment system was the hardship caused by frequent delays. While the question of distance from the village was one that the block was relatively sensitive to, many labourers did complain about the distance of the bank from the village. Labourers claimed that the bank was far away and that it was extremely inconvenient to use it. Building a culture of transparency and accountability in the implementation of MGNREGA remains extremely important.

#### **1.4 The Present Study:-**

The present study with the help of primary data examines the performance of MGNREGA in Jalaun district of Uttar Pradesh. It tries to assess the socio-economic characteristics of household working in MGNREGA and the impact of MGNREGA on their socio-economic condition.

#### **1.5 Objective of the Study:-**

- To analyse the provisions and implementation of MGNREGA in India.
- To examine the availability and demand of Jobs under MGNREGA Act 2005 in Jalaun District (Uttar Pradesh)
- To examine the impact of MGNREGA on the Socio-economic conditions of household in Jalaun District (Uttar Pradesh)

#### **1.6 Hypothesis:-**

- The performance of MGNREGA is not Satisfactory in Jalaun District (Uttar Pradesh).
- MGNREGA is not sufficient to improve the Socio-economic conditions of Household in Jalaun District (Uttar Pradesh).

### **1.7 Methodology:-**

The present study is based on both secondary and primary data. The primary data has been collected through detailed interview schedule. The study is based on 100 samples. The study also collect data from 10 worksites regarding the nature and progress of works. The purposive stratified simple random sampling has been used for data collection according to framed objectives. The data has been collected from two villages with 100 sample households and ten worksites areas. Suitable statistical tools have been used for data analysis.

### **1.8 Significance of the study:-**

MGNREGA gives a legal right to the poor to demand work and thereby transfers some power to the powerless at the bottom of the ladder. It will reduce distress migration, as workers are assured of the availability of work during the lean season, which in turn will improve the access of workers to education, health, and other welfare facilities. The guarantee of work can ensure asset generation, particularly ecological regeneration and infrastructure development in backward regions, both of which can promote economic growth.

Jalaun district is a poor district in Uttar Pradesh. The majority of the populations are depending on agriculture, MGNREGA could provide them employment and livelihood security if implemented properly. The study will focus whether MGNREGA is successful in the district or not. The study will provide suggestion to improve the social and economic status of people in Jalaun District of Uttar Pradesh.

### **1.9 Chapterisation:-**

#### **Chapter 1:**

Introduction: Review of Literature: Research Methodology

#### **Chapter 2:**

MGNREGA: - Provisions and Implementation

**Chapter 3:**

Details of Worksite in Surveyed Region

**Chapter 4:**

Socio-economic Status of Workers and Impact of MGNREGA

**Chapter 5:**

Major Findings and Conclusion

## Chapter 2

### MGNREGA: - Provisions and Implementation

#### 2.1 Introduction-

Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) provide at least 100 days of guaranteed wage employment in a financial year to every rural household whose members volunteer to do work. The scheme aims at social protection for the most vulnerable people living in rural India by providing employment opportunities, livelihood security for the poor through the creation of durable assets, improved water security, soil conservation and higher land productivity, drought-proofing and flood management in rural India, ([www.mgnrega.com](http://www.mgnrega.com)). It also seeks empowerment of the socially disadvantaged, especially women, Scheduled Castes (SCs) and Schedules Tribes (STs), through the process of a rights-based legislation, strengthening participatory planning and through the convergence of various anti-poverty and livelihood initiative. In the village economy, the water structure provided them with irrigation for an extra crop. There are real potentials existed in the scheme to provide employment to the unskilled youth. Around three percent of India's population has worked under the MGNREGA ([www.rural.nic.in](http://www.rural.nic.in)).

MGNREGA has been providing more funds to conserve water in the village. MGNREGA has codified the dominant roles of local communities through Panchayats. Alone MGNREGA has created more than millions of productive assets, mostly water, and soil conservation in structures (Mahapatra et.al. 2008). On the other hand, according to Union ministry of rural development data, the Act has not been able to generate the kind of employment demand as expected. Funds in most states are being spent on roads, buildings, primary and higher education, health, electronics (solar power), labour and environment and rural development. MGNREGA wage is paid on the basis of task rate i.e. minimum wage based on completion of a specified amount of work.

The village has to make a development plan. The development projects are cleared by the Gram Sabha and implemented by the Panchayats. This is due to the larger problem of devolution of power to Panchayats in the country. The beneficiaries of the programme are supposed to participate in the meeting and suggest different projects in the village.

MGNREGA, is thus a public wage programme has given rural households the right to employment with their adequate participation.

The decline in poverty recently was attributed to various rural welfare schemes including Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA). It is noteworthy that a host of centrally-sponsored social security schemes for the poor for Below Poverty Line (BPL) people and those who are Above Poverty Line (APL) are excluded thereof. The incidence of poverty is the greatest among small farmers and landless workers in rural areas. Informal wages are also now being partially indexed through MGNREGA. In 2011, MGNREGA wages were indexed to Consumer Price Index (CPI) agricultural wages, and in 2012 they exceeded state minimum wages in 21 states. They set a floor to wages in many informal sector activities.

## **2.2 Implementations of MGNREGA:-**

The MGNREGA is to be implemented at the Panchayat level, block level and at the district level. The basic motto of the programme is to reduce migration, where people will not be required to flee to cities. Therefore, at the Panchayat level, the officials have to be proactive to implement the programme. The Gram Panchayat creates awareness generation among actual and prospective MGNREGA workers at the village level. Organized in the village / worksite on the 1st day of commencement of a project, convened by (PO) of Panchayat Samiti or Equal Opportunities (EO) of the Gram Panchayat through wide publicity. The provisions of NREGA, registration, the issue of job card, demand for work, worksite facilities, payment wages through Bank / Post Office and other rights of the job seekers are explained. Applications for registration and demand for work are also collected. Estimated cost of the work, the nature of the work, wage rate, wage payment schedule also explained. The rationale of piece-rate wage system for earthwork is explained through demonstration of “Sample Pits”.

Gram Panchayat / Village wise Annual Action Plan will be directly submitted to Collector-cum-DPC by District Level Line Departments for approval of the Zilla Parishad. Funds will be released directly to the concerned Line Departments from DRDA by Collector-cum-DPC. The online entry of MGNREGS data will be made by block.

Block Development Officer (BDO)-cum-Panchayat Officer (PO) is the Grievance Redressal Officer at the Block level and collector-cum- Development Planning Council (DPC) at

district level. All the complaints / grievances received at Gram Panchayat (GP), Block and District level should be entered in the complaint register by GP, Block, and District. The person registering the Grievance should be given a receipt with number and date. Appeal against the GP will be to the Block Development Officer (BDO)-cum-Panchayat Office (PO) and appeal against BDO-cum-PO will be to the collector-cum-DPC. Gram Panchayat, BDO-cum-PO, and collector-cum-DPC shall redress grievances of applicants within 7 days of the receipt. All complaints under Public Hearing Helpline (PHH) should be attended immediately and closed online. Monthly progress report on receipt and disposal of grievances should be sent by BDO to district and by district to department. The online entry also mandatory conduct of Social Audit (SA) in the Gram Sabha of the concerned Gram Panchayats mandatorily twice in a financial year in the month of April and October. Finalization of the calendar of the SA Block / GP wise is also required by DPC-cum-collector in consultation with PO - cum - BDO and wide publication and uploading in MGNREGS website at least 30days in advance.

**Table: 2.3 Calendar of a year meeting**

<b>Joint Meetings monitoring and supervision of activities: methodology employed calendar</b>		
<b>S.N.</b>	<b>Activities</b>	<b>Months</b>
1	Identification of beneficiaries at the Gram Sabha meeting	September
2	District Level convergence meeting to jointly select the clusters	October/ November
3	Preparation of Joint estimates by C & RD and line Deptt.	November/ December
4	Estimation of selected projects	December
5	Technical Sanction under MGNREGA by Line Department	December/ January
6	Financial and Administrative Section by the DRC	January/ February
7	Entering of data into the MGNREGA Soft	February/ March
8	Technical and Financial Sanction by the DPC	March/ April

**Source:** [www.rural.nic.in](http://www.rural.nic.in) & [www.nrega.nic.in](http://www.nrega.nic.in)

Under MGNREGA, there is a constitution of Social Audit Committee consisting of ten (10) members at the village level by the Palli Sabha. There is provision of election of President / Secretary by SA committee and formation of three committees for verification of documents/inspection and field visit and muster rolls verification at the village. The findings of the SA committee will be presented by President/Secretary of the SA committee. It also calls for co-ordination of SA within the district by one NGO engaged by the collector-cum-DPC at the District Level with the collaboration of other NGOs if necessary. There is a need to register all potential job seekers in the village, with focus on landless labourers, traditional

unskilled labourers, STs/SCs, other vulnerable sections, poor households, migrant labourers, women and primitive tribes.

#### **2.4 Several modes of awareness generations are as below:**

- ✓ Fixing one day as a Rozgar Diwas in a fortnight.
- ✓ Information/Publicity through centers in Local Weekly Markets.
- ✓ Extensive wall paintings with slogans.
- ✓ NGOs/Self-help group (SHGs) participation in awareness generation.
- ✓ Organizing play to create awareness.

#### **2.5 MGNREGA's Main Characterization and Provision;**

- ✓ Constitution of Social Audit committee consisting of all Gramvasi members at the village level by the Palli Sabha.
- ✓ Gram Panchayat will issue job card within 15 days from the date of registration to the registered families.
- ✓ Job card holders will apply for work to Gram Panchayat / Panchayat officer and dated receipt will be issued.
- ✓ Timely payment of wages through savings bank A/c of laborers, Banking Grahak Seva Kendra (GSK) at GP Head Quarter through Electronic Benefit Transfer (EBT).
- ✓ 7 days muster roll "preliminary measurement"-mate work @Rs. 174/- per day. And special schemes with payment based on measurable.
- ✓ Land development for forest right beneficiaries.

#### **2.6 Provisions at Worksites;**

- Worksite facilities such as a shed, drinking water, first-aid box and crèche to be provided in all worksites.
- Muster roll and job cards to be maintained every day in the worksite.
- Health hazards connected with work to be provided.
- Transparencies pillar/detailed worksite boards to be erected in each worksite before execution of work.
- Gramvasi/Gram member to supervise/monitor in each work at the worksite.

- Timely measurement of works to be done by the engineering personnel within 7 days.
- Daily fingerprint time attendance machine (Biometric Machine) must be used.
- Depute one woman worker to look after five or more children below the age of six years of women laborers.
- Deputed woman shall be paid wage rate.
- Handicapped laborer must be given preference.
- Wide publicity of the Social Audit calendar through the beat of drums, leaflets, advertisement through newspapers and website.

### **2.7 Role of NGO in Social Audit:-**

- A member of the SAC at Village Level chosen by Palli Sabha.
- Co-ordination of (Social Audit) SA within the district by one NGO engaged by the collector-cum-DPC at the district level with the collaboration of other NGOs if necessary.
- Create awareness of the calendar of the SA of the Gram Panchayats to the public and bringing them to the SA forum at GP Headquarter.
- Present and participate in the SA forum at the GP HQ.
- Act as a facilitator in the process of SA.
- Provide training on preparation and documentation of the SA.

MGNREGA is thus a holistic programme which maintain transparency at all levels; such as; Gram Panchayat, Block and District Level. The financing of MGNREGA is done jointly by central and state governments. Central government provides 100% share in case of unskilled labour. In the case of the material component the funding is done by central and state governments in the ratio of 75:25 respectively. Presently MGNREGA is working in almost all districts in the country especially in rural areas. The scheme was launched in Uttar Pradesh on 2<sup>nd</sup> February, 2006. The state of Uttar Pradesh keeps a unique place as 75 districts are benefited by the working of MGNREGA. The scheme has been launched in phased manner in the state; in the first phase, 22 districts, in second phase 17 districts and in third phase all remaining districts have been taken up under the scheme.

### **2.8 Financial Outcomes;**

Using secondary information, the present section highlight fund available and expenditure under MGNREGA in 18 major states of India.

Table 2.8 reflects state wise fund available, under MGNREGA during three financial years 2006-07, 2011-12 and 2015-16. In 2006, Punjab receives least funds for the MGNREGA programme. The main reason could be the geographical area of the state which is very small and a developed state as compare to other states. In the same year, Madhya Pradesh receives 213367.00 Lakhs for the working of the MGNREGA which was the highest for that period. Again as the Madhya Pradesh is a big state of India it is logically correct that the fund receives genuinely be large. In 2011-12 the State which receives the least fund is same as it was in the previous financial year with the similar reason that the Punjab is demographically small state of India. But in the similar period, Uttar Pradesh accords the highest attention in terms of the fund allocation to state. In 2015-16, Haryana was the state getting the lowest fund for the MGNREGA. While, Tamil Nadu had received the highest fund resources for MGNREGA work in the same period. The per capita fund available is however, the strong indicator of fund available in different states. It could be seen from the table that more developed states such as Haryana, Punjab, Tamil Nadu, and Maharashtra received least fund compared to other less developed states.

**Table: 2.8 FY Report of Fund Available**

Table: Financial Outcomes FY Reports ( In Lakhs Rupees)					
S.N.	State	Total Funds Available			Per Capita Fund Available 2011-12 (in Rs.)
		2006-07	2011-12	2015-16	
1	ANDHRA PRADESH	114226.00	<b>175552.23</b>	285685.09	207.35
2	ASSAM	70769.00	83879.64	<b>59622.95</b>	269.11
3	BIHAR	119118.00	240501.24	<b>133974.39</b>	231.69
4	CHHATTISGARH	84087.00	250818.91	<b>84869.10</b>	982.06
5	GUJARAT	12375.00	83779.05	<b>21373.37</b>	138.74
6	HARYANA	4652.00	<b>27466.00</b>	<b>12355.13</b>	1.08
7	JHARKHAND	98221.00	169546.64	<b>110841.18</b>	514.30
8	KARNATAKA	34132.00	<b>131265.60</b>	<b>93574.39</b>	214.73
9	KERALA	4835.00	104586.61	<b>138505.22</b>	313.25
10	MADHYA PRADESH	213367.00	491965.10	<b>212372.30</b>	677.66
11	MAHARASHTRA	48693.00	<b>144771.33</b>	<b>123455.03</b>	128.83
12	ODISHA	89017.00	137181.74	<b>149642.74</b>	327.03
13	PUNJAB	3839.00	19007.45	<b>24556.99</b>	68.61
14	RAJASTHAN	85618.00	412431.08	<b>258343.44</b>	601.03
15	TAMIL NADU	25211.00	366487.65	608997.61	508.03
16	UTTAR PRADESH	102872.00	643493.62	<b>240744.95</b>	322.42
17	UTTARAKHAND	7105.00	44595.37	<b>44425.62</b>	440.81
18	WEST BENGAL	63025.00	309244.49	<b>446160.37</b>	338.54
	<b>Grand Total=</b>	<b>1181162.00</b>	<b>3836573.75</b>	<b>3049499.87</b>	<b>329.87</b>

Source: www.nrega.nic.in, accessed on 20/07/2016 and MoRD Gov. of India report 2015-16

\* Per Capita fund available has been estimated using 2011 population census.

Figure: 2.8 FY Report of Fund Available

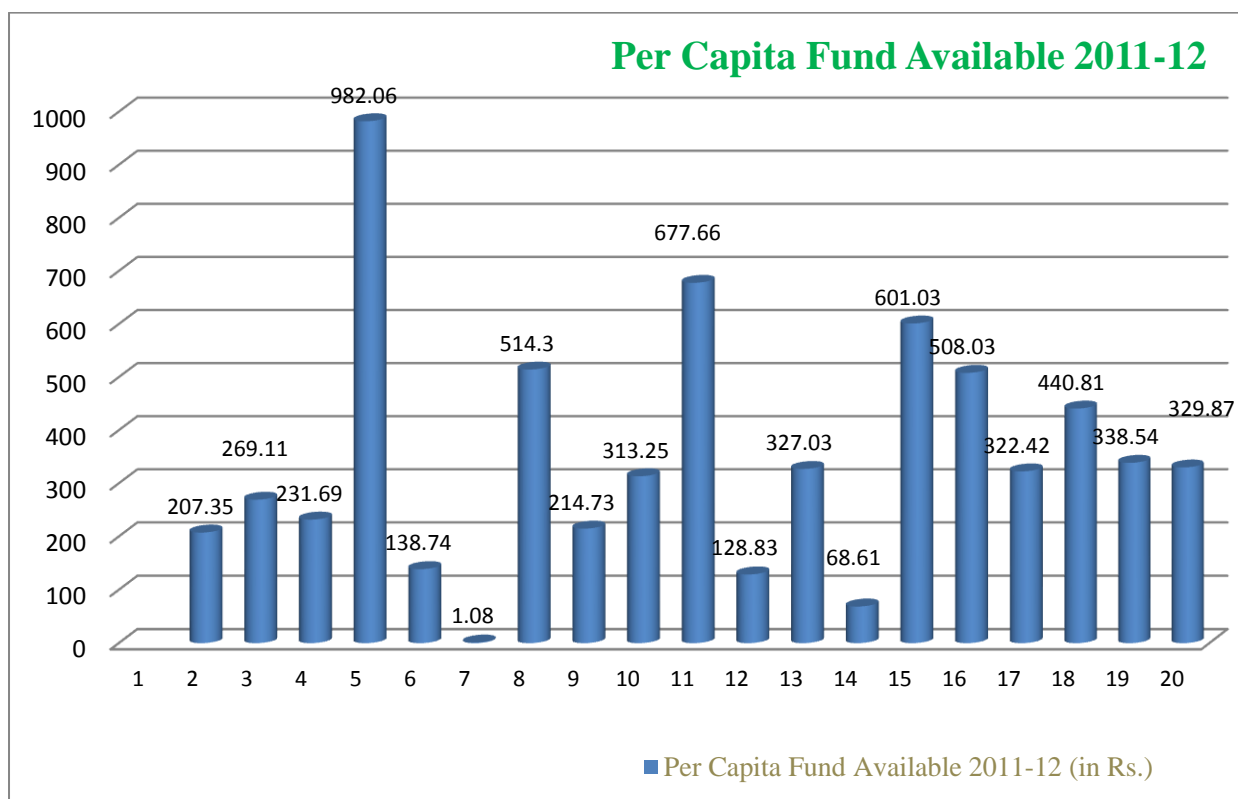


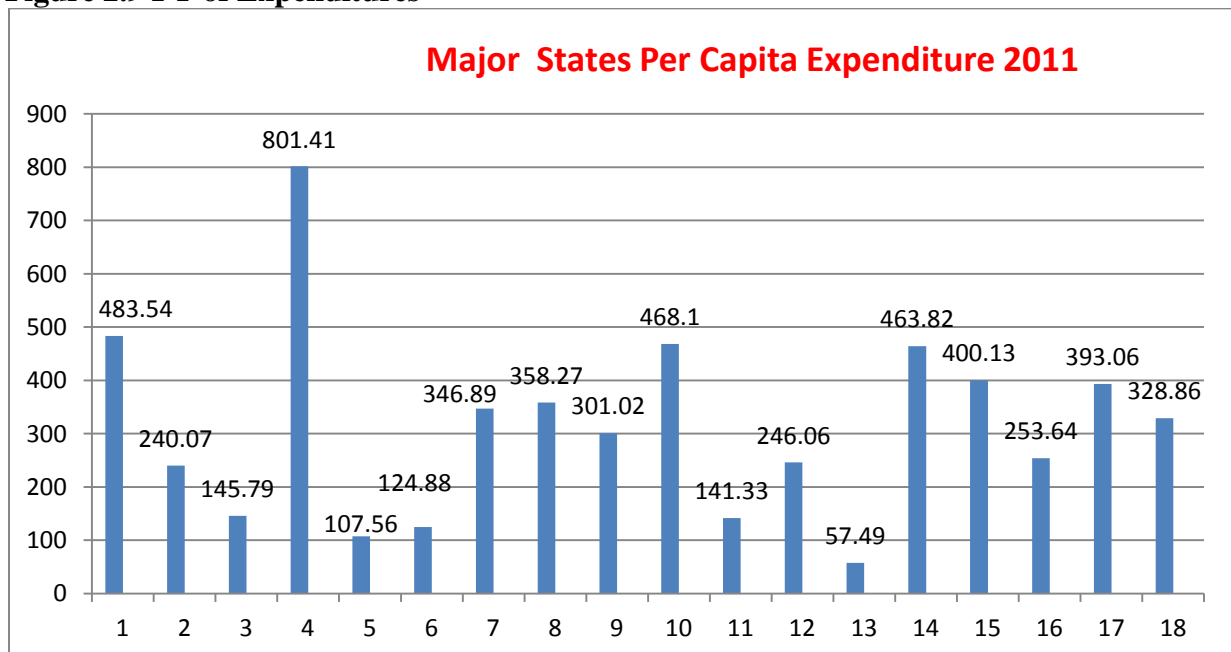
Table: 2.9 given below shows the actual expenditure allocated on the MGNREGA work. In 2006-07, the minimum expenditure was 2500.21 lakhs in the state of Punjab, while the largest expenditure was in Madhya Pradesh. In 2011-12, the minimum expenditure was 15926.08 in Punjab while the maximum expenditure was allocated to Uttar Pradesh. In the last year 2015-16, Haryana was allocating minimum expenditure and West Bengal was allocating maximum expenditure. In per capita term as well, more developed states have less per capita expenditure than the less developed states.

**Table: 2.9 FY of Expenditures**

Table: Financial Outcomes FY Reports ( In Lakhs Rupees)					
S.N.	State	Total Expenditure			Per Capita Expenditure 2011-12 (in Rs.)
		2006-07	2011-12	2015-16	
1	ANDHRA PRADESH	68020.32	<b>409393.37</b>	276987.20	483.54
2	ASSAM	59252.93	74827.03	<b>102374.15</b>	240.07
3	BIHAR	71276.16	151340.59	<b>166987.40</b>	145.79
4	CHHATTISGARH	66882.16	204680.44	<b>147596.03</b>	801.41
5	GUJARAT	8585.03	64948.52	<b>35409.46</b>	107.56
6	HARYANA	3594.67	<b>31660.46</b>	<b>14813.37</b>	124.88
7	JHARKHAND	71155.13	114357.42	<b>113126.89</b>	346.89
8	KARNATAKA	24829.67	<b>219015.85</b>	<b>145776.07</b>	358.27
9	KERALA	2789.73	100503.02	<b>169164.02</b>	301.02
10	MADHYA PRADESH	186268.63	339827.23	<b>266820.19</b>	468.10
11	MAHARASHTRA	17461.18	<b>158813.94</b>	<b>155605.13</b>	141.33
12	ODISHA	73346.62	103217.33	<b>180271.31</b>	246.06
13	PUNJAB	2500.21	15926.08	<b>36898.44</b>	57.49
14	RAJASTHAN	69306.14	318278.93	<b>301394.30</b>	463.82
15	TAMIL NADU	15163.63	288650.13	464056.11	400.13
16	UTTAR PRADESH	77967.46	506222.32	<b>304806.97</b>	253.64
17	UTTARAKHAND	4849.70	39764.43	<b>50741.14</b>	393.06
18	WEST BENGAL	39462.63	300404.16	<b>611122.69</b>	328.86
Grand Total=		<b>862712.00</b>	<b>3441831.25</b>	<b>3543950.87</b>	<b>298.04</b>

Source: www.nrega.nic.in, accessed on 20/07/2016 and MoRD Gov. of India report 2015-16

\* Per Capita Expenditure has been estimated using 2011 population census.

**Figure 2.9 FY of Expenditures**

## 2.10 Expenditure on Wages and Materials:-

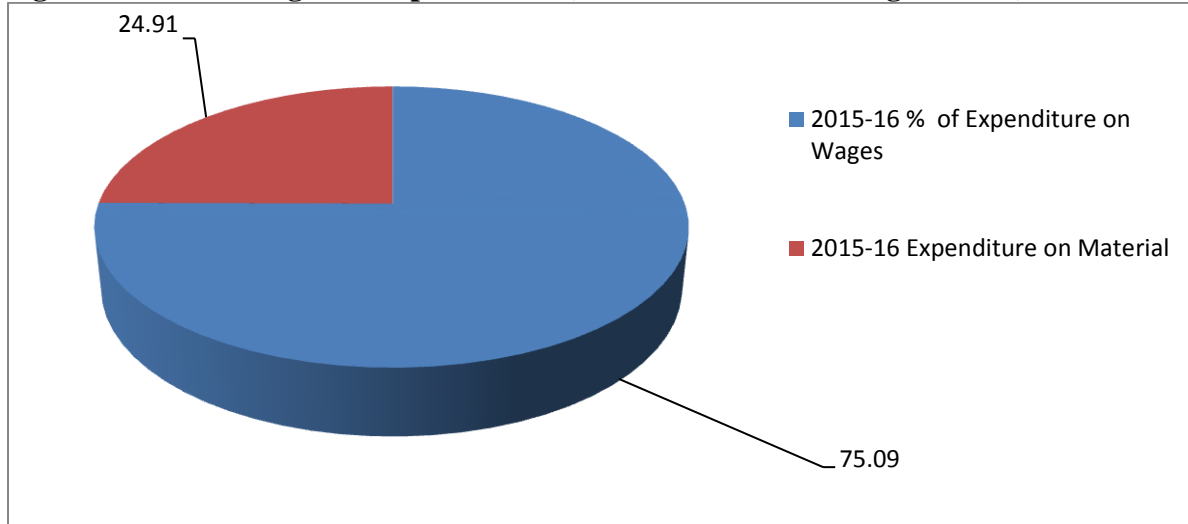
Table 2.10 provides the bifurcation of expenditure on wages and materials. According to the provision of MGNREGA, the percentage of wages should be more than the percentage of expenditure on materials. This would ensure sufficient employment to the unskilled workers. It could be seen that during 2006-07, states like Andhra Pradesh, Kerala, Maharashtra and Tamil Nadu, the proportion of expenditure on wages was highest. They also maintained maximum proportion in later years. States such as Bihar, Uttar Pradesh, Madhya Pradesh, Jharkhand, the proportion of expenditure on wages in lower.

**Table: 2.10 Percentages of Expenditures**

<b>Table: Financial Outcomes FY Reports ( In Lakhs Rupees)</b>							
S.N.	State	% of	Expenditure	% of	Expenditure	% of	Expenditure
		Expenditure	on Material	Expenditure	on Material	Expenditure	on Material
		on Wages		on Wages		on Wages	
		For 2006-07		For 2011-12		For 2015-16	
1	ANDHRA PRADESH	97.99	2.01	76.64	23.36	74.98	25.02
2	ASSAM	65.73	34.27	65.19	34.81	68.60	31.40
3	BIHAR	59.09	40.91	58.15	41.85	68.91	31.09
4	CHHATTISGARH	65.55	34.45	74.14	25.86	74.83	25.17
5	GUJARAT	81.64	18.36	58.23	41.77	72.37	27.63
6	HARYANA	65.76	34.24	64.06	35.94	76.25	23.75
7	JHARKHAND	58.72	41.28	66.76	33.24	70.07	29.93
8	KARNATAKA	60.20	39.80	62.46	37.54	63.25	36.25
9	KERALA	94.68	5.32	96.28	3.72	97.22	2.78
10	MADHYA PRADESH	64.00	36.00	60.63	39.37	65.28	34.72
11	MAHARASHTRA	95.05	4.95	70.59	29.41	70.16	29.84
12	ODISHA	58.21	41.79	57.39	42.61	76.96	23.04
13	PUNJAB	60.02	39.98	61.56	38.44	79.32	20.68
14	RAJASTHAN	74.18	25.82	63.05	36.95	77.98	22.02
15	TAMIL NADU	100.00	0.00	99.75	0.25	90.11	9.89
16	UTTAR PRADESH	60.42	39.58	66.28	33.72	77.81	22.19
17	UTTARAKHAND	62.72	37.28	62.69	37.31	67.94	32.06
18	WEST BENGAL	80.08	19.92	68.35	31.65	79.39	20.61
<b>Grand Total=</b>		<b>72.45</b>	<b>27.55</b>	<b>68.46</b>	<b>31.54</b>	<b>75.09</b>	<b>24.91</b>

Source: www.nrega.nic.in, accessed on 20/07/2016 and MoRD Gov. of India report 2015-16

**Figure 2.10 Percentages of Expenditures (At all India level during 2015-16).**



**Table: 2.11 Major states wise wage rate for unskilled manual workers (Rs. per day).**

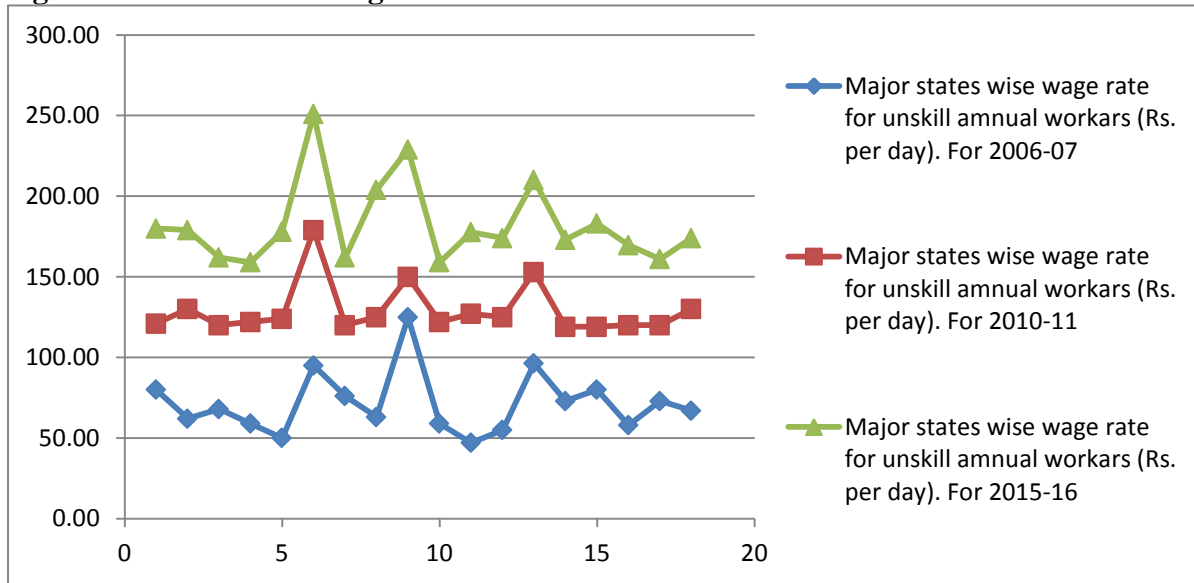
State	For 2006-07	For 2010-11	For 2015-16
ANDHRA PRADESH	80.00	121.00	180.00
ASSAM	62.00	130.00	179.00
BIHAR	68.00	120.00	162.00
CHHATTISGARH	59.00	122.00	159.00
GUJARAT	50.00	124.00	178.00
HARYANA	95.00	179.00	251.00
JHARKHAND	76.00	120.00	162.00
KARNATAKA	63.00	125.00	204.00
KERALA	125.00	150.00	229.00
MADHYA PRADESH	59.00	122.00	159.00
MAHARASHTRA	47.00	127.00	177.68
ODISHA	55.00	125.00	174.00
PUNJAB	96.26	153.00	210.00
RAJASTHAN	73.00	119.00	173.00
TAMIL NADU	80.00	119.00	183.00
UTTAR PRADESH	58.00	120.00	169.59
UTTARAKHAND	73.00	120.00	161.00
WEST BENGAL	67.00	130.00	174.00

Source: www.nrega.nic.in, accessed on State report 2015-16

Table 2.11 show the state wise wage rate for unskilled manual workers per day from 2006 to 2016. The table includes eighteen major states of India and shows the increase wage rate condition in these states. In 2006-07, Kerala gains the highest wage rate and Maharashtra gains lowest wage rate. But in 2010-11 Haryana gain highest wage rate and Rajasthan and

Tamil Nadu is lowest. Haryana was again highest in 2016 which is Rs. 251 per day and Madhya Pradesh was lowest which only Rs. 159 per day.

**Figure 2.11 State Wise Wages Rates**



## 2.12 Expenditure under different types of works under MGNREGA

Table 2.12 shows the expenditure being done at the state level on the different heads such as water bodies, road, agriculture, rural at sanitation, Anganwadi, land development, communication and others expenditure. It could be seen from the table that maximum works have been carried out in projects such as water bodies, roads and agriculture and farming. In Andhra Pradesh, the highest expenditure was allocated on water bodies 37.20 % and road construction 28.50%. This together accounted 65.7% which is more than 50%. While in Assam, highest expenditure was on road 49.05% and agriculture 20.43%. Bihar was also following the same pattern, allocated 49.42% on road and 21.81% on agriculture. A major fact has been noticed is that it also allocated significantly on land development which was 17.54%. A similar trend has been noticed in Chhattisgarh in which prime focus was given on agriculture, road, water bodies are 35.8, 25.79 and 13.14 % respectively. Gujarat was given prime focus on the agriculture which was 26.53% and also to water bodies 19.46% and 17.62% of road expenditure. Haryana also followed the same pattern and invested a major source on road and agriculture 27.75 & 45.46% respectively. In Jharkhand, 28.57 % was allocated to road construction work under MGNREGA while 28.86 % was allocated for agriculture development. A major portion of the total fund in Jharkhand also invested on other expenditure. A similar trend could be seen in Karnataka invested 20.13% on road,

21.77% on agriculture and 27.55% on others expenditure respectively. In Kerala, a slight change in expenditure pattern can be seen as it was invested 29.6% in agriculture, 23.35% on land development and 31.93% on others expenditure respectively. Madhya Pradesh invested on two major heads namely roads 38.36% and others expenditure 27.78%. Similarly, Maharashtra and Odisha had done major work on road construction, agriculture and other head which was 27.01%, 35.09% and 26.69% respectively. Punjab allocated its funds on augmenting water bodies and irrigation resources which were 23.83% and 39.95% respectively. In Rajasthan, the expenditure was mainly done in road constructions 38.57% and agriculture 35.31%. Tamil Nadu invested their resources mainly on water bodies 43.67% and the expenditure on others area was negligible. Uttar Pradesh and West Bengal reflected similar pattern invested major resources on the expenditure of road and agriculture while some significant share was also invested in the name of others expenditure. Uttarakhand allocated 24.63% on road construction while 21.19% on construction work and 20.41% on others works only a few resources were diverted under Anganwadi and communication/education head.

**Table: 2.12 financial year and State wise Expenditures**

Performance of all state in Financial Year 2015-16										
State	Water bodies %	Road%	Agriculture /Farming%	Rural Sanitation%	Anganwadi %	Land Development%	Communication/ Education%	Construction %	Other %	100%
ANDHRA PRADESH	37.20	28.50	15.03	1.86	0.75	3.04	0.54	0.64	12.44	100
ASSAM	1.93	49.05	20.43	0.02	0	12.67	1.32	7.94	6.64	100
BIHAR	2.03	49.42	21.81	0.36	0	17.54	1.63	1.89	5.32	100
CHHATTISGARH	13.14	25.79	35.8	3.42	0.58	6.09	0.97	1.39	12.82	100
GUJARAT	19.46	17.62	26.53	1.46	0	9.56	5.3	8.18	11.89	100
HARYANA	3.61	27.75	45.46	1.4	0	13.86	3.93	1.81	2.18	100
JHARKHAND	3.86	28.57	28.86	1.22	0	4.95	0.27	0.31	31.96	100
KARNATAKA	6.95	20.13	21.77	0.83	0.26	7.93	2.29	12.29	27.55	100
KERALA	9.61	1.96	29.6	0.26	0.02	23.35	0.12	3.15	31.93	100
MADHYA PRADESH	0.92	38.36	14.58	1.07	0.9	11.26	3.99	1.14	27.78	100
MAHARASHTRA	4.13	27.01	35.09	0.67	0	3.66	0.2	2.55	26.69	100
ODISHA	6.76	39.6	29.54	0.27	0.94	4.35	1.89	0.52	16.13	100
PUNJAB	23.83	39.95	11.18	0.16	0.13	16.69	2.2	4.11	1.75	100
RAJASTHAN	9.12	38.57	35.31	0.14	0.09	3.6	0.13	1.74	11.3	100
TAMIL NADU	43.67	7.83	18.03	4.74	1.79	2.08	16.07	0.56	5.23	100
UTTAR PRADESH	1.95	21.36	13.2	14.21	0.15	6.1	0.04	3.76	39.23	100
UTTARAKHAND	1.61	24.63	11.9	7	0.53	12.43	0.3	21.19	20.41	100
WEST BENGAL	9.93	27.87	25.4	0.37	0.01	13.19	0.15	7.5	15.58	100

Source: - [www.mgnrega.nic.in/](http://www.mgnrega.nic.in/) ministry of rural development, department of rural developments, Government of India 2015-16

### **2.13 Conclusion:-**

This Chapter provides a detail analysis of provision and implementation of MGNREGA. It has been seen that the officials at all levels such as Gram Panchayat, Block and District level are engaged to implement the work. The system of working has been made more transparent. The different provisions under MGNREGA indicate the welfare of labourers. The chapter also focused on the fund availability, and expenditure under MGNREGA in different states. It has been seen that in per capita terms, the been developed states have higher expenditure than the developed states. In almost all states, higher proportion of fund has been spent on wages than on material which is meeting the norms of MGNREGA. As far as types of work is concerned, road construction and agriculture have received highest attentions.

## Chapter 3

### Details of Worksite in Surveyed Region

#### 3.1 Introduction:-

Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) is the remarkable programme of the Indian Government that directly touches the lives of the rural poor. The Act was enacted on 25th August 2005 and came into force on 2nd February 2006. MGNREGA marked a paradigm shift from the other employment programmes with its right based approach. The programme not only provides employment but also focus on inclusive growth. By protecting the environment and reducing rural-urban migration this program is set to transform the face of the rural India.

As per Schedule I of the Act, the focus of the Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) shall be in the following works: (I) Water conservation and rainwater harvesting; (II) Drought proofing, including afforestation and tree plantation; (III) Irrigation canals, including micro and minor irrigation works; (IV) Provision of irrigation facility, Plantation, Horticulture, Land development to land owned by households belonging to the SC/ST, or to land of the beneficiaries of land reforms, or to land of the beneficiaries under the Indira Awas Yojana /BPL families (V) Renovation of traditional water bodies, including de-silting of tanks; (VI) Land Development; (VII) Flood control and protection works, including drainage in water logged areas; (VIII) Rural connectivity to provide all-weather access. The construction of roads may include culverts where necessary, and within the village, the area may be taken up along with drains. Priority is given to roads that give access to SC/ST habitations; (IX) Any other work that may be notified by the Central Government in consultation with the State Government.

Planning is critical to the successful implementation of the Rural Employment Guarantee Scheme. A key indicator of success is the timely generation of employment within 15 days while ensuring that the design and selection of works are such that good quality assets are developed. The need to act within a time limit necessitates advance planning. The basic aim of the planning process is to ensure that the district is prepared well in advance to offer productive employment on demand.

The success of the scheme, however, depends on the working and execution of labour under worksites and level of technical work implemented under it. The nature of work should be employment oriented. It must attract workers who require work especially landless labour and marginal farmers and laborers belonging to women, Scheduled Caste and Scheduled Tribe category. Several kinds of works have been executed under MGNREGA. These include drainage work, ponds excavation, plantation, roads both concrete and earthen work, rural sanitation and so on. These are considered as rural assets in the village which could be further used for income generation by the rural people.

The present chapter analyzes the details of worksite studied, facilities available at the worksite, types of labours working etc. A sum of 10 worksites has been studied.

### 3.2 Type of Worksite

Table 3.2 explains types of worksite under MGNREGA scheme in the sample region of Jalaun district. Highest percentage in the type of worksite found under Drain, Road, and Kharanja and it is around 60 percent of total worksites. Remaining kinds of work include rural sanitation, Broomstick, Pond sanitation and Plantation site work. Out of total 10 worksite studied, 8 are in the nature of Kachcha work and rests 2 are Pakka work.

**Table 3.2 Types of Worksite**

Types of Work	Kachcha	Pakka	Total	Percent
<b>Drain</b>	2	0	2	20.0
<b>Rural Sanitation</b>	0	1	1	10.0
<b>Broomstick</b>	1	0	1	10.0
<b>Road</b>	2	0	2	20.0
<b>Pond Excavation</b>	1	0	1	10.0
<b>Kharanja (Laying Down)</b>	1	1	2	20.0
<b>Plantation</b>	1	0	1	10.0
<b>Total</b>	8	2	10	100.0

Source: Field Survey, 2016

**Figure 3.2 Types of Worksite**

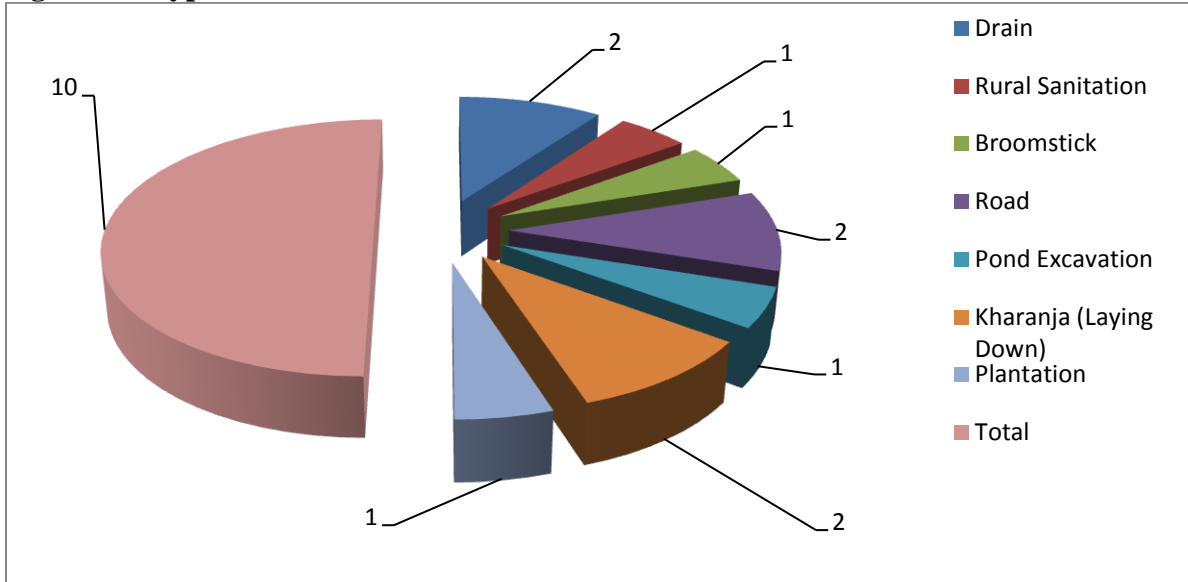


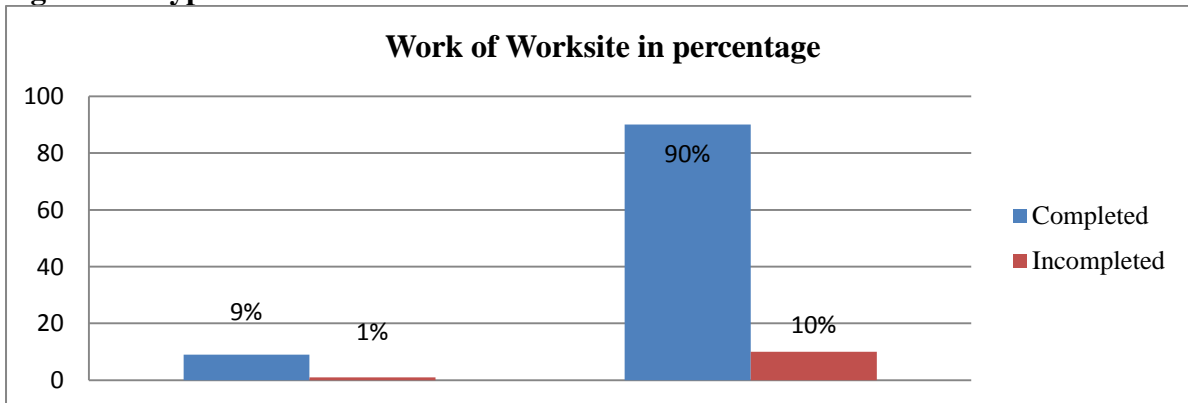
Table 3.3 Explicates share of types of work which classify in two categories, one is completed and second is incompleted. It has been found that 90 percent of the worksite is completed, whereas 10 percent of the worksite is incompleted. Thus, the majority of worksite in the study region are completed.

**Table 3.3 Types of Worksite**

Types Work	Worksites	Percent
Completed	9	90.0
Incompleted	1	10.0
Total	10	100.0

**Source:** Field Survey, 2016

**Figure 3.3 Types of Worksite**



### 3.4 Duration of Work

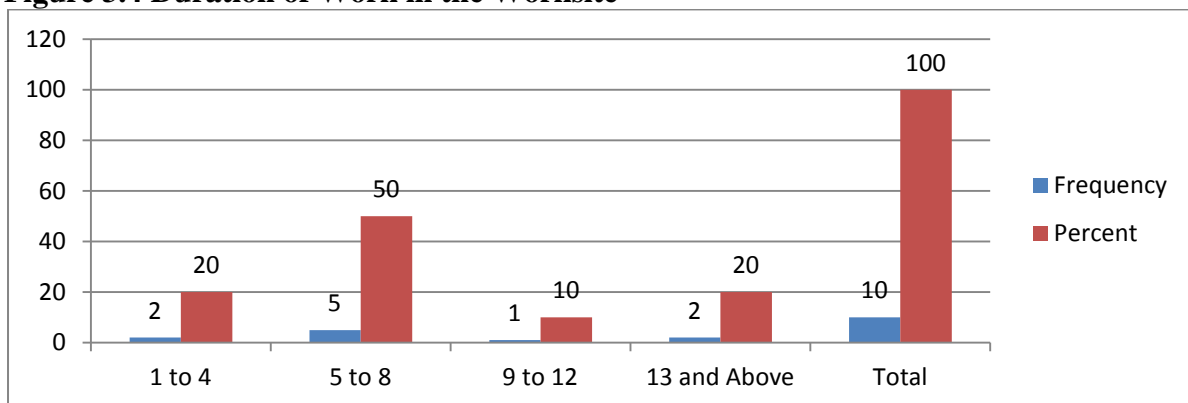
Table 3.4 analyze the duration of work in the worksite. For 50 percent of the worksites, the duration of work is 5 to 8 days. Duration of working days of 1-4 days is found in 20 percent of the worksite. Duration of 9-12 working days is showing for only 1% of the worksite. Hence it has been seen that duration of work in worksite is not adequate to provide adequate employment to rural households.

**Table 3.4 Duration of Work in the Worksite**

Working Days	Frequency	Percent
<b>1-4</b>	2	20.0
<b>5-8</b>	5	50.0
<b>9-12</b>	1	10.0
<b>13 and Above</b>	2	20.0
<b>Total</b>	10	100.0

Source: Field Survey, 2016

**Figure 3.4 Duration of Work in the Worksite**



### 3.5 Facilities at worksite

Under the provision of MGNREGA, there must be adequate facilities for the workers in the worksite. These facilities include drinking water, working materials, crèche for Children, First-Aid Box etc. Table 3.5 explains the facility of drinking water in the worksite. 80 percent of rural households are receiving and utilizing water facility under MGNREGA scheme and 20 percent of rural households are not utilizing this facility.

**Table 3.5 Facility of Water at Worksite**

Facility at work	Worksite	Percent
Yes (Only Water)	8	80.0
No	2	20.0
Total	10	100.0

Source: Field Survey, 2016

**Figure 3.5 Facility of Water at Worksite**

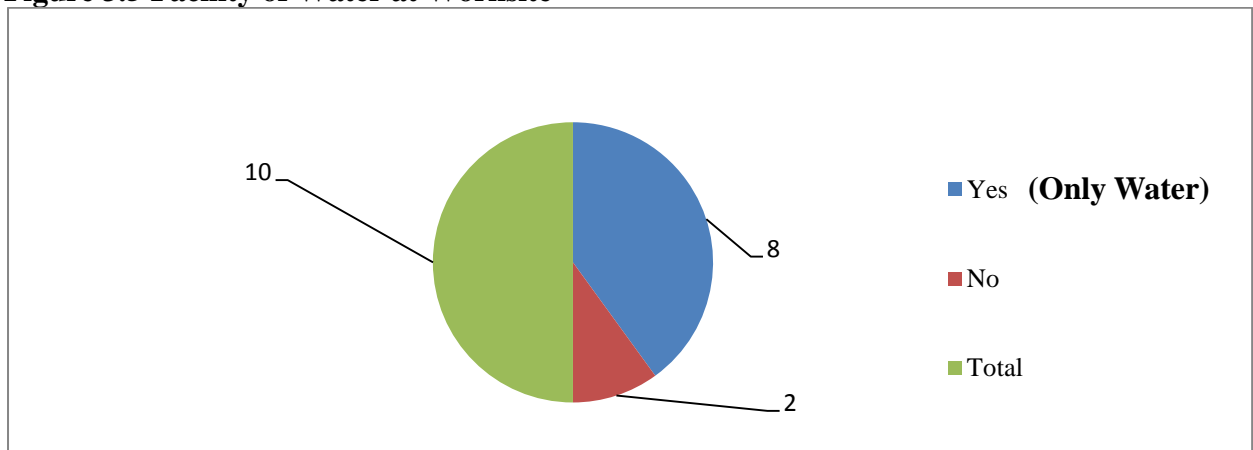


Table 3.6 elucidates labour material provided by MGNREGA scheme to rural households. Labour material provided by MGNREGA in the study area reveals that only 50 percent of worksites are able to provide the same to rural workers. The rest 50 percent worksites i.e. 5 in number do not provide labour materials.

**Table 3.6 Labour material provide at worksite**

Labour Materials	Worksite	Percent
Yes	5	50.0
No	5	50.0
Total	10	100.0

Source: Field Survey, 2016

**Figure 3.6 Material Provide at Worksite**

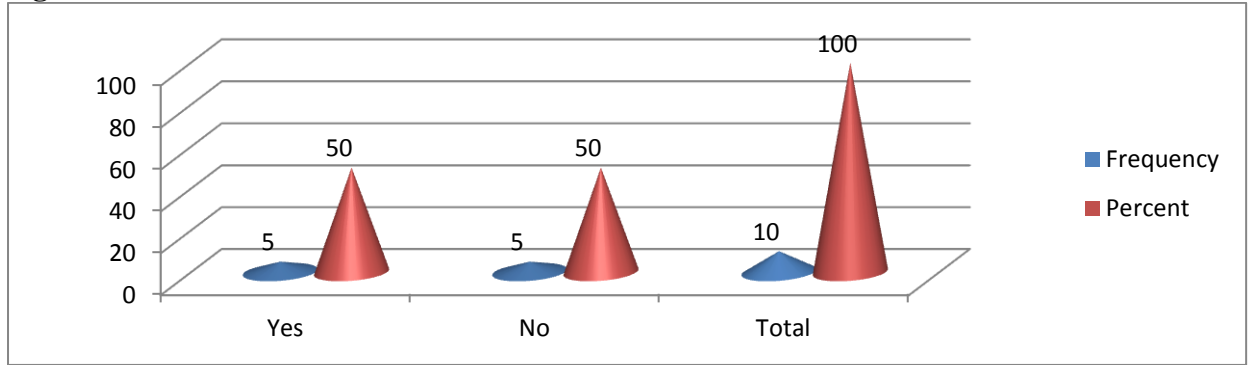


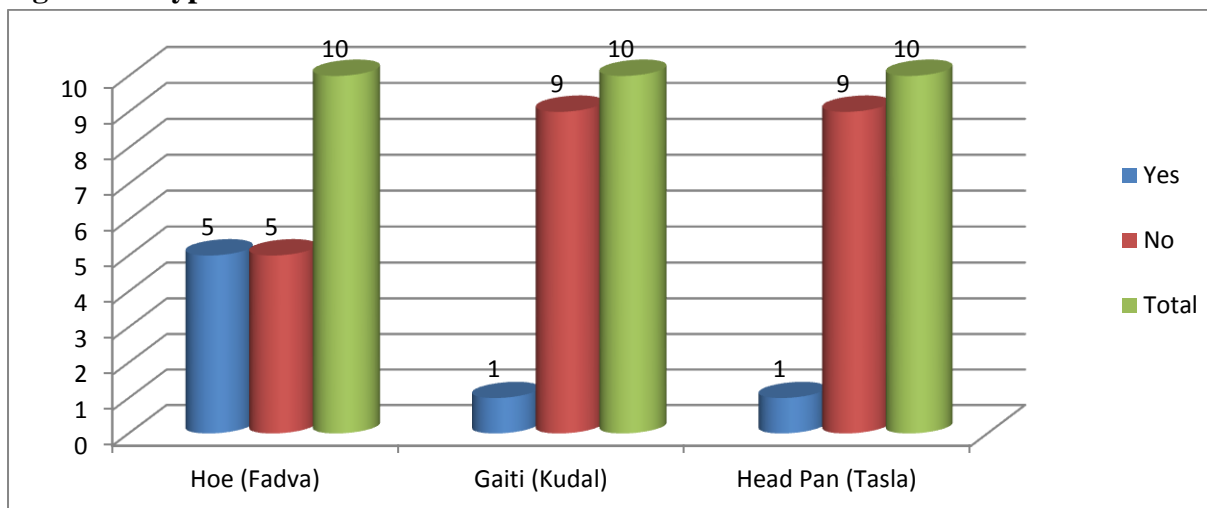
Table 3.7 reveals types of labour material provided and utilized by the rural labours under MGNREGA scheme. Below table shows that three type of particular labour material provided at worksites these are; Hoe, Gaiti and Head Pan.

**Table 3.7 Types of labour material provided at worksite**

Labour Material Provided	Yes	No	Total
Hoe (Fadva)	5	5	10
Gaiti (Kudal)	1	9	10
Head Pan (Tasla)	1	9	10

Source: Field Survey, 2016

**Figure 3.7 Types of Labour Material Provide at Worksite**



### 3.8 Shade facilities at the worksite:

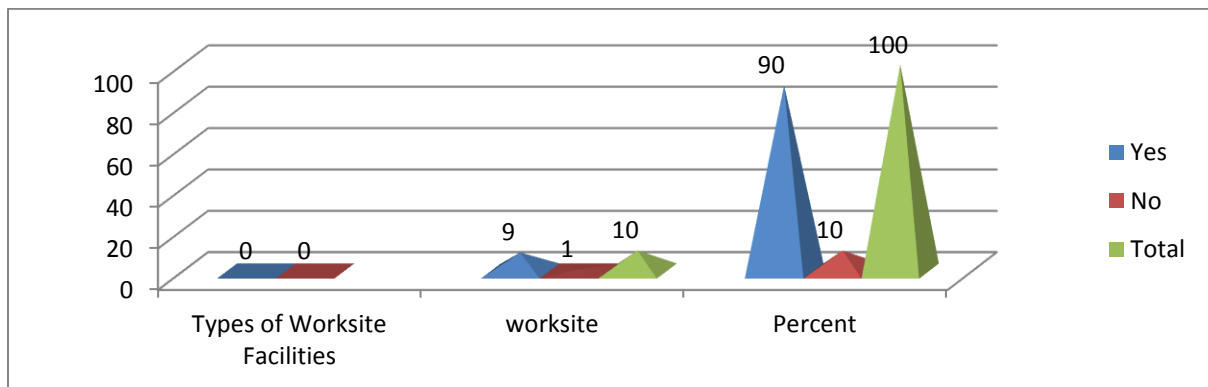
Table 3.8 shows the percentage of worksite with shade facilities for rest in order to make work easy for the workers. Data evidenced the fact that 90 percent of worksite has the same facilities and 10 percent worksites do not have facilities of shade. Shade facility is a significance facility in order to provide greater productivity to rural households comes under MGNREGA Act.

**Table 3.8 Worksite Available with Facilities**

Worksite Facilities	Types of Worksite Facilities	Worksite	Percent
Yes	Shade for periods of rest	9	90.0
No	Nil	1	10.0
Total	-	10	100.0

Source: Field Survey, 2016

**Figure 3.8 Worksite Available with Shade Facilities**



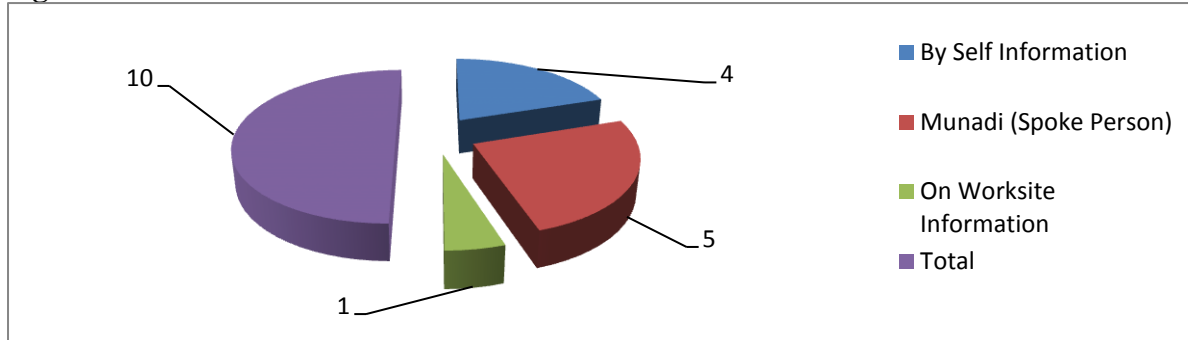
### 3.9 Methods of work information

Under the provision of MGNREGA, the Gram Panchayat should inform the rural labour regarding the work. From the viewpoint of the worksite, a question has been asked regarding work information to labour. Table 3.9 shows the methods for work information to labour under MGNREGA Scheme. Data shows that most of in formations were delivered by spoke person and followed by self-information and through worksite. Nevertheless, highest information was spread by spokesperson under MGNREGA act.

**Table 3.9 Method for Work Information to Labour**

Types of Information	Worksite	Percent
By Self Information	4	40.0
Munadi (Spoke Person)	5	50.0
On Worksite Information	1	10.0
Total	10	100.0

Source: Field Survey, 2016

**Figure 3.9 Method for work Information to Labour**

### 3.10 Employment in the worksite:

The present section highlights the pattern of employment in the worksite. It analyzes employment in the worksite by different social categories and gender. Table 3.10 reflects that majority of employment is shared by SC population. The proportion of the workforce in the worksite belonging to ST and General category is totally absent. The table also reflects that Road construction, Pond excavation and Kharanja (Laying Down) are the worksites where the majority of employment is concentrated.

**Table 3.10 Employment in Worksite**

Worksite	SC			ST			OBC			General		
	M	F	Total	M	F	Total	M	F	Total	M	F	Total
Drain	27	6	33	0	0	0	0	0	0	0	0	0
Rural Sanitation	22	6	28	0	0	0	0	0	0	0	0	0
Broomstick	22	6	28	0	0	0	2	1	3	0	0	0
Road	75	46	121	0	0	0	34	12	46	0	0	0
Pond Excavation	35	31	66	0	0	0	12	8	20	0	0	0
Kharanja (Laying Down)	40	8	48	0	0	0	3	1	4	0	0	0
Plantation	14	6	20	0	0	0	2	1	3	0	0	0
<b>Total=</b>	<b>235</b>	<b>109</b>	<b>344</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>53</b>	<b>23</b>	<b>76</b>	<b>0</b>	<b>0</b>	<b>0</b>

Source: Field Survey, 2016

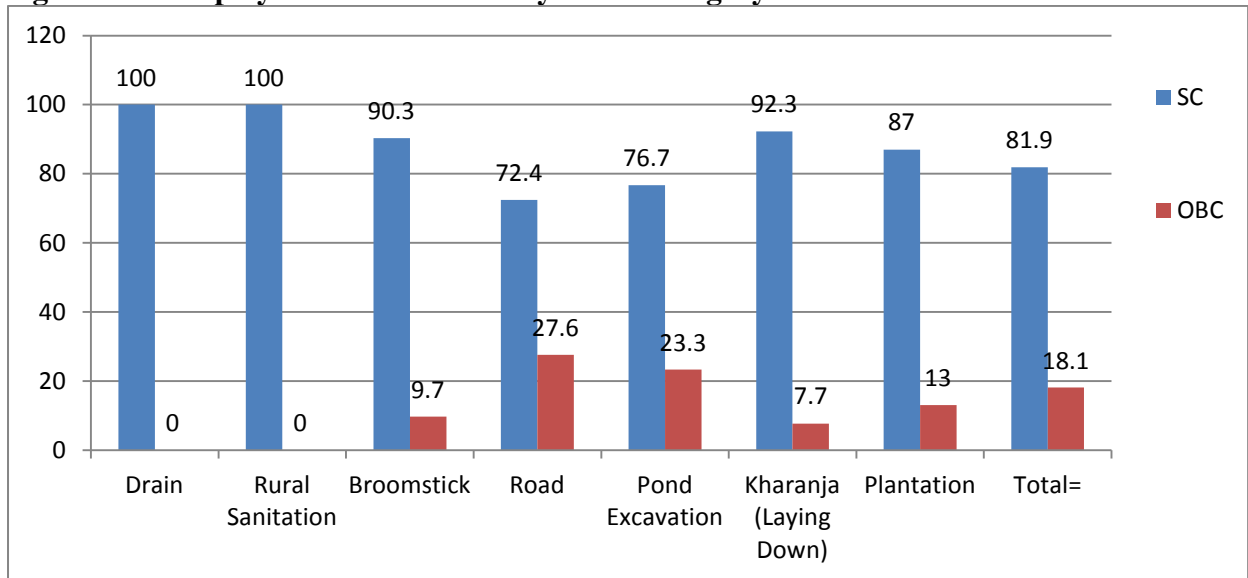
Table 3.11 reflects the proportion of workers by different social category. It reflects that 81.9% of workers belong to SC category and the rest 18.1% workers belong to OBC category. In worksites such as drainage work and rural sanitation, all workers belong to SC category.

**Table 3.11 Employment in Worksite by Social Category**

Worksite	SC	OBC	Total %
Drain	100	0	100
Rural Sanitation	100	0	100
Broomstick	90.3	9.7	100
Road	72.4	27.6	100
Pond Excavation	76.7	23.3	100
Kharanja (Laying Down)	92.3	7.7	100
Plantation	87	13	100
Total=	81.9	18.1	100

Source: Field Survey

**Figure 3.11 Employment in Worksite by Social category**



### 3.12 Workers by Gender:

Table 3.12 reflects number and percentage of workers by gender and socio category. It reveals that in all 68.3% workers belong to Scheduled Caste Male and rest 31.7% belong to Scheduled Caste Female. The proportion is almost the same across SC and OBC category.

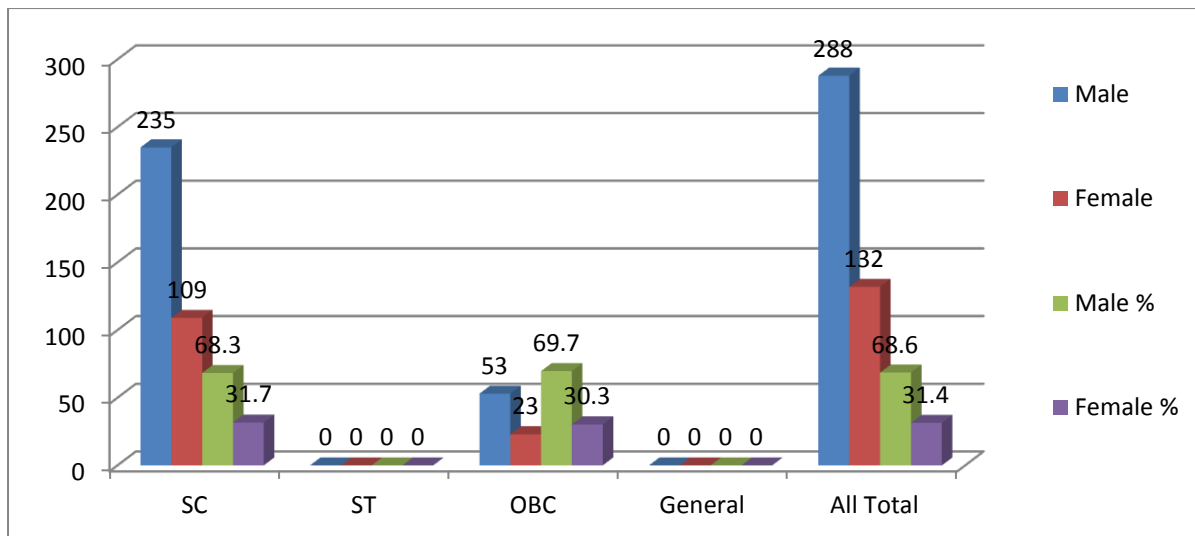
Thus, only as few proportion of a female in the study region of Jalaun district are female. Among a total of 10 worksites, only two worksites reported that there are same workers who are above the age of 60.

**Table 3.12 Workers by Gender**

Workers by Gender	Male	Female	Male %	Female %
SC	235	109	68.3	31.7
ST	0	0	0	0
OBC	53	23	69.7	30.3
General	0	0	0	0
All Total	<b>288</b>	<b>132</b>	<b>68.6</b>	<b>31.4</b>

Source: Field Survey, 2016

**Figure 3.12 Workers by Gender**



### 3.13 Conclusion:-

The present chapter analyzes the findings of 10 worksites surveyed in the present study. It reveals that majority of worksite have completed the work under MGNREGA. Most of the facilities, as per the provision under MGNREGA are not found, except shades for rest. For about half of the worksites, labour materials are being provided. Majority of workers in the worksite belong to scheduled caste. No worker from ST and General category is found. Female constituted only less than one-third of the total workers. The chapter concludes that even if worksite facilities are lagging behind, it could solve the purpose of providing employment to the majority of scheduled caste households.

## Chapter 4

### Socio-economic Status of Workers and Impact of MGNREGA

#### 4.1 Introduction:

The present study conducted in the Jalaun town/ block of Uttar Pradesh examined the impact of Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) on the socio-economic status of participants. Mahatma Gandhi National Rural Employment Guarantee Act in a noble programme initiated by Government of India to provide and guarantee for 100 days of employment to the unskilled laboures. In a context of persistent poverty and unemployment scenario various wage employment programmes like Crash Scheme for Rural Employment (CRSE), Food for Work Programme (FWP), Employment Assurance Scheme (EAS) Rural Landless Employment Guarantee Programme (RLEGP) etc. have been developed and introduced in the country for many years. In spite of these programmes, our country witnessed a declining growth rate of employment in rural areas, especially after globalization. The organized sector employment has declined significantly. Most of the workers are working in the informal sector, where the quality of employment is very low. The intention of the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) is to provide a basic employment guarantee in rural areas. It is expected to provide and guarantee employment to the unskilled workers and generates some kind of effective demand. The programme also aims at generating rural assets so that they could be used for generating more income in future in rural areas. Studies undertaken in the past (Saikia and Borah 2017) revealed that MGNREGA has improved the income of workers and created a greater degree of economic independence. It has also improved literacy, enhanced health care and improved consumption expenditure of the beneficiary households.

The present chapter analyzes the socio-economic characteristics of MGNREGA workers and studies the impact of MGNREGA on certain socio-economic characteristics like change in income and change in household assets. The chapter has been divided into three sections. First section studies the household particular like gender, social category etc. second section deals with socio-economic change characteristics of MGNREGA workers. And the third section examines the impact of MGNREGA.

## 4.2 Section 1 Households Particular:

Using structured questionnaire of 100 household Jalaun district the present section highlights the household particular like gender, socio-economic category, religion and type of household by APL, BPL, and Antyodaya.

### 4.2.1 Gender wise Distribution of Household

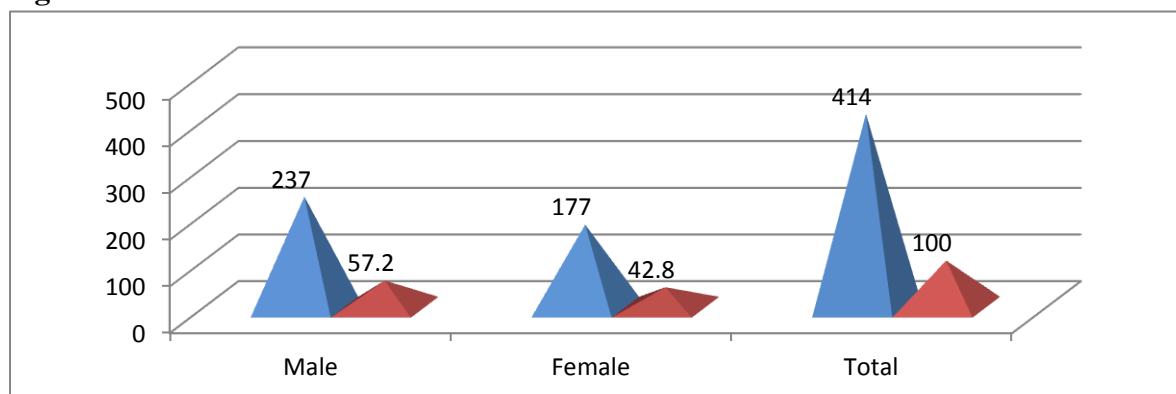
Table 4.2.1 presents the distribution of selected samples according to gender, and it is found that a number of male workers are more as compared to the female. Male workers cover 57.2 percent of selected samples of household and female worker participants under MGNREGA conceals only 42.8 percent of total workers. Data clearly indicates the higher proportion of male workers over female in MGNREGA scheme.

**Table 4.2.1 Gender wise Distribution of Households**

Gender	Population	Percent
Male	237	57.2
Female	177	42.8
Total	414	100.0

Source: Field Survey, 2016

**Figure 4.2.1 Gender Wise Distribution of Households**



### 4.2.2 Social Category wise Distribution of Workers

Table 4.2.2 below, explains data associated with the allocation of selected sample households by social category. Table depicts that majority of selected sample are under the SCs category as it constitutes the 78 percent. OBCs category covers 21 percent and lowest distribution of population are found under the general category. Percentage of population

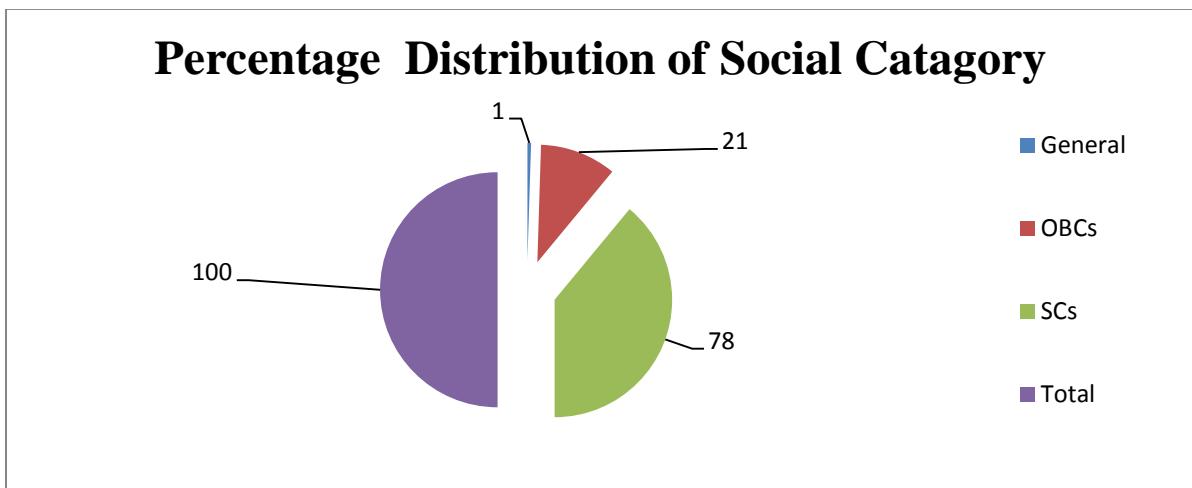
distribution under OBCs social category is revealing moderate distribution of population in comparison with SCs. Only 1 household belong to general category.

**Table 4.2.2 Social Category wise Distribution of Workers**

Social Category	Labour	Percent
General	1	1.0
OBCs	21	21.0
SCs	78	78.0
Total	100	100.0

Source: Field Survey, 2016

**Figure 4.2.2 Social Category wise Distribution of Workers**



#### 4.2.3 Religion wise Distribution of Workers

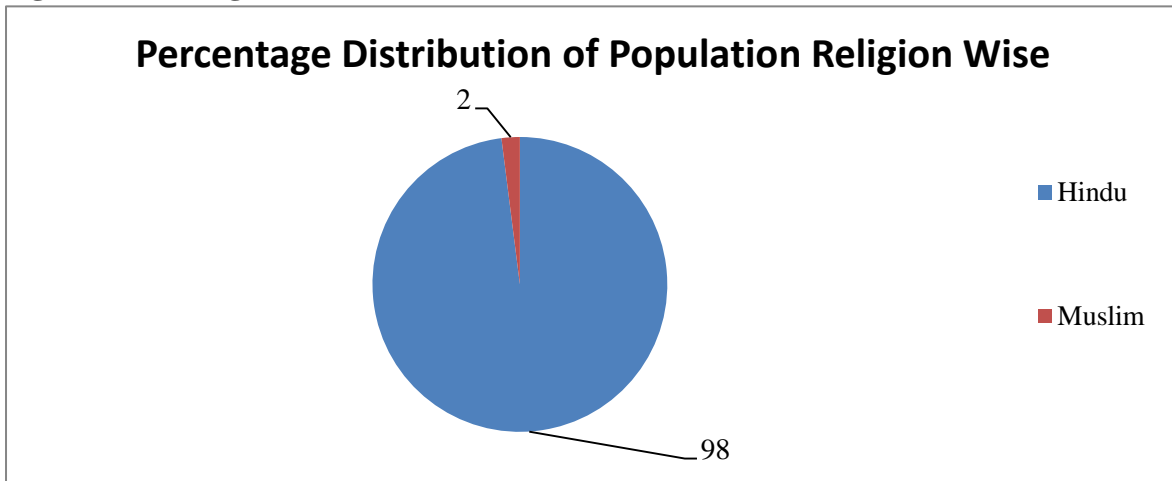
Table 4.2.3 shows data related to religion wise distribution of selected samples household, and the table shows that majority of workers belong to Hindu religion, as it covers 98 percent of sample. Only 2 percent population from selected samples comes under Muslim religion. Hence it is evidenced that labour or workers comes under MGNREGA scheme dominated by Hindu population.

**Table 4.2.3 Religion wise Distribution of Workers**

Religion	Population	Percent
Hindu	98	98.0
Muslim	2	2.0
Total	100	100.0

Source: Field Survey, 2016

**Figure 4.2.3 Religion wise Distribution of Workers**



#### **4.2.4 Distribution of Household by Economic Status**

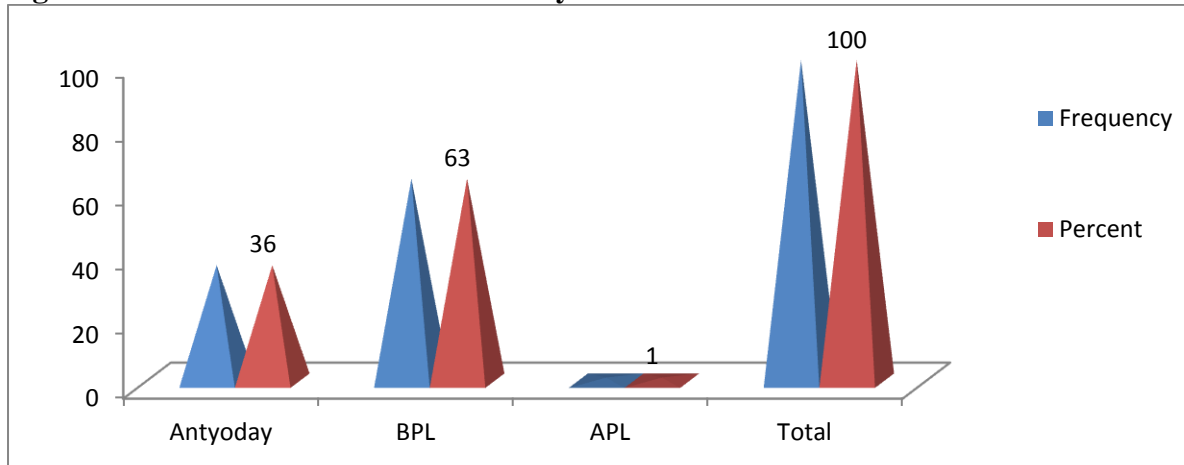
Table 4.2.4 analyzes distributions of households among different category by economic status such, as Antyoday, BPL, and APL. It is clear from the table that majority of workers found under BPL category as it covers 63 percent of total households surveyed while Antyoday category of households conceals around 36 percent of total selected samples. There is only one percent of total households comes under MGNREGA representing in APL category. Thus, it is clear from data that workers under MGNREGA are mostly from poor background comprising in the BPL category.

**Table 4.2.4 Distribution of Household by economic status**

<b>Economic Status</b>	<b>Household</b>	<b>Percent</b>
Antyoday	36	36.0
BPL	63	63.0
APL	1	1.0
Total	100	100.0

**Source:** Field Survey, 2016

**Figure 4.2.4 Distribution of Household by Economic Status**



### 4.3 Socio-Economic Characteristics of Households

Socio-economic characteristics of household which include education, health, income and employment reflect their standard of living. Any government programme whether it is employment generations or social security measures target to improve the socio-economic status of beneficiary households. MGNREGA is a programme which aims at providing and generating employment to the unskilled labour to improve their standard of living. This section highlights some of important socio-economic characteristics of households.

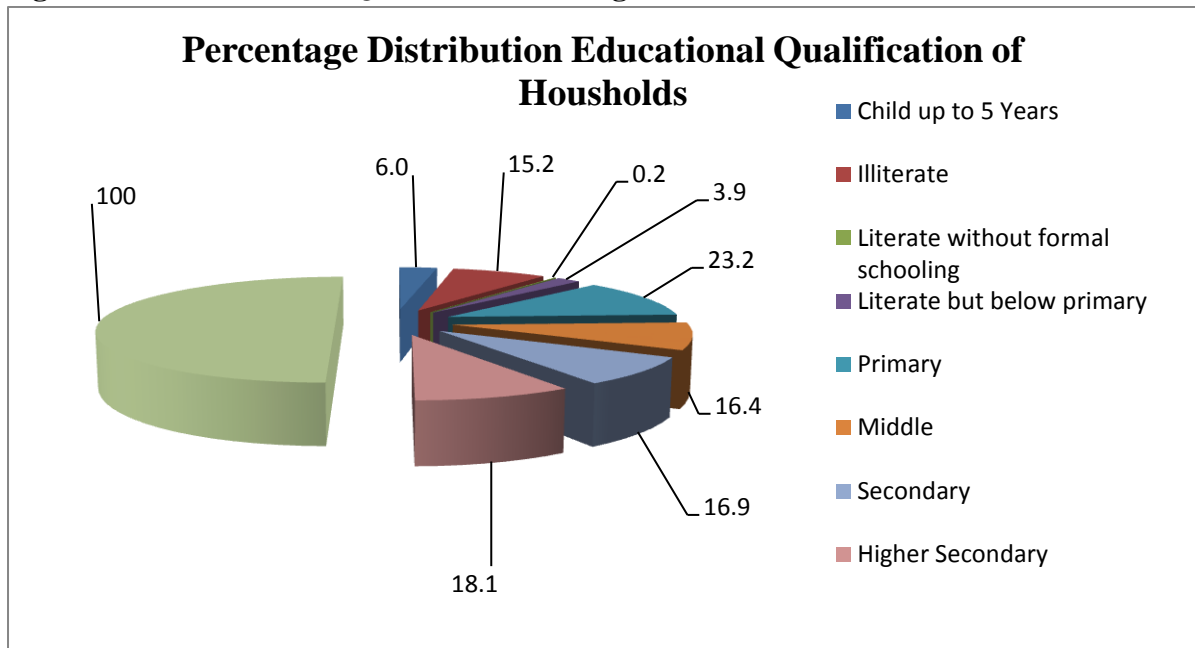
Table 4.3.1 analyses data for education status of selected sample households. Education status is divided into eight categories, which make possible to classify population with the respective category. Data revealed that highest percentage of households appear in the fifth category which comes under primary education as it comprises around twenty-three percent of total households. Least percent of households found under the ‘literate without formal schooling’ as it constitutes only 0.2 percent of total households. Middle and secondary educational qualification constitute almost equal percent of households i.e. around 16 percent. Illiterate households conceal around 15.2 percent of total selected samples. Literate but below primary educational level comprises around 4 percent of total households while higher secondary educational qualification covers 18.1 percent. Inference drawn from the above data is that households under MGNREGA scheme are not having good educational qualification level as most of the households found only in primary group as compared to other educational segments.

**Table 4.3.1 Educational Qualification among Households**

Qualification	Population	Percent
Child up to 5 Years	25	6.0
Illiterate	63	15.2
Literate without formal schooling	1	0.2
Literate but below primary	16	3.9
Primary	96	23.2
Middle	68	16.4
Secondary	70	16.9
Higher Secondary	75	18.1
<b>Total</b>	<b>414</b>	<b>100.0</b>

Source: Field Survey, 2016

**Figure 4.3.1 Educational Qualification among Households**



### 4.3.2 Distribution of Expenditure on Education

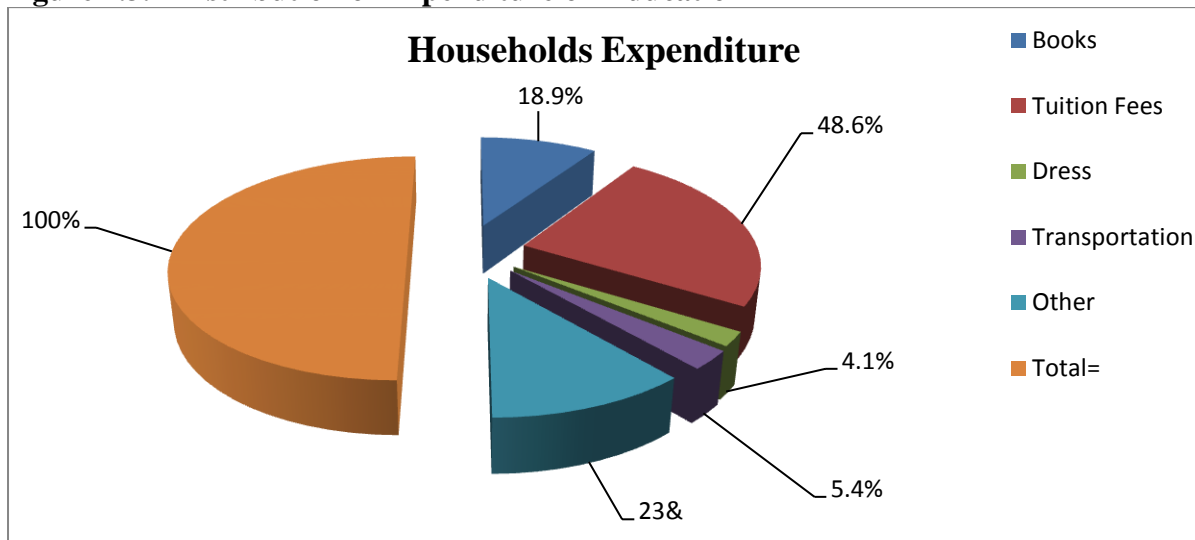
Table 4.3.2 explicates kind of educational expenditure in terms of expenditure on books, tuition fees, dress, and transportation. It has been found that 76 percent of household reported expenditure on education. Highest proportion of expenditure was incurred on tuition fees i.e. 48.6% followed by other expenditure i.e. 22.9%. About 18 percent households spend on books and stationary. A few household have reported expenditure on dress and transportation.

**Table 4.3.2 Households Expenditure on Education**

Expenditure	Households Reported	Percent of Household Reported
Books	14	18.9
Tuition Fees	36	48.6
Dress	3	4.1
Transportation	4	5.4
Other	17	23
Total=	74	100.0

Source: Field Survey, 2016

**Figure 4.3.2 Distribution of Expenditure on Education**



### 4.3.3 Health Status of Household

Almost all household reported having faced some health related problems. Expenditure on health, therefore, constituted major item in their total expenditure. In the present study, almost all households reported expenditure on health. However, 2% household reported to have spent on health insurance policy.

### 4.3.4 Occupational Structure of Household

Occupations of household are a very important indicator of economic position. Among 100 households surveyed in the present study, there are 414 members present in the household. The contribution of occupation among these members has been depicted below in table 4.3.4. In order to understand occupational structure among households, occupational structure classified in seven groups. Highest percent of members found in the 'student' group as it comprises of 43.5 percent of total household members. Casual workers including

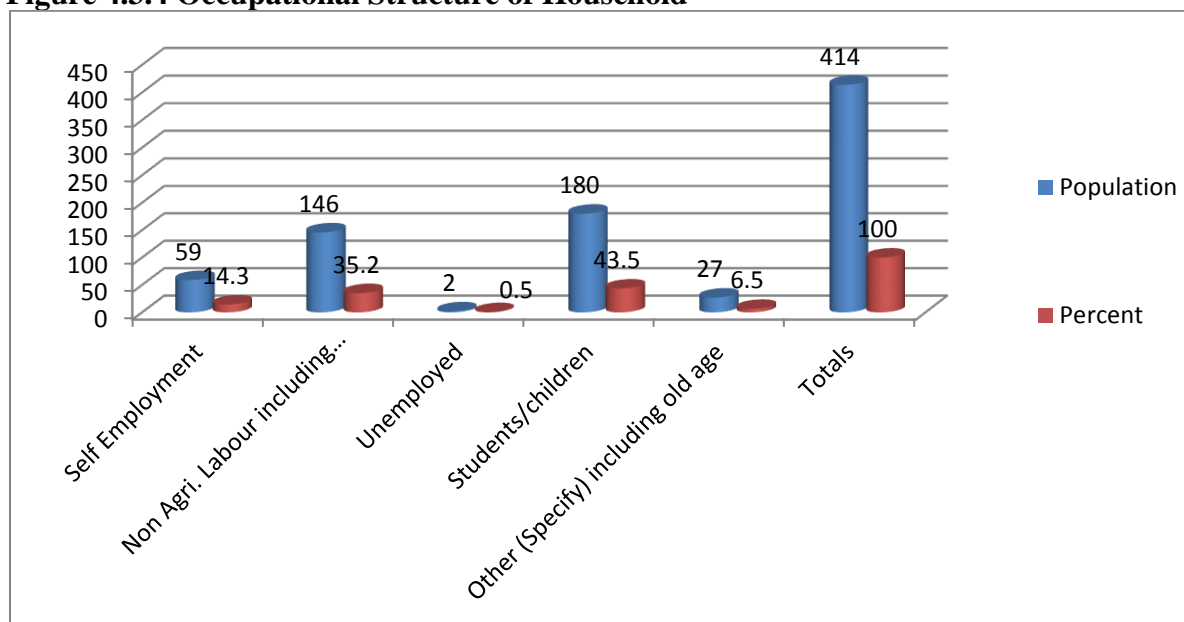
both agriculture labour and non-agriculture labour and cultivator as occupational structure is in second position and it comprises of 35.2 percent of the total household member. In the same chronological order after casual labour, self-employment, constitute 14.3% workers and other categories including old age and disable constituted 6.5 percent of the total member. It thus reveals that majority of workers are casual workers and self-employed workers.

**Table 4.3.4 Occupational Structure of Household**

Occupational	Population	Percent
Self Employment (non-agriculture)	59	14.3
Non-Agri. Labour including Cultivation	146	35.2
Unemployed	2	.5
Students/children	180	43.5
Other (Specify) including old age	27	6.5
Totals	414	100.0

Source: Field Survey, 2016

**Figure 4.3.4 Occupational Structure of Household**



#### 4.3.5 Employment Days of Causal Workers

It has been seen above that majority of workers is in the category of casual worker. The number of days of employment they worked in a year has been depicted in table 4.3.5. It has

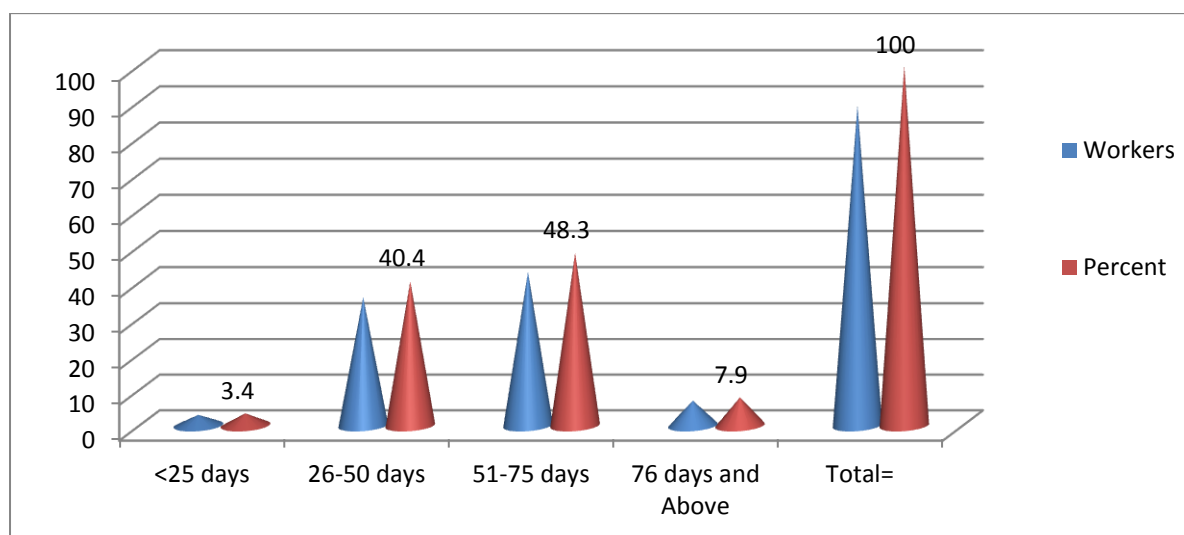
been seen that 48.3 percent casual workers are working about 51 to 75 days in a year. This is followed by 26 days to 50 days for 40.4 percent of workers. Only 7.9 percent workers are getting employment for 76 days and above. As per the field survey, the rate of wages varies between Rs. 150 to Rs. 300/- per day. In the case of agricultural labour, the wages paid per day about Rs. 150 to Rs. 200. But in case of skilled workers in construction, wages varies between Rs. 200 to Rs. 300/- per day. Thus, it indicates huge shortages of unskilled employment in the study regions. MGNREGA, therefore, has a greater role to play to provide employment to their workers.

**Table 4.3.5 Employment Days of Causal Workers**

Employment Days	Workers	Percent
<25 days	3	3.4
26-50 days	36	40.4
51-75 days	43	48.3
76 days and Above	7	7.9
Total=	89	100.0

Source: Field Survey, 2016

**Figure 4.3.5 Employment Days of Causal Workers**



#### 4.3.6 Types of Wage Labour

Table 4.3.6 reflects the types of wages labour of the household. It reflects that 93 percent of workers are working as casual labour in agriculture and other casual work as construction

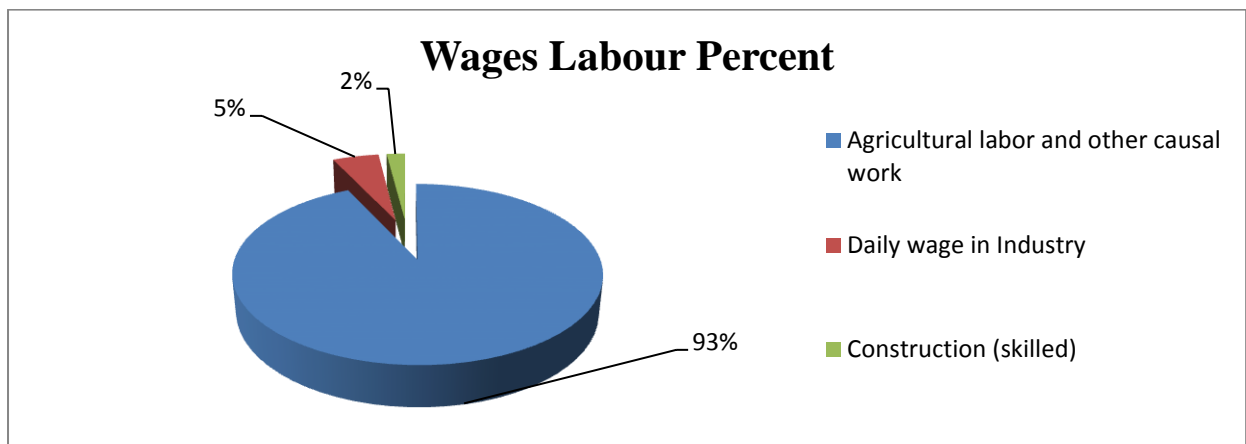
workers etc. 5 percent work as a daily wage earner in the industry. And only 2 percent work on skilled workers whose wage rate remains somewhat higher.

**Table 4.3.6 Types of Wage Labour**

Type of work	Percent
Agricultural labour and other casual work	93
Daily wage in Industry	5
Construction (skilled)	2

Source: Field Survey, 2016

**Figure 4.3.6 Types of Wage Labour**



#### 4.3.7 Monthly Income of Workers

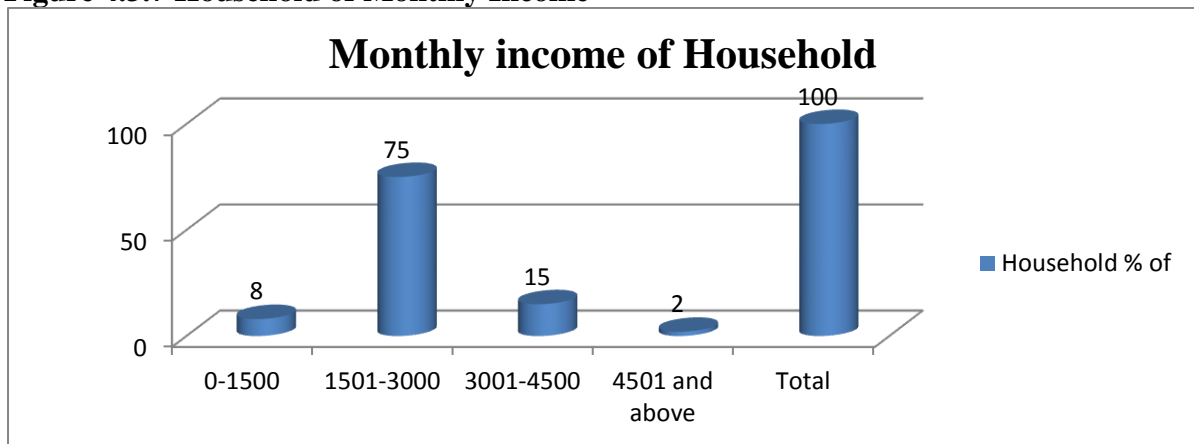
Table 4.3.7 classified households in different incomes groups. It may be seen from the table that three-fourth of households are earning monthly income in the range of Rs. 1501 to Rs. 3000. 8 percent households are earning income only less than Rs. 1500 P.M. Range of income Rs. 4501 and above constituted only two percent of total households. It is thus clear that majority of households are poor, who are earning even less than Rs. 3000/- per month.

**Table 4.3.7 Household Monthly Income**

Segment of Income	Household % of
0-1500	8
1501-3000	75
3001-4500	15
4501 and above	2
Total	100

Source: Field Survey, 2016

**Figure 4.3.7 Household of Monthly Income**



#### **4.3.8 Agriculture Land and Income from Agriculture**

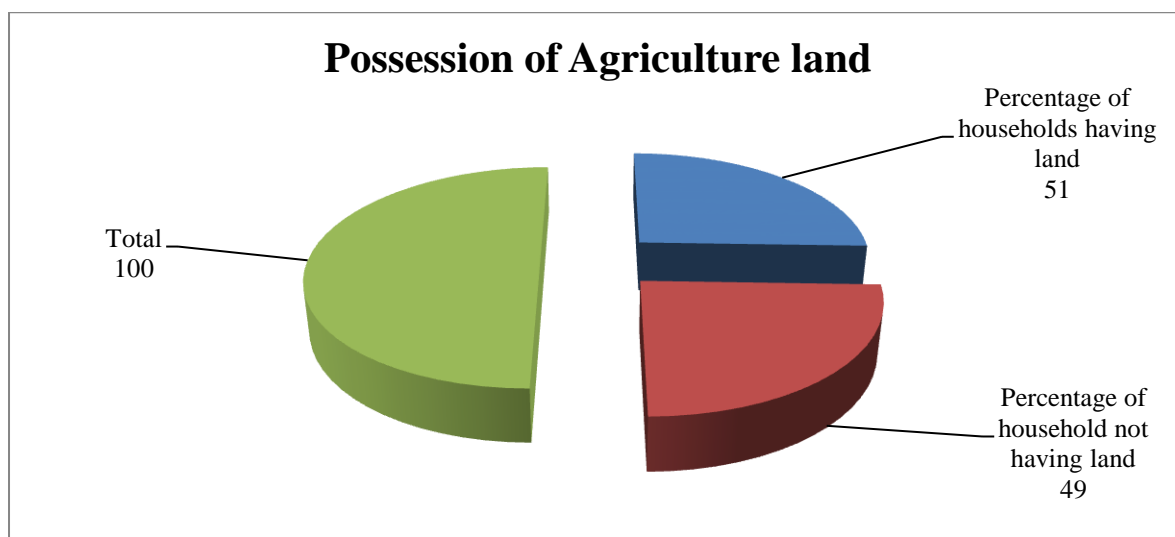
Agriculture land happens to be an important source of income. Nearly half of the households have same agriculture land. As many as 49 percents of the household do not have any agriculture land. Rice and Wheat are two main crops grown by farmer households. Most of the farmers are growing those crops for self-consumption. Table 4.3.8 reflects the percent of a household having land.

**Table 4.3.8 Agriculture Land and Income from Agriculture**

Possession of Agriculture land	
Percentage of households having land	51
Percentage of household not having land	49
Total	100

Source: Field Surveys, 2016

**Figure 4.3.8 Agriculture Land and Income from Agriculture**



#### **4.3.9 Income from Agriculture**

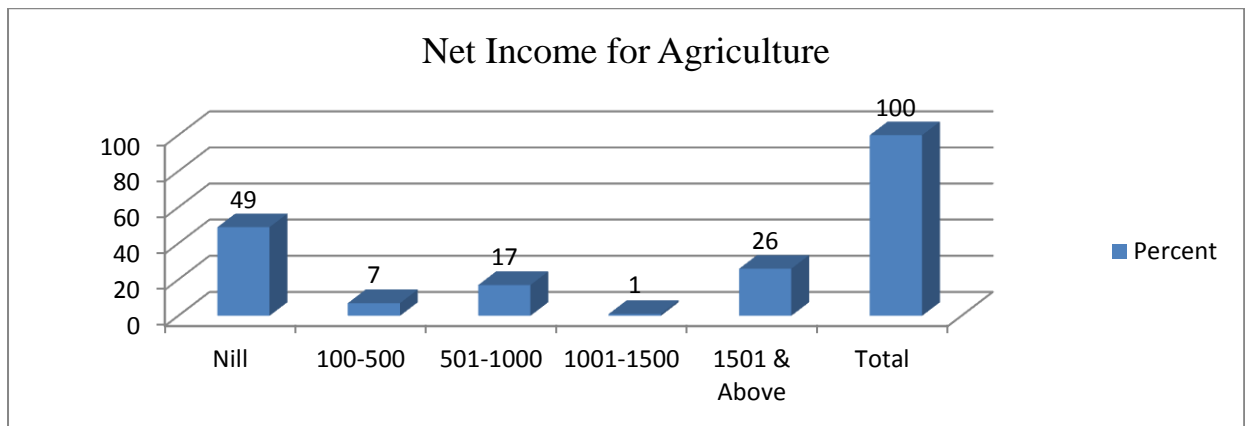
As has been said most of the farmers cultivate for self-consumption. However, the net income from agriculture has been estimated by reducing the cost of inputs from a gross product from agriculture. The distribution of net income from agriculture is depicted in table 4.3.9. It has been seen that 26% of households having land earns more the Rs. 1500 per month. 17 percent household's earned between Rs. 500 to Rs.1000 per month. 7 percent household earned between Rs. 100 to Rs. 500 per month from agriculture land. Thus, income from agriculture in quite less.

**Table 4.3.9 Income from Agriculture**

<b>Net Income for Agriculture (Rs. Per Month)</b>	<b>Percent</b>
Nil	49
100-500	7
501-1000	17
1001-1500	1
1501 & Above	26
Total	100

**Source:** Field Survey, 2016

**Figure 4.3.9 Income from Agriculture**



#### 4.3.10 Monthly Expenditure of the Household

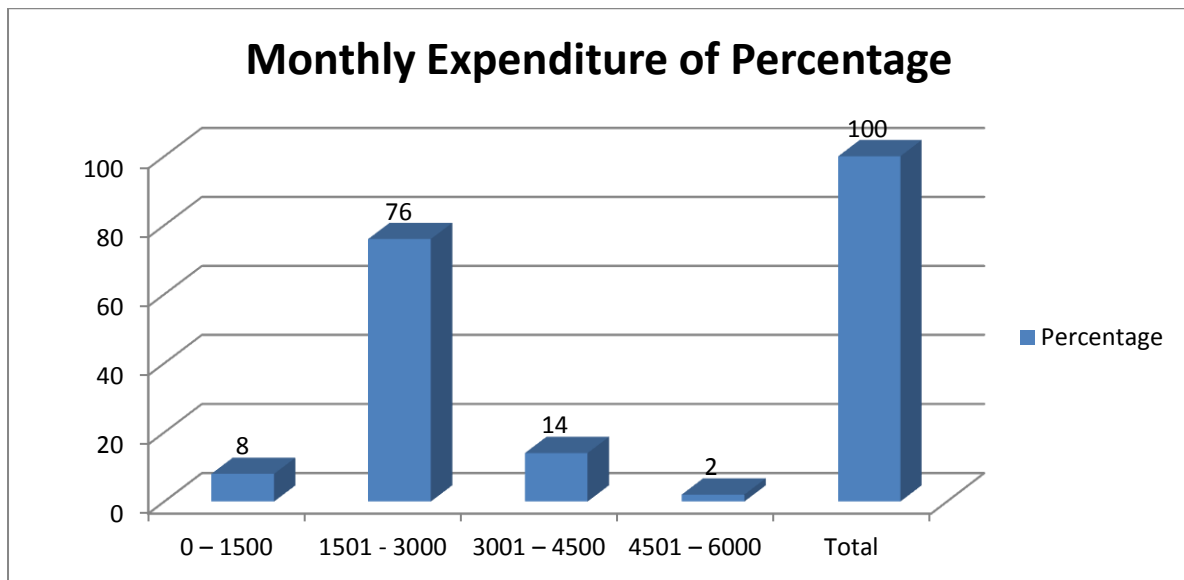
Table 4.3.10 flaunts monthly expenditure of selected samples of households in different range of expenditures. It exhibits that maximum number of households have been observed in the expenditure range of Rs.1501 to Rs. 3000. Around 76 households come under this category of expenditure, that is majority of households have been captured by this category of expenditure while least number of households (only 2 percent) have been coming under the expenditure category of Rs. 4501 to Rs. 6000. 14 households come under the range of Rs.3001 to Rs.4500. of monthly expenditure. The report of expert group to review the methodology for measurement of poverty chaired by Dr. C. Rangarajan, identifies family below poverty line whose monthly consumption expenditure comes within Rs. 4860 in rural areas. In the present study, under this criteria, about 98 percent households are under poverty line. It has however, been made clear earlier in the socio-economic background of selected households that, except one sample, the rest are in the poverty line. Among them 36 percent households are Antyoday families. Thus almost all participants or beneficiaries in the present scheme i.e. the selected households of Jalaun district are poor.

**Table 4.3.10 Monthly Expenditure of the HHs**

Monthly Expenditure	Household	Percentage
0 – 1500	8	8.0
1501 - 3000	76	76.0
3001 – 4500	14	14.0
4501 – 6000	2	2.0
Total	100	100

**Source:** Field Survey, 2016

**Figure 4.3.10 Monthly Expenditure of the HHs**



#### 4.3.11 Expenditure of Household by Consumption Items

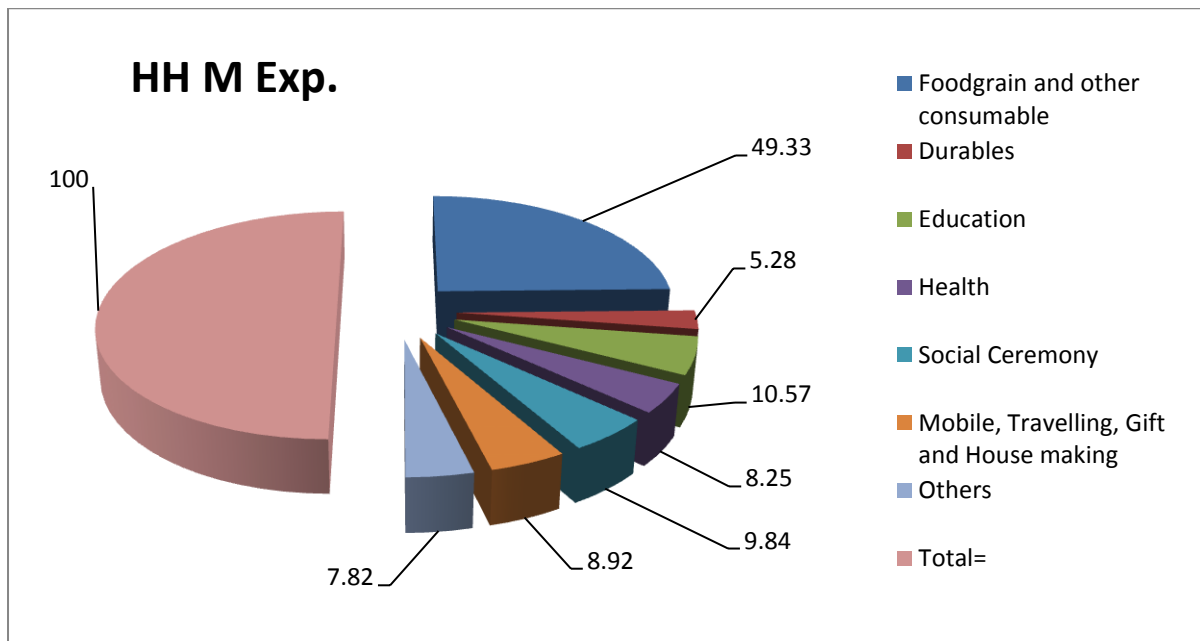
Table 4.3.11 describes monthly expenditure of households. On an average a household spend about Rs. 1900 per month. Maximum percentage of expenditure comes from food grains and other consumable which account for about half of total expenditure. On an average, a household spends Rs. 934 per month on food grain which constitute about half of total household expenditure. This is followed by expenditure on education (10.6%), social ceremony (9.8%). The expenditure on mobile, travelling, gift and house making constitute about 9 percent of total household spending.

**Table 4.3.11 Expenditure of Household by Consumption Items**

Expenditure Types	HH M Exp. (Rs.)	Percentages
Foodgrain and other consumable	934.6	49.33
Durables	100.1	5.28
Education	200.2	10.57
Health	156.3	8.25
Social Ceremony	186.3	9.84
Mobile, Travelling, Gift and House making	169.0	8.92
Others	148.1	7.82
Total=	1894.6	100.00

**Source:** Field Surveys, 2016

**Figure 4.3.11 Expenditure of Household by Consumption Items**



**4.3.12 Saving and Loan Status of Household**

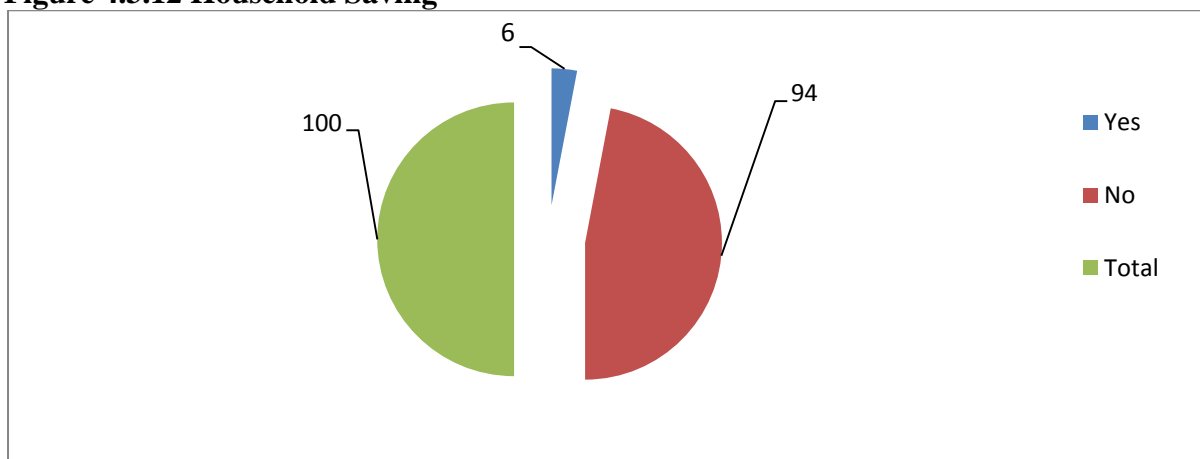
Table 4.3.12 shows saving pattern of the selected households. There are 94 percent of selected samples who do not have or generating any type of saving. Only 6 percent of households save their money from their regular income.

**Table 4.3.12 Household Saving**

Saving	Household	Percent
Yes	6	6.0
No	94	94.0
Total	100	100.0

Source: Field Survey, 2016

**Figure 4.3.12 Household Saving**



### 4.3.13 Annual Saving of Household

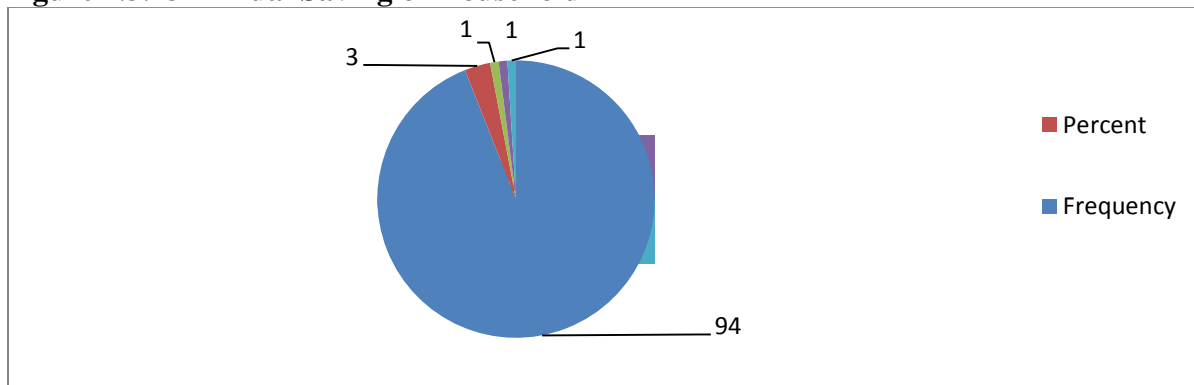
Table 4.3.13 shows annual saving of households. Data shows that 94 percent of total households have zero annual saving. Only as 3 percent of households have saving in the range of up to Rs. 2000 per annum. And, the rest one percent household each have a saving range of Rs. 2001 to Rs. 4000, Rs. 4001-6000, and Rs. 6001 and above respectively.

**Table 4.3.13 Annual Saving of Household**

Annual Saving	Household	Percent
No Saving	94	94.0
1-2000	3	3.0
2001-4000	1	1.0
4001-6000	1	1.0
6001 & Above	1	1.0
Total	100	100.0

Source: Field Survey, 2016

**Figure 4.3.13 Annual Saving of Household**



### 4.3.14 Loan Status of Household

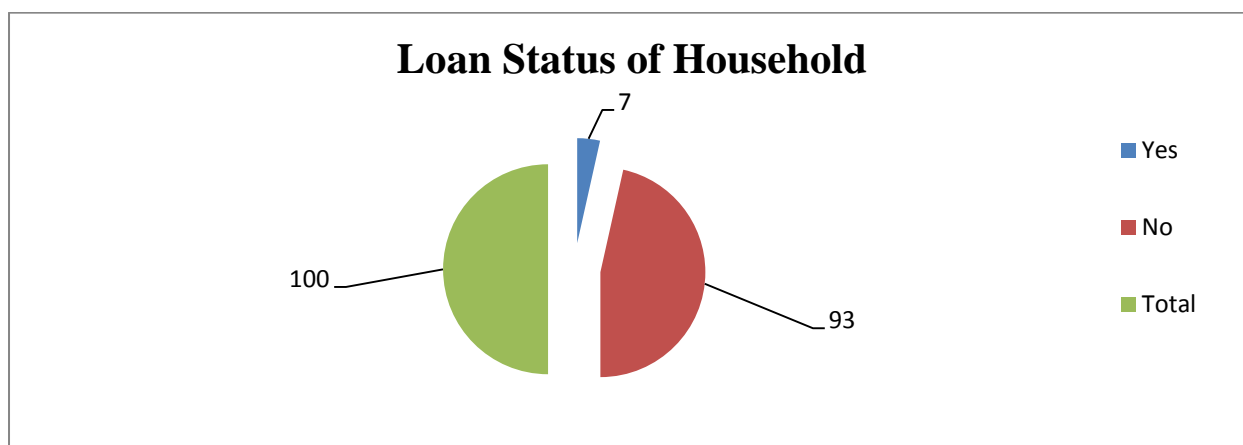
Table 4.3.14 explains loan facilities taken by households. Data shows that only 7 percent household's loan has taken formal loan. Rest 93 percent of households are those who did not take any formal loan.

**Table 4.3.14 Loan Status of household (Formal Loan)**

Loan Taken	Household	Percent
Yes	7	7.0
No	93	93.0
Total	100	100.0

Source: Field Survey, 2016

**Figure 4.3.14 Loan Status of Household (Formal Loan)**



### 4.3.15 Purpose of Loan Facility

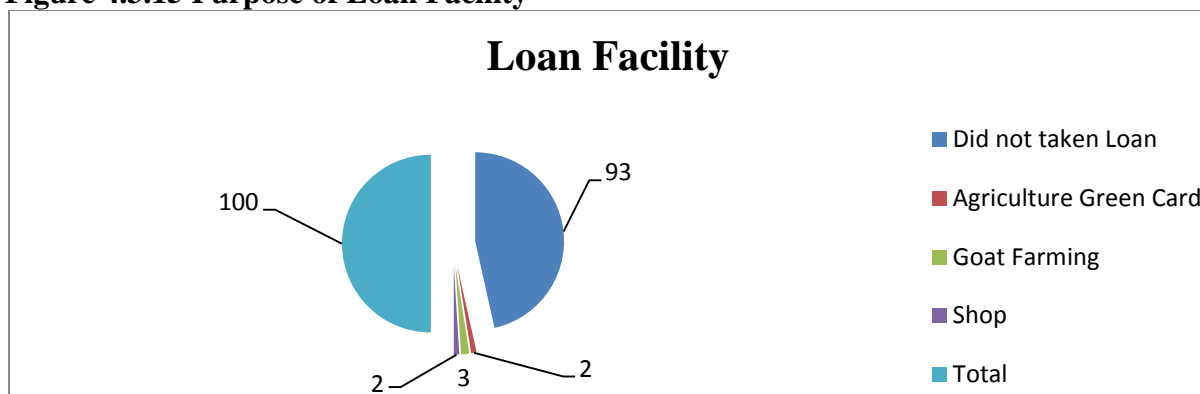
Table 4.3.15 explores purpose of the loan by the households who have taken a formal loan. Households taking for agriculture green card and goat farming constituted 2 percent and 3 percent respectively. Two percent of household have taken a loan for opening shop.

**Table 4.3.15 Purpose of Loan Facility**

Loan Holder of HHS	Household	Percent
Did not taken Loan	93	93.0
Agriculture Green Card	2	2.0
Goat Farming	3	3.0
Shop	2	2.0
Totals	100	100.0

Source: Field Survey, 2016

**Figure 4.3.15 Purpose of Loan Facility**



#### 4.4 Implementation of MGNREGA in the study region and its impact

The Mahatma Gandhi National Rural Employment Guarantee Act provides a guarantee of 100 days unskilled employment to each of rural households. It is a demand based work. The households who require job has to demand work and on that basis, job card will be issued to them. The implementing agency needs to generate awareness among the job seekers. The present section highlights several aspects of the implementation of the programme and some of the possible impacts of MGNREGA in the study region for selected households.

##### 4.4.1 Sources of Awareness

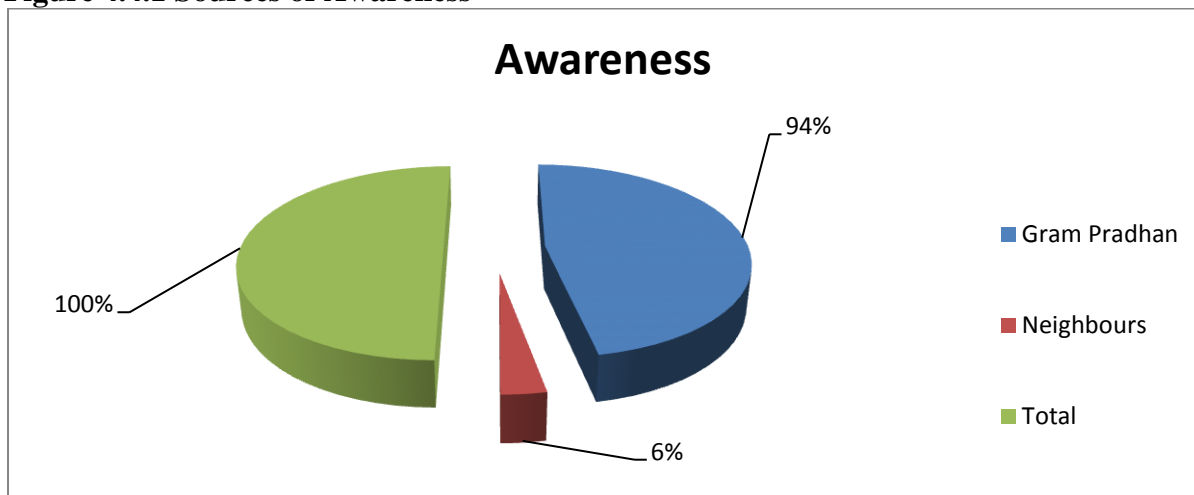
MGNREGA is centrally sponsored scheme in order to provide employment to rural unemployed; hence the aspect of awareness is equally important in galvanizing the efficient working of MGNREGA. Table 4.4.1 explains the sources of awareness for MGNREGA. The sources of MGNREGA are Gram Pradhan and Neighbors. Data shows that percentages of Gram Pradhan as a mean of spreading awareness is more effective. Second source is neighbors, from whom, only 6 percent households got awareness about the scheme.

**Table 4.4.1 Sources of Awareness**

Awareness	Household	Percent
Gram Pradhan	94	94.0
Neighbours	6	6.0
Total	100	100.0

Source: Field Survey, 2016

**Figure 4.4.1 Sources of Awareness**



#### 4.4.2 Duration of Applications and Job

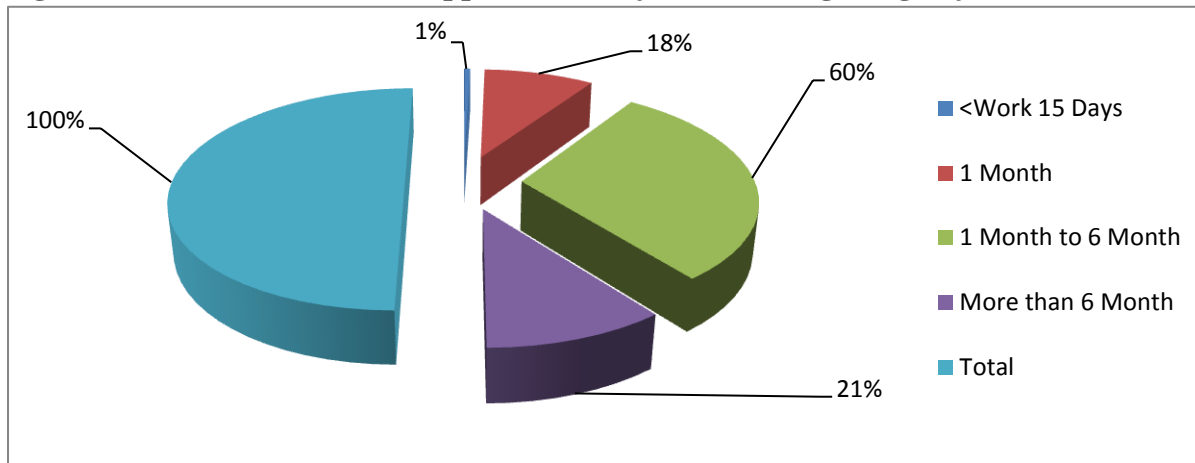
Table 4.4.2 explores some information about the duration between applications for job card and getting of job card under MGNREGA scheme. It could be seen that for 60 percent households, it required one month to six months to obtain a job card. For 21 percent households, it took more than 6 months. For only 1 percent household, it took only less than 15 days to get the job card.

**Table 4.4.2 Duration between Application for Job Card and getting of Job Card**

Duration	Percent
Less than 15 Days	1.0
1 Month	18.0
1 Month to 6 Months	60.0
More than 6 Months	21.0
Total	100.0

Source: Field Survey, 2016

**Figure 4.4.2 Duration between application for job card and getting of job card**



#### 4.4.3 Duration between Job Card Date and Availability of actual Job

Table 4.4.3 below explains the gap between getting job card and availability of actual job under MGNREGA scheme. Duration of 1 month to 6 months conceals the highest percent of total households in having job card and getting an actual job under MGNREGA scheme. It also depicts in the table that there is a little stretch in getting a job on time as they get job card soon and it is evidenced that only 3 percent of households are getting job card and actual job within fifteen days. Only 13 percent of households are getting an actual job within one 1 month and 22 percent of households are those households who have a maximum

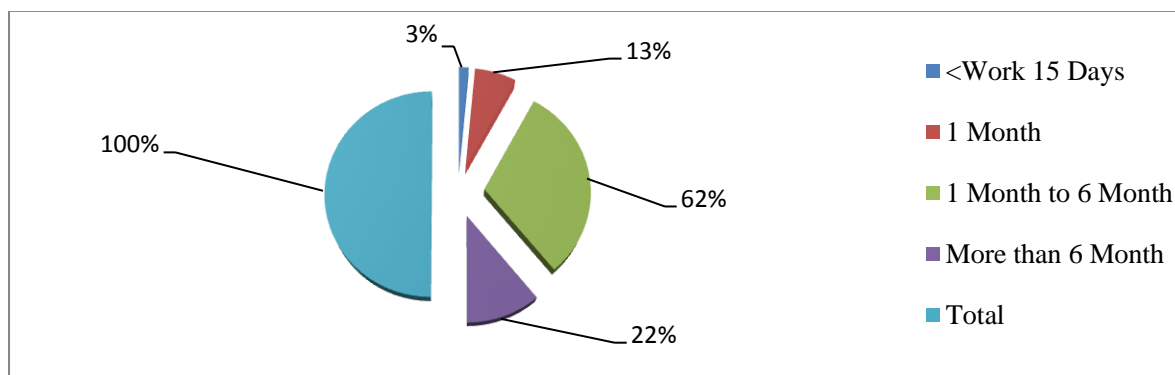
duration in converting their job card in the actual job, i.e. more than six months. It is therefore unfortunate that it has taken a long time in order to provide actual physical work or job to the rural populace in a reasonable time in Jalaun. Working on MGNREGA scheme is comprehensively clear the fact that the governance aspect behind the effectiveness of scheme is lacking in the overall implementation of MGNREGA scheme.

**Table 4.4.3 Duration between Job Card Date and Availability of actual Job**

Duration	Households	Percent
<Work 15 Days	3	3.0
1 Month	13	13.0
1 Month to 6 Month	62	62.0
More than 6 Month	22	22.0
Total	100	100.0

Source: Field Survey, 2016

**Figure 4.4.3 Duration between Job Card Date and Availability of actual Job**



#### 4.4.4 MGNREGA Working Days in a Year

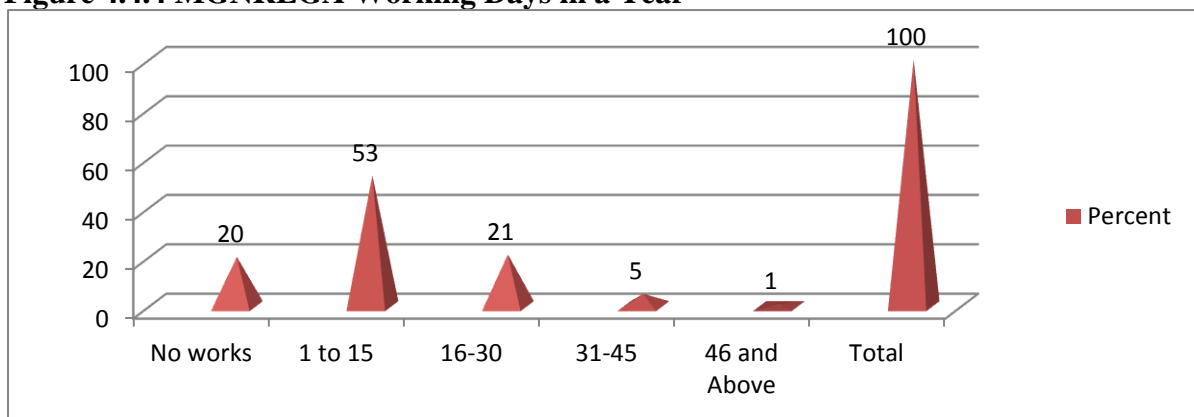
Table 4.4.4 explains MGNREGA's working days in a year. Around 53 percent of households worked for 1 to 15 days in a year. 21 percent of households worked for 16 to 30 days. Only 5 percent household worked about 31 to 45 days in a year. There is only 1 percent household who have worked 46 days and above in a year. It thus appears that the working days for majority of household are very small.

**Table 4.4.4 MGNREGA Working Days in a Year**

Days	Household	Percent
No Work	20	20.0
1-15	53	53.0
16-30	21	21.0
31-45	5	5.0
46 and Above	1	1.0
Total	100	100.0

Source: Field Survey, 2016

**Figure 4.4.4 MGNREGA Working Days in a Year**



#### 4.4.5 The Impact of MGNREGA

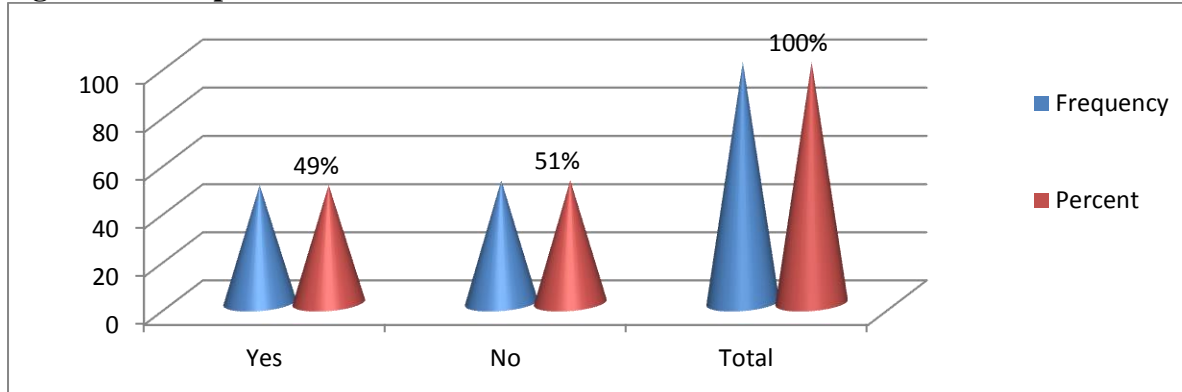
The impact of MGNREGA is seen by using three indicators: Firstly; perception of households on the changes in their income, secondly; changes in household asset and thirdly; improvement in the children education. Table 4.4.5, 4.4.6 and 4.4.7 reflect the changes in those indicators. Table 4.4.5 reflects the changes in income of households, which makes clear that nearly half of households' perceived that due to work in MGNREGA, their household income has improved. And, for 51 percent household, it did not have any impact.

**Table 4.4.5 Improvement in the Household Income**

Income Status	People	Percent
Yes	49	49.0
No	51	51.0
Total	100	100.0

Source: Field Survey, 2016

**Figure 4.4.5 Improvement of Household Income**



#### 4.4.6 Changes in Household Assets

Table 4.4.6 depicts the changes in the type of household assets before and after MGNREGA. It seems that there are only little changes in the type of assets after MGNREGA. A change or improvement in assets seen in the case of Buffalo, (one) Cow (one) and TV/Radio (one). It thus seem that though there is perception by about fifty percent households about improvement in income it did not reflect any significant changes in their household assets.

**Table 4.4.6 Changes in Household Assets**

Assets HHS	Before MGNREGA		After MGNREGA	
	Yes	No	Yes	No
Goat	47	0	47	0
Buffalo	47	0	48	0
Cow	44	0	45	0
Agri. Equipments	1	0	1	0
TV	33	0	34	0
Water Cooler	2	0	2	0
Fan	53	0	53	0

**Source:** Field Survey, 2016

#### 4.4.7 Children Education after MGNREGA

Table 4.4.7 reflects the perception of the changes in the education of children after MGNREGA. A little above one-third household reported that education of children after MGNREGA has improved and 65 percent household said that MGNREGA did not have any impact on the improvement of children education.

Overall, it appears that MGNREGA did not have a significant impact on the on the improvement in the standard of living of the household selected. It has been reported that 90

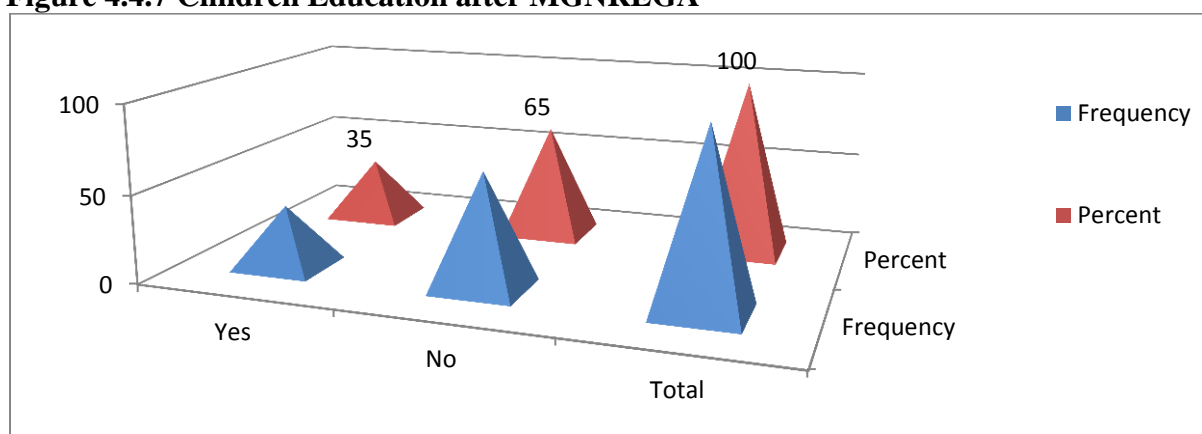
percent households have demanded job under MGNREGA but all households did not get sufficient employment. Therefore, there are still a greater roles to be played by MGNREGA scheme in Jalaun district of Uttar Pradesh as far as generating adequate employment and improvement in the standard of living of people.

**Table 4.4.7 Children Education after MGNREGA**

Children Education	Household	Percent
Yes	35	35.0
No	65	65.0
Total	100	100.0

Source: Field Survey, 2016

**Figure 4.4.7 Children Education after MGNREGA**



#### 4.5 Conclusion:

This chapter analyzed the socio-economic characteristics of MGNREGA household and the impact of the scheme on the changes in standard of living. It has been seen that majority of workers covered by the scheme are Scheduled Caste worker, which in a right step in the objective of the scheme. Most of them earn low income and are working as a casual labourer. It has been seen that the implementing authorities have taken a long time to provide job to the job seekers. Further, it is seen that even if half of the households perceived that it has improved the income level, it has not made any significant impact on the change in household assets and children education. Thus the change in income is not significant, requiring them more days of employment, that are not provided by MGNREGA.

## Chapter 5

### Major Findings and Conclusion

Mahatma Gandhi National Rural Employment Guarantee Act, 2005 (MGNREGA) was launched in India during 2nd February, 2006. It is a social legislation that guarantees 100 days of employment to households in rural areas in one financial year. The main objective of MGNREGA is to provide wage employment and to protect rural households from poverty and hunger. The programme also aims at generating productive assets, protecting the environment, empowering women, reducing rural-urban migration and fostering social equity. In the first phase, it was introduced in 200 most backward districts in the country. Beginning on April 1, 2007, the second phase included another 130 districts. The third phase was launched on April 01 2008, and it extended to the remaining districts of India. Since then the MGNREGA Scheme has been in operation in all districts of the country. MGNREGA is, therefore, not just an employment scheme; it is a tool of economic and social change in rural areas.

Using both primary and secondary data, the presents study examines the provisions and implementation of MGNREGA in India. It also examines the availability and demand of Jobs under MGNREGA Act 2005 in Jalaun District. Further, the study explores the impact of MGNREGA on Socio-economic conditions of household in the selected district i.e. Jalaun.

The second chapter deals with the provisions and implementations of MGNREGA. The MGNREGA is being implemented at the Panchayat level, block level and at the district level. The basic motto of the programme is to reduce migration. Therefore, at the Panchayat level, the officials have to be proactive to implement the programme. The Gram Panchayat creates awareness generation among actual and prospective MGNREGA workers at the village level. The provisions of NREGA, registration, the issue of job card, demand for work, worksite facilities, payment of wages through Bank / Post Office and other rights of the job seekers are explained. Applications for registration and demand for work are also collected. Estimated cost of the work, the nature of the work, wage rate, wage payment schedule also explained by the officials at Gram Panchayats. Under MGNREGA, there is also a constitution of Social Audit Committee consisting of ten (10) members at the village

level by the Palli Sabha. There is provision of election of President / Secretary by SA committee and formation of three committees for verification of documents/inspection and field visit and muster rolls verification at the village.

Under MGNREGA, there are certain provisions at the worksite. These are; Facilities of shed, drinking water, first-aid box and crèche to be provided in all worksites ; Muster roll and job cards to be maintained every day in the worksite; Transparencies pillar/detailed worksite boards to be erected in each worksite before execution of work; Depute one woman worker to look after five or more children below the age of six years of women laborers; Wide publicity of the Social Audit calendar through the beat of drums, leaflets, advertisement through newspapers and website etc.

The financial outcome of MGNREGA has been examined for 18 major states. It has been found that that more developed states such as Haryana, Punjab, Tamil Nadu, and Maharashtra received least fund compared to other less developed states. On the other hand, states like Chhattisgarh, Madhya Pradesh, Tamil Nadu, and Jharkhand received highest fund on per capita basis. Almost similar trend is observed in case of expenditure under MGNREGA. According to the provision of MGNREGA, the percentage of wages should be more than the percentage of expenditure on materials. This would ensure sufficient employment to the unskilled workers. It has been seen that states like Andhra Pradesh, Kerala, Maharashtra and Tamil Nadu, the proportion of expenditure on wages was highest. They also maintained maximum proportion in later years. States such as Bihar, Uttar Pradesh, Madhya Pradesh, Jharkhand, the proportion of expenditure on wages was lower. As far as types of work is concerned, road construction, agriculture and water bodies have received highest attentions in almost all states.

In the third chapter, the progress and implementation of MGNREGA has been examined by surveying 10 worksites in Jalaun district of Uttar Pradesh. It examines the details of worksite regarding the types of work, facilities available at the worksite, types of labours working etc. The findings reveal that majority of worksite have completed the work under MGNREGA. As high as 90 percent of the total work sites, the work is completed. Most of the facilities, as per the provision under MGNREGA are not found, except shades for rest. For about half of the worksites, labour materials are being provided. Majority of workers in the worksite belong to Scheduled Caste. About 82 percent workers belong to Scheduled Caste and 18 percent workers belong to OBCs. No worker from Scheduled Tribe and General category is

found. Female constituted only less than one-third of the total workers. Therefore, it has been seen that even if worksite facilities are lagging behind, it could solve the purpose of providing employment to the majority of households belonging to Scheduled Caste.

The fourth chapter analyzes the socio-economic characteristics of MGNREGA workers and studies the impact of MGNREGA on certain socio-economic characteristics like change in income and change in household assets using structured questionnaire of 100 households in Jalaun district. The chapter has been divided into three sections. First section studies the household particular like gender, social category etc. second section deals with socio-economic change characteristics of MGNREGA workers. And the third section examines the impact of MGNREGA.

The study finds that male workers cover 57.2 percent of selected samples of household and female worker participants under MGNREGA constitute only 42.8 percent of total workers. SCs category as it constitutes the 78 percent. OBCs category covers 21 percent and lowest distribution of population are found under the general category i.e. only 1 percent. Further, it has been revealed that majority of workers found under BPL category as it covers 63 percent of total households surveyed while Antyodaya category of households constitute around 36 percent of total selected samples. There is only one percent of total households comes under MGNREGA representing in APL category.

It has also been revealed households under MGNREGA scheme are not having good educational qualification level as most of the households found only in primary group as compared to other educational segments. As far as classification of workers is concerned, casual workers including both agriculture labour and non-agriculture labour and cultivator as occupational structure is in highest and it comprises of 35.2 percent of the total household member. Self-employment, constitute 14.3% workers and other categories including old age and disable constituted 6.5 percent of the total member. It thus reveals that majority of workers are casual workers and self-employed workers. As per the field survey, the rate of wages varies between Rs. 150 to Rs. 300/- per day. In the case of agricultural labour, the wages paid per day about Rs. 150 to Rs. 200. But in case of skilled workers in construction, wages varies between Rs. 200 to Rs. 300/- per day. Thus, it indicates huge shortages of

unskilled employment in the study regions. MGNREGA, therefore, has a greater role to play to provide employment to their workers. As far as monthly consumption expenditure is concerned, about 98 percent households spend less than Rs. 4500 per month. This indicates almost all participants or beneficiaries in the present scheme i.e. the selected households of Jalaun district are poor.

The sources of awareness of the scheme in the district reveals that Gram Pradhan as a mean of spreading awareness is more effective. Second source is neighbors, from whom, only 6 percent households got awareness about the scheme. For about 60 percent households, it required one month to six months to obtain a job card. Only a few employments have been generated under the scheme. Around 53 percent of households worked for 1 to 15 days in a year. 21 percent of households worked for 16 to 30 days. Only 5 percent household worked about 31 to 45 days in a year. There is only 1 percent household who have worked 46 days and above in a year. It thus appears that the working days for majority of household are very small.

The impact of MGNREGA is seen by using three indicators: Firstly; perception of households on the changes in their income, secondly; changes in household asset and thirdly; improvement in the children education. It has been seen that nearly half of households' perceived that due to work in MGNREGA, their household income has improved. And, for 51 percent household, it did not have any impact. However, it seems that there are only little changes in the type of assets after MGNREGA. A change or improvement in assets seen in the case of Buffalo, (one) Cow (one) and TV/Radio (one). Therefore, though there is perception by about fifty percent households about improvement in income it did not reflect any significant changes in their household assets. A little above one-third household reported that education of children after MGNREGA has improved and 65 percent household said that MGNREGA did not have any impact on the improvement of children education.

Overall, it appears that MGNREGA did not have a significant impact on the improvement in the standard of living of the household selected. It has been reported that 90 percent

households have demanded job under MGNREGA but all households did not get sufficient employment. Therefore, there are still greater roles to be played by MGNREGA scheme in Jalaun district of Uttar Pradesh as far as generating adequate employment and improvement in the standard of living of people is concerned.

**Recommendations:**

- ✓ The resource flow for MGNREGA scheme must be improved.
- ✓ The number of working days should also increase through better implementation of the programme specially in Jalaun district.
- ✓ The agricultural productivity should improve for enhancing the standard of living of the cultivators and agricultural labourers.
- ✓ More expenditure should be allocated for health and education for the poor.
- ✓ The implementing agencies must ensure that sufficient employment is generated in the poorer districts.

**Limitation of the Study:**

The present study is based on only 100 sample households. Therefore, with a few sample size it may not be logical to generalize the conclusion of the study.

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### Appendix I

**Babasaheb Bhimrao Ambedkar University  
(A Central University)  
Lucknow, U.P. (India)**

**Confidential**

**(Questionnaire for Primary Data Collection)  
Performance of MGNREGA in India:  
A Case Study of Jalaun District,  
Uttar Pradesh**

Questionnaire No. \_\_\_\_\_

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### **Household Schedule for Research Methodology MGNREGA**

#### Personal Details

1. Name of District: .....
2. Name of Block: .....
3. Name of Village/ Ward: .....
4. Name of the Respondent: .....
5. Religion: .....  
(Hindu-1, Muslim-2, Christian-3, Other-4)

6. Social Category: .....  
(General-1, OBCs-2, SCs-3, STs-4 Other-5)

7. HHs of Category  
(Antoday-1, BPL-2 and APL-3)

8. Main Source of Income:  
1-MGNREGA, 2-Agriculture labour, 3- Wage earner, 4-GoV. Job, 5-Other

#### Household Details

#### 9. Household Profile:

S.N.	Name	Relationship	Age	Sex	Educational Qualifications	Occupational Status	Monthly Income (in Rs.)
1							
2							
3							
4							
5							
6							

7							
8							
9							
10							

Code: # Male-1, Female-2

\$ Child up to 5 Years-1, Illeterate-2, Literate without formal schooling-3, Literate but below primary-4, Primary-5, Middle-6, secondary-7, Higher secondary-8, Diploma/certificate course-9.

Self Employment-1, Non Agriculture Labour-2, Agricultural Labour-3, Unemployed-4, Domestic work-5, Domestic work with some side work-6, Students-7, Services-8, other (specify)-9 and MGNREGA-10.

10. Awareness of MGNREGA Scheme: 1- Yes 2-No

11. Source of Awareness?

A) Gram Pradhan B) TV/Radio C) Neighbour D) Friends/Relation E) Other Sources D) Other Specify

12. Duration between application for job card and getting of job card?

A) < work 15 days B) 1 Month C) 1 month to 6 month D) more than 6 month

13. Duration between job card date and availability of job?

A) < work 15 days B) 1 Month C) 1 month to 6 month D) more than 6 month

14. Did you get unemployment allowance it not got job within 15 days? If No.

Yes

If No, What.....

If yes, Days to working.....

15. Expenditure Pattern (Annual expenditure of the HHs):

Sl. No.	Expenditure Types	Expenditure (in Rs.)
1	Non-Durables (A) Food Grains (B) Non-Food Grains (C) Total	
2	Durables (during the survey year)	
3	Education (of all the children) (Per Year)	
4	Health (both curative and preventive) (Per Year)	

5	Social Ceremony (Per Year)	
6	Mobile, Travelling, Gift and House making	
7	Others	
	<b>Total=</b>	

16. Have you spend on Health Facility? 1-Yes 2-No.

If yes, please mention.....

1-Policy 2-Medicine 3-Illness 4-Other

17. Have you incurred expenditure on Education? 1-Yes 2-No.

If yes, please mention.....

1-Books 2-Tuition Fees 3-Dress 4-Other

18. Have you incurred expenditure on Transportation? 1-Yes 2-No.

If yes, please mention.....

1- School 2-Other

### Land

19. Do you have Land? 1- Yes 2-No

If yes (Amount .....)

1-Land owned 2-Land leased in 3-Land leased out

20. Do you cultivate Land? Yes / No

Crop	Expenses	Self Consumption	Marketing	Gross income
.....	.....	.....	.....	.....
.....	.....	.....	.....	.....
.....	.....	.....	.....	.....

21. Do you leased out land? If yes mention the reason? .....

.....

22. Do you work as labour in nonfarm sector? If yes No

A) Types of employment.....

B) Number of days employment in a year.....

C) Labour wages per day (in amount).....

23. Do you also work as agriculture labour? If yes No

A) If yes, how many days of employment in a year?

A-1-30Days      B-31-50Days      C-51-80Days      D-81-100Days

B) Wages (Per Days).....

24. Have you get work outside 5 KM from home? Yes / No

If yes, please mention.....

25. Do you receive TA to reach the worksite? Yes / No

If yes, please mention.....

26. How many days of employment you get in MGNREGA (in a year)?

Including other households.....

27. Wage Labour?

A) Construction    B) Daily wages in industry    C) Others (Specify)

28. Wage rate in types of work (MGNREGA)?

Wages received=    1- Per Day    2-Weekly    3- Monthly    4-Other    5- Wages  
(Amount)

29. Do you have your own house:    1- Yes                      2-No

30. **Income of Household:**

Source of Income	Other Income (in Rs.)	Total Expenditure (in Rs.)	Net Income (in Rs.)
Horticulture			
Animal Husbandry			
Business and Trade			
Household industry			
Wages and Salaries			
Rent from Agri. Implements			
Others (specify)			
<b>Total=</b>			

31. Types of jobs: 1- Short Term     2-Long Term                       3-Part Time     4-Full Time

32. Financial Behaviour and household: 1-                       2-

Saving	Bank A/C	How much you save	MGNREGA saving with	Other	Total
Daily					
Weekly					
Monthly					
Quarterly					
Half yearly					
Yearly					

33. What type of loan you have?

If yes, Formal and Informal mention please.

.....

34. Purpose of the loan please mentions. 1-yes 2-No.

If yes, Agriculture Production.....and other use.....

35. Loan as due? 1-Yes 2-No.

If yes, please mention.....

36. Assets of HHs Later: 1- Yes 2-No

Assets HHs	After MGNREGA	Before MGNREGA
Goat		
Buffalo		
Cow		
Agriculture equipments if yes then what		
Personal assets		
TV/Radio		
Fridge/ water cooler		
Fan /AC/Air Cooler		

37. Do you think that MGNREGA has improved your household income?

If Y / No No difference

38. Did you get higher wages in agriculture after MGNREGA? If Yes / No

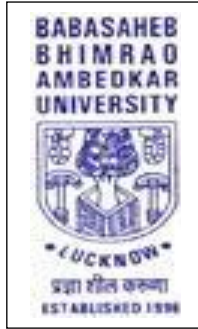
39. Could you improve your children education after MGNREGA? If yes, No.

If yes, please mention.....

40. Are you getting employment as you demand? Yes No

**General Observation:**

.....  
.....  
.....  
.....



**Appendix II**

**Confidential**

**Questionnaire for Worksite**

**Performance of MGNREGA in India:**

**A Case Study of Jalaun District, Uttar Pradesh**

<b>Questionnaire No.</b>		
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**Household Schedule for Research Methodology MGNREGA**

**Employment in MGNREGA:**

41. Name of District: .....
42. Name of Block: .....
43. Name of Village/ Ward: .....
44. Name of the Respondent: .....
45. Distance of worksite from house? .....
46. What is the mode of payment of wages  
 (A)-Bank account      (B) - By hand      (3) – By Cash      (4) - Other
47. Are you incharge of worksite? Yes, No.  
 If yes, please mention.....
48. Do you provide unemployment allowance? Yes / No  
 If yes, please mention.....
49. Types of worksite in MGNREGA:

Type of Work	Kachcha	Pakka	Ongoing	Completed	Other
Drain					
Canal					
Broomstick					
Road					
Weir					
Pond Excavation					
Dam					
Kharanja (laying down)					
Plantation					

Rural sanitation					
Fish farming					
Others					

50. Is Duration of worksite fixed? 1-Yes 2-No  
 If yes, mention the time.....

51. Facility at worksite? 1-Yes 2-No  
 If yes, which type of facility.....?

If yes, labour work material provide at work site 1-Yes 2-No  
 1- Hoe (Fadva) 2-Gaiti (Kudal) 3-Head Pan (Tasla) 4-Other

52. Facilities available on worksite? If yes No.  
 A) - Shade for periods of rest B) - Emergency health care C) - Clean drinking water  
 D) - child-Care F) -Other

53. Does the working of MGNREGA comprise 60% and 40% ratio of labour and machine on project work? If Yes, No.

54. Do you inform job card holder about availability of work? Yes / No  
 If yes, please mention.....

55. Employment in worksite?

Employee	SC	ST	OBC	General	Others
Male					
Female					

56. Does Master roll, monitored? Yes / No

57. How do you maintain the master roll?

58. How do you inform card holder in case of work closer?.....

59. Have you taken the signature or thumbs imprison doing working days? Yes / No  
 If yes, or if No, Please Mention.....

60. Haw many persons are working above age 60? If yes, / No  
 .....

61. What are the types of work?  
 .....

62. Mention their wage rate?.....

**General Observation:** .....

**Thank you so much for your cooperation and sharing your valuable time with us.**