

**AN EMPIRICAL ANALYSIS OF MGNREGA
SCHEME AND ITS IMPACTS ON SOCIO-
ECONOMIC STATUS OF WORKING LABOURS
IN UTTAR PRADESH**

**ABSTRACT OF THESIS
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ABSTRACT

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PREFACE

India is an agricultural country and its agriculture is dependent on the monsoon. Therefore, the problem of unemployment due to excessive rainfall or scanty rainfall exists in a formidable form. Because of the proportion which population increasing, in that proportion, employment is not available to the villagers in agriculture and agro-based works. Therefore, an important scheme to provide employment to the villagers is the Mahatma Gandhi National Rural Employment Guarantee Scheme (MNREGA), under which 100 days of employment is guaranteed to the rural household every financial year. This is the first such scheme in which guaranteed employment is provided. The Mahatma Gandhi National Rural Employment Guarantee Act was passed on 5 September 2005 and was implemented with the announcement of the Prime Minister on 2 February 2006 in April 2008 this law became applicable in all the villages of India. Mahatma Gandhi National Rural Employment Guarantee Scheme (MNREGA) is a scheme of the Central Government to provide employment to the villagers at their place of residence, improve their standard of living and develop them. Under this scheme, every rural family is tried to ensure guaranteed employment and the right to lead a dignified life. Compared to other laws, MGNREGA is really a law of the people, for the people and of the people. The main objective of this scheme is “Work for every hand and Price for every work.”

The present research study is analytical in nature in which a descriptive research process has been used. Descriptive research is a term whose purpose is to collect realistic facts about a topic or problem and present a description based on them. In descriptive research, various aspects of the problem have been highlighted and the present research study has been completed through interviews and observation from the respondents.

1. INTRODUCTION

In India, the idea of job and pay is as ancient as the human race. Work is thus necessary for a happy life since it eventually leads to the satisfying of fundamental wants. Despite being a major part of the country's national income from rural areas and the labour sector including organized and unorganized, Indians are still behind in the race for development. The main goal of development is to establish an egalitarian social system where all persons are equal, all have equal opportunities and there is no disparity between social classes and people in different areas. Available development data shows that unorganized labour workers in the country have a comparatively backward level of access to high-quality services. An increase in national income indicates an increase in the national product and per capita income of the nation. In the era of economic liberalization, cities have emerged as a development gap, resulting in an increased disparity between organized and unorganized labour workers. It is necessary to strengthen the people on a social and economic basis to provide food security and basic facilities to the people in India to bridge the village and city gap in rural areas.

1.1 The Ignorance of Unorganized Labour Sector

The development of the nation cannot be imagined without paying attention to the problems of the labour workers. The unorganized labour sector benefits from employment since it pays well; as such, everyone should have access to the right to work as a condition of living a happy life. It is the responsibility of the state to protect justice, ensure the material and spiritual well-being of its citizens and maintain order and discipline in daily life. Public authorities often provide the impoverished a minimal income via work and wage jobs when calamities like droughts and floods threaten their ability to survive.

Over 300 million people in India are classified as poor, and 75% of them reside in rural regions doing labour work. Most of these individuals are agrarian workers, minor farmers, and irregular representatives who participated in non-farming organizations. India is worried about the huge pervasiveness of destitution and annihilating it has been one of the principal objectives of the advancement arranging process.

1.2 The Problem of Unemployment

Due to the emergence of conditions of production inertia in the agricultural sector, the growth of trained employment has almost come to an end. Due to the non-availability of employment in the village, people of rural labour families started migrating to the cities and towns for unskilled employment. The condition of the agricultural families also started deteriorating due to the non-increasing yield of agriculture, but the workers could not even leave farming and migrate. Many businesses in the rural areas were ancestral. The nature of business has changed, people are now choosing businesses according to their choice. The daily contractual and unskilled employment is increasing from place to place due to the construction works being run by the government, however, there is a pressure migration from the village. According to the 2011 census, about 27% of the total population of the country lives in urban areas. Migration to the cities has intensified due to the lack of livelihood opportunities in the villages. Due to this, the cities are expanding at a rapid pace and the cultivable land is decreasing. About 62% of the population earns their livelihood through direct farming. A large number of these are landless farmers who can get work only during irrigation, tillage and harvesting. Apart from agriculture, other industries are also so backward in the village that the villagers do not get additional facilities for employment. The families of most of these workers are today in a state of unemployment or partial unemployment.

1.3 Statement of Research Problem

India's main economic issue is unemployment, it is seen as being the biggest barrier to our nation's economic progress. Illiterate and unskilled labourers have extremely few employment options. Since gaining independence, the government has put in place several programmes for job creation. However, these programmes did not succeed in lowering poverty or improving the standard of living. Increased savings, debt repayment, and other factors are used to analyse how MGNREGA has affected people's standards of living. The impact of the programme on labour livelihood is examined by looking at how much certain factors have improved, including food consumption, access to better healthcare, ownership of more cattle and shops, and the empowerment of women. The present study focuses on understanding the meaning of Mahatma Gandhi National Rural Employment Guarantee Act in a layman's language

and tries to portray the same for the common man's understanding. The study further focuses on carrying out an empirical analysis of the MGNREGA scheme and measuring its impacts on the socio-economic status of the working labours in the selected districts of Uttar Pradesh. The study tries to understand the true meaning of schemes from the respondents' point of view and explore the expected challenges and unexpected opportunities lying in the scheme.

1.4 Objectives of the Study

- 1.4.1 To analyse the relationship and characteristics of socio-economic conditions and working labours under MGNREGA
- 1.4.2 To record the constraints experienced and suggestions offered by the beneficiaries for the successful implementation of MGNREGA.
- 1.4.3 To analyse the impact of MGNREGA wages on labour availability for agriculture and on workers' gender and age.
- 1.4.4 To evaluate the impact of MGNREGA development factors from the perspective of Beneficiaries.
- 1.4.5 To review the problems and prospects of MGNREGA with respect to working labours under MGNREGA.

1.5 Significance of the Study

The seven Uttar Pradesh districts were chosen to participate in this research. The socioeconomic livelihood profile of the sample respondents from the research region is covered by the study. Additionally, it looks at how well-informed the sample beneficiaries were about the kind of labour and the working environment they were given. The research also examines how the MGNREGA has affected the recipients' families, as well as how it has affected community development, migration, and social and economic factors. This research study has helped to find out whether 100 days guarantee of employment promised by the MGNREGA Act, 2005 is actually implemented in the particular areas of the study.

2. THEORETICAL PRELUDE

2.1 Global-View on Employment Guarantee Schemes- The employment guarantee scheme for the poor unemployed was first introduced by the British when the Employment for the Poor Act was passed in 1817, which was given the status of an amended law in 1835. Similarly, the New Deal program launched in the United States in 1930 was an important step toward employment guarantees. In the past, many similar schemes were run in developed and developing countries, whose objective was to reduce poverty, build and maintain public infrastructure, increase the wage rate of workers, etc. Countries like Chile, India, Pakistan, Bangladesh, the Philippines, Botswana, Kenya, etc. worked to combat poverty while providing a bare minimum of job security.

2.2 Employment Generation Programs in Pre-Independence Era in India- Prior to independence, there were minimal measures made to improve the poor's socioeconomic situation. Both private people and nonprofit organisations made these efforts but they were quite scarce. Through "Sevagram" in 1920, Mahatma Gandhi attempted to assist the poor; Rabindranath Tagore attempted to assist them through the Rural Reconstruction Institute at Shantiniketan in 1921 and The Marthandam Project in 1921, which was started by the Young Men's Christian Association and The Indian Village Service in 1945.

2.3 Programs for Employment Generation in India Since Independence- Since the country's independence, job creation initiatives in India have emphasised the creation of employment possibilities. The economic growth of our nation's rural areas cannot be ignored. Any nation with a dual economy is unable to advance economically. The country's national revenue should be dispersed fairly among its residents, and the gap between the affluent and the poor should be narrowed as far as feasible. Government intervention is required to repair the economy when internal forces are unable to do so.

It is undoubtedly true that the government serves as the employer of the last option, particularly in emerging nations like India where widespread rural poverty still prevails today. The Indian government has traditionally seen employment

development as essential to the nation's economic growth. In India, economic planning focuses on economic fairness in addition to the growth of diverse sectors. In the second five-year plan, employment for rural workers was prioritised, especially during the lean seasons. The third five-year plan would create more wage jobs in traditional handicraft sectors. The fundamental premise behind all such projects has been to better use underutilised or jobless labour in rural regions until employment potential is increased permanently over several years. Since then, these initiatives have persisted in one way or another. The third through fifth Five Year Plans saw the beginning of ad hoc programmes, but starting with the sixth Five Year Plan, rural works programmes were given a significant place in the overall plan for reducing poverty. This is a very significant change.

2.4 Understanding the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA)

The National Rural Employment Guarantee Scheme (hereafter referred to as NREGS) of the Ministry of Rural Development is the primary programme of the central government for enhancing the lives of the underprivileged and promoting inclusive development in the country. The Act was approved by the Indian Parliament's Lok Sabha on August 23, 2005, with a voice vote. On October 2, 2009, this statute was renamed the Mahatma Gandhi National Rural Employment Guarantee Act in his honour (MNREGA). It was first put into effect on 2 February 2006 in 200 districts across India. This Act was put into force across all of India on April 1, 2008. (except Jammu and Kashmir). It was brought within the purview of an unprecedented Act for rural employment in order to provide work when other employment opportunities are lacking. The Act, which is seen as an important tool for furthering the decentralised and deeper democratic process, will enable the Panchayati Raj Institution (hence referred to as PRI) to play a significant role in the planning, monitoring, and implementation processes. The program's goal is to provide every rural family in the nation with adult members who are willing to do unskilled manual labour with at least 100 days of guaranteed pay work in a fiscal year. Additionally, the Act includes provisions for a 33 percent participation rate for women. This statute mandates that each state government create its own plan.

2.5 Research Gap

- 2.5.1 There are relatively few publications that go into great detail about how the MGNREGA affects the socio-economic condition of the state's labour sector, according to a quick examination of the literature on the subject. The majority of prior publications have focused on the theoretical implications of MGNREGA's impact on the agricultural labour market.
- 2.5.2 The variables that account for the disparate results of the Indian states, including Uttar Pradesh, with regard to this initiative are seldom ever examined. In no state in the nation is the legal requirement of 100 days of labour per year per rural family being fulfilled.
- 2.5.3 What are the causes of this occurrence, then, are the questions that emerge in this context? The supply restriction or the lack of demand? To understand the phenomena, a thorough investigation must be conducted. Additionally, it is necessary to evaluate if the program's effectiveness is geared at doing justice for various socioeconomic categories of employees on both an aggregate and disaggregated level.
- 2.5.4 Additionally, a thorough analysis of the program's impact on rural development is necessary.
- 2.5.5 In the same field of investigation, it is necessary to investigate the disparity between the MGNREGA pay rate and the market casual labour wage rate in rural regions, as well as its repercussions.

3. RESEARCH METHODOLOGY

Research Design	The present research study is analytical in nature in which descriptive research design has been used. In descriptive research, various aspects of a topic or problem are thrown into detail. The main emphasis is laid on the fact that the collected facts related to the subject are real and reliable. In this, both regional (primary source) and documentary (secondary source) sources have been used. As financial sources, government reports related to the MGNREGA program, data from surveys and research material, which were available in articles, magazines and texts on various articles, have been used. The collected information has been analyzed by obtaining information related to the research topic from the selected respondents of the study area as a primary source.
Methodology	In order to answer the research questions and goals, the current study uses a mixed method that combines both qualitative and quantitative research. This method is exploratory in nature. It will be possible to completely investigate the many study aims and topics by using a variety of approaches. The descriptive research approach was used in the first stage to conduct a thorough literature study and get a better grasp of the topic. The study was also conducted to comprehend the idea and prior efforts made in the relevant area, as well as to evaluate the numerous ideas, ideologies, and principles found in the literature on the topic and literature produced by earlier researchers. The study was carried out with the supervisor's advice and under his or her appropriate direction.
Geographical Area of Research	Primarily focuses on the labours of Uttar Pradesh state selected from 7 districts namely Lucknow, Varanasi, Kushinagar, Gorakhpur, Deoria, Maharajganj and Azamgarh locations.
Universe of the Study	Labours
Population	Working Labours in MGNERGA Scheme
Sample Unit	Working Labours of 7 Selected Districts of the state representing the Labour Sector
Sampling Method	Non-probability-based convenience sampling method in order to have access to the respondents by the presence or through contact.
Sample Size	The idea was to gather information from the designated 7 districts, with 100 responders from each district. Hence after using Slovin's formula, the total The following is a

	discussion of Slovin's Formula used to calculate the sample size is 255
Confirmation Biases	The circumstance or process of gathering, representing, and favouring information and facts in a manner that supports one's prior ideas or assumptions is known as confirmation bias. This mistake is a bias that prevents the researcher from gathering ethical data and causes the researcher to create presumptions and be prejudiced throughout the data collecting process. As there was an equal risk of confirmation bias in the current study because the vision was specified, data were gathered from many districts but with identical operational procedures.
Source of Data Collection	<p>Primary Data: Primary data have been gathered from the target demographic areas through personal visits and contract distribution. The core data collection's major goals are to gauge labour perceptions of the employment schemes, the existing implementation of MGNREGA, and the socio-economic impact of this scheme. This is a main data gathering technique that is often utilised in research. Our method is exploratory and close-ended, therefore the study begins with the distribution of a structured questionnaire. This will provide new information for concentrating on the promotion of the relevant sector.</p> <p>Secondary Data: Data discovered through the assessment of the literature that there is surprisingly little research on the topic. Secondary data is often used in this research, therefore, reports from many institutions have been examined, assessed, and quoted in the research for a clearer examination of the notion and a better comprehension of it. Annual reports, government regulations, and state and federal government policies all provide data that has been a significant source of knowledge and theoretical backing. Additional sources of secondary data include books, articles from prestigious business journals, magazines, newspapers, social media, and previous research studies.</p>
The Instrument's Construction	Finding the impact of MGNREGA on labour livelihood in Uttar Pradesh is the study's major goal. Impact on Livelihood, Impact on Standard of Living, Women Empowerment through the Scheme, MGNREGA Scheme Work and Working Conditions, Benefits Received on the Basis of Food Consumption Before and After Joining the Scheme for MGNREGA Workers, Health Care of MGNREGA Workers Before and After Joining the Scheme,

	Ownership of Cattles, Shops, etc. of MGNREGA Workers Before and After Join were the variables identified in the literature search for answering the research objectives.
Questionnaire Design	In the first component of the questionnaire, a structured questionnaire with closed-ended questions were constructed. Additionally, the dichotomous technique was used in a portion of the questionnaire to extract the necessary data. Hindi and English both languages were used in the construction of the questionnaire. Due to the target population's poor educational background or no education and rural geographic location, the usage of dual language has helped to both improve comprehension of the idea and to acquire reliable data. It was thought that the created questionnaire should be written in layman's terms so that respondents may understand it quickly and provide accurate information without prejudice. As a result, the researcher concluded after consulting with the supervisor that the questionnaire should be written in both Hindi and English.
Distribution and Collection of Questionnaire	Through human visits and contact distribution, the surveys were given out to the intended group. Many people were found to be reluctant to participate in the survey because it involves a direct study relationship with the workers. As a result, the researcher enlisted the aid of members of the Gram Panchayat, Zila Panchayat, Block Development Office Personnel, relatives, and friends in the village to distribute the questionnaires.
Statistical Tools Used for Data Analysis	The Statistical Package for Social Science (SPSS) version 25 and Microsoft Excel 2016 was utilised by the researcher for data analysis after the gathering of primary data. These are the most well-known instruments for reliable data analysis utilised in research. The researcher concluded that SPSS is a widely used statistical tool for data analysis and produces correct findings according to the provided data during the visit to several institutions and participation in workshops. Additionally, Microsoft Excel has been utilised to create crystal-clear graphs and tables.

4. RESULTS AND FINDING

4.1 The Key Results of the Study

- 4.1.1 On the one hand, there is a noticeable degree of knowledge about the various MGNREGA rights, but on the other, job cards, work, and payment issues that are tied to grievances generate questions.
- 4.1.2 When determining the program's success or failure, the MGNREGA worker's gender and literacy level are crucial factors.
- 4.1.3 The literate MGNREGA employee is anxious to identify programme flaws and validate complaints. Increased income, educational possibilities, a variety of occupations, an improvement in the general health of the village, and the emotional well-being of the program's participants are just a few examples of the positive socioeconomic effects of the MGNREGA on people's life.
- 4.1.4 The study's findings show that too many process breaches lead to cash embezzlement.
- 4.1.5 The MGNREGA has become more open as a result of participation at every level of the social audit, but its financial regularity has not changed.
- 4.1.6 Positive progress is being made in the matter of procedural infractions. Local bureaucracy, contractors, and language hurdles, as well as the non-cooperation of civil society, locally elected officials, and Management Information System (MIS) impediments, although available to everybody in English, are still significant challenges that provide room for additional study.
- 4.1.7 The standard of living for MGNREGA employees has significantly improved.
- 4.1.8 The MGNREGA workforce's standard of living has significantly improved.
- 4.1.9 The programme has considerably benefited society's underprivileged groups.
- 4.1.10 The programme has significantly increased the number of women working in rural areas, which contributes to the empowerment of women.

4.2 Findings Relating to MGNREGA Awareness- Equal pay for men and women is the most well-liked aspect of the programme, according to the mean score on a five-point scale, since most employees are aware of it. Since a family cannot request employment without a job card, awareness of job cards is also common. Regarding the weekly and biweekly wage payments, which have been well received by the workforce. The quota for women employees, which represents one-third of the total labour produced, is one of the scheme's lesser-known components. The government periodically revises the fixed minimum wage. Participatory Planning, where the employees and panchayat authorities determine what has to be done as part of the programme. Compensatory damages for late payment. Most people are not aware of this aspect of the plan. Unemployment benefits are another crucial component of the programme that is less well recognised by the employees.

4.3 Findings on the Kind of Work done under MGNREGA

- 4.3.1 All of the respondents held jobs for at least 90 days.
- 4.3.2 The top three projects are water conservation, rural connection (road development, etc.), and renovation of traditional water bodies.
- 4.3.3 Work like providing irrigation facilities to land held by SC/ST/BPL, land development, and micro-irrigation are given less emphasis.

4.4 Findings on the Effect of MGNREGA on Living and Quality of Life

- 4.4.1 According to the mean score, it was determined that the respondents' quality of living had increased and that there had been a beneficial impact on their livelihood.
- 4.4.2 Following migration to other locations for the job has reduced and children are sent to school/college, spending on food items has risen and these are the most significant effect on Impact on livelihood in MGNREGA.
- 4.4.3 Drinking water facilities have improved, electricity facilities have improved, and transportation facilities for the family have improved and these are the least significant elements of Impact on livelihood in MGNREGA.

- 4.4.4 Opening a bank or post office account, being able to support the family financially, and having more contact with outsiders (bankers, officers, etc.) have made the greatest impacts on quality of life.
- 4.4.5 Lower mean scores in the categories of Savings, Repayment of Debts/Loans, and Purchase of Household Assets indicate a less significant effect on the quality of living.
- 4.4.6 In terms of women's empowerment, working conditions, scheme implementation, benefits received after MGNREGA, health care after MGNREGA, impact on livelihood, and impact on the standard of living of the factors influencing rural livelihood, workers doing only MGNREGA work, MGNREGA and wage earner, and MGNREGA and farming or agriculture show a significant difference.
- 4.4.7 According to the analysis, there is no correlation between educational attainment and standard of living.

4.5 Results on Empowerment of Women through MGNREGA

- 4.5.1 According to the study's mean score, MGNREGA has started to promote women's empowerment in rural regions, and this element has had a favourable influence.
- 4.5.2 Economic independence is a key indicator of women's empowerment. The MGNREGA programme has women-friendly features that have improved the situation of rural women.
- 4.5.3 According to the mean score, the element that most supports women's empowerment is that they manage their own bank accounts since wages are sent directly into the employee's bank account, which can only be managed by the account holder.
- 4.5.4 Women get equal pay under MGNREGA, may set aside money for their own needs, can assist their parents financially, and can pay frequent visits to their parents, among other key characteristics of the programme that promote women's empowerment.

- 4.5.5 Women are given greater weight when making decisions about family spending, and children treat them with more respect are two areas that require improvement.
- 4.5.6 Husband treats them with greater respect and women may claim family assets in their own names are the criteria with the lowest average scores.
- 4.5.7 Another crucial element is that jobs are available within 5 km of residences, which is a woman-friendly feature of the programme and a key driver of the high proportion of women employed in this programme.
- 4.5.8 The relationship between women's empowerment and workers and ownership after MGNREGA is positive between women's empowerment and workers and ownership after MGNREGA, and similarly, the other factors are positively correlated with one another.

4.6 Findings on MGNREGA Workers' Perspectives of Their Work and Working Conditions

- 4.6.1 The research has noted the working circumstances of MGNREGA employees in terms of workplace amenities, prompt payment of salary, etc. The MGNREGA working conditions are in accordance with the labour-friendly requirements of the Act.
- 4.6.2 According to the study, the most popular factors are: workers were satisfied with how supervisors treated them, workers are satisfied with the number of workdays, drinking water is provided on the job site, shade is provided on the job site, and respondents are satisfied with the working hours, child care is provided on the job site, and first aid is available on the job site.
- 4.6.3 The elements with the lowest average score are wages paid on a weekly basis, a monthly basis, and a fortnightly basis. Safety equipment (gloves, gumboots, and masks) is also supplied at the workplace. Even though the Act mandates that wages be paid within a maximum of 15 days, this requirement is not frequently followed, and labour suffers as a result. Many construction sites lacked the necessary safety equipment.

4.6.4 Some characteristics of the system that employees are unaware of include: if the distance exceeds 5 km, transport expense is covered, and compensation for an accident at work is paid.

4.7 Benefits Received by MGNREGA Employees Before and After Participating in MGNREGA

4.7.1 Benefits obtained by MGNREGA employees on their eating habits before and after entering the programme fluctuate significantly. According to the analysis, better and on-time salary payments allowed MGNREGA employees to purchase and eat more and better food after enrolling in the programme.

4.7.2 Additionally, under the programme, men and women are paid equally, which has improved food consumption for all households. After enrolling in the programme, MGNREGA employees and their families were able to eat better.

4.8 Results Related to Workers Under the MGNREGA

4.8.1 About 54.8% of those surveyed began participating in this programme in 2006.

4.8.2 Before enrolling in this programme, around 46.1% of respondents worked jobs paying a daily income.

4.8.3 Before participating in this programme, around 41.9% of respondents were agricultural labourers.

4.9 Female Empowerment- Women who conduct their own lives in a manner they deem suitable based on their family situation, personal traits, and capacity to do so, and who believe they are the best arbiters, are said to be empowered. The political, economic, and social empowerment of women may all be researched in more detail. Due to the researcher's narrow focus, the study solely focuses on financial empowerment, which is characterised by variables including income, spending, saving, and investing.

4.10 MGNREGA's Overall Performance- The viewpoint may sometimes vary between individuals. The respondents' assessment of how well MGNREGS is doing is not very noteworthy. The respondents' opinions on the performance of the plan are influenced by their knowledge of the programme, their family situation, and their engagement in it. The researcher has thus made an effort to analyse the socioeconomic characteristics of the respondents and their perception of the overall effectiveness of the MGNREG Scheme.

4.11 Conclusion- The MGNREGA programme seeks to provide infrastructure and essential utilities for the rural poor while also reducing poverty and creating jobs and income. This research has made an effort to assess the unique effects of MGNREGA in enhancing rural lives via 100 days of work, earnings, the development of social assets, benefits to marginalized groups, and the reduction of poverty. The benefits received by MGNREGA workers before and after joining the scheme concerning Food Habits, Health Care, Ownership of cattle, petty shops, etc. are used to explain the positive impact on the lives of MGNREGA workers in terms of Knowledge about the scheme, Type of work done under the scheme, Impact on livelihood and standard of living, Women Empowerment, MGNREGA Work and Work Conditions, and Benefits received by MGNREGA Workers before and after joining the scheme. The study's conclusions show that it has a favourable effect on rural livelihoods. The respondents in the research region have seen an increase in their level of life and rural livelihood because of MGNREGA.

5. SUGGESTIONS

- 5.1** Before choosing which projects to undertake under MGNREGA, Panchayats should first determine the needs of each village.
- 5.2** Continuous data analysis is crucial for determining how successful MGNREGA is.
- 5.3** Better implementation will result from strict audits of the social assets developed under the plan.
- 5.4** Annual wage revisions are required.
- 5.5** To hear about their issues, a forum for resolving grievances for employees may be established.
- 5.6** In accordance with the task they are doing, steps should be made to supply employees with safety equipment.
- 5.7** Whenever required, the number of days of labour might be extended based on the village's agricultural activity.
- 5.8** It is often claimed that political involvement predominated both during the development and execution of the system. Politicians are highly advised to refrain from this form of political meddling.
- 5.9** It is advised that the government set up committees to oversee service performance and address public complaints.
- 5.10** It is also recommended that these committees meet every three months to examine the effectiveness of the different programmes.
- 5.11** Women should be urged to choose jobs and encouraged to do so since this would increase employment in the area.
- 5.12** The government has to do more to educate beneficiaries on the different rights and requirements of the programme.
- 5.13** It has been noted that social audit units are absent in several locations. To increase transparency, the Ministry of Rural Development (MoRD) can set a deadline and order state governments to set up a social audit unit structure.

- 5.14** From the current provision of 100 days, the number of person-days offered to the employees in a year should be raised.
- 5.15** Facilities like drinking water and first aid kits must be made available at the worksite, and several of these requirements from the act were discovered to be absent from the scene.
- 5.16** There should be adequate child care facilities available on the job site since many women find it challenging to work under the MGNREGA programme without them.
- 5.17** The yearly work schedule must be prepared with the necessary care, and its execution must be closely watched.
- 5.18** MGNREGA has to be integrated with other government programmes. For instance, the Swatchh Bharat Abhiyan and the Green India Initiative.
- 5.19** There should be frequent increases in the salary rate paid to the employees.
- 5.20** For agricultural goods to have market access, more roads need to be developed.

6. LIMITATIONS

- 6.1** The inability to generalise the findings from the present research is one of its main weaknesses. The richness of the data enables the researcher to examine some of the issues at a micro level even if the findings are particular to the respondents.
- 6.2** Knowing the respondents personally helped in learning about their issues as well as the effects of the MGNREGA Scheme and the changes it has brought to their life. However, it may also act as a starting point for future, lengthier research that might be more thorough.
- 6.3** Long-term longitudinal research would enable more in-depth and concentrated discoveries, which could subsequently be readily applied to a larger population.
- 6.4** The choice of samples was made at random because of constraints on time and money, rigorous consideration of the demographics, and the diversity of the population. This may also be seen as another limitation.
- 6.5** The decision was to be made based on size, location, and geographic variety. Only a few places were included in the research, which limits the generalizability of any conclusions.
- 6.6** The majority of replies to requests for interviews or survey completion were voluntary, despite attempts to promote as much engagement from prospective participants as feasible. The interviews were also done by the study's author. There is a chance that the replies of respondents did not accurately represent their genuine sentiments or views since she was connected to the instruments under discussion.
- 6.7** The selected districts of Uttar Pradesh are the only focus of the research. For this research, only the beneficiaries enrolled under the MGNREGA in the state are taken into account.
- 6.8** Only the information provided by the respondents on how the MGNREGA has improved the security of families' sources of income is taken into account for the research.

- 6.9** The results may not be relevant to the entire state since the respondents' opinions might differ from person to person and from place to place based on the work done in the region.
- 6.10** Although there are many components of MGNREGA, only the following have been included in the research study: income level, financial inclusion, job creation, population movement and socio-economic impact.

7. FUTURE SCOPE

- 7.1** The influence on labour livelihood is the only focus of this research. Numerous additional variables remain whose influence quotient has to be investigated.
- 7.2** Only 255 respondents made up the sample used in this research. A larger sample size could provide a different viewpoint.
- 7.3** It is possible to conduct a comparison of the MGNREGA implementation in two or three states.
- 7.4** It is possible to research the supposed effect of MGNREGA on raising farm wages.
- 7.5** Additional program-related aspects, such as the function of the different entities engaged in implementation and monitoring and the difficulties they confront, may be researched.
- 7.6** The researcher has made an effort to assess respondents' perceptions of MGNREGA's understanding of many performance factors, including beneficiary complaints and difficulties, the program's link to their socioeconomic surroundings, and the beneficiaries' experiences with it. Regarding its effects on local resources, the environment, linked industries, gender equality, women's empowerment, total area development, etc., further research may be done.
- 7.7** It is possible to examine the social importance of MGNREGA in light of how it affects social acceptability, the creation of social capital, and social stigmas like corruption and violence against women, among other things.
- 7.8** Additional research on the MGNREGA-created materials' qualitative component may be done.
- 7.9** There is still a need for further study due to concerns like local bureaucracy, contractors, and language obstacles including local elected officials, and civil society non-cooperation.

8. CONCLUSION

The research made an effort to examine how MGNREGA employees' lives have improved. A number of aspects, including working conditions, MGNREGA employment, income, spending, savings, women's empowerment, access to healthcare, cattle ownership, etc., have been considered in order to comprehend the improvement. According to the report, the MGNREGA programme has benefited the targeted demographics. Agricultural labourers who are landless, members of scheduled castes and tribes, women, and other underprivileged groups made up a significant portion of the program's participants. The current research focused on outlining the fundamental goals, notions, viewpoints, actions, distribution of funds, and operation of the legislative and executive branches of government with reference to MGNREGA. The MGNREGA employment creation program, awareness, and advantages were the subject of the research.

Indian policy is based on the goal of wealth redistribution through gainful employment through public works programmes. This will also provide a safety net to the rural poor by not only increasing their income but also by providing rural development, which is lacking in India when it is showing high GDP growth. Wage employment programmes have many goals; they provide rural infrastructure to sustain economic activity in normal times and offer work chances not just during agriculturally depressed seasons but also during floods, droughts, and other natural disasters. The Mahatama Gandhi NREGA's effects on social protection, livelihood security, and democratic governance have made it a potent tool for equitable development in rural India.