

## **EMPLOYMENT GENERATION PROGRAMS AND LONG-TERM DEVELOPMENT: THE CASE OF MAHATMA GANDHI NATIONAL RURAL EMPLOYMENT GUARANTEE SCHEME IN JHARKHAND**

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### **ABSTRACT**

*The present study is an attempt to evaluate and examine the selected Employment generation programs and long-term development: "Mahatma Gandhi National Rural Employment Guarantee Scheme" for the state of Jharkhand has been taken as a case study. The impact of employment generation program and its long-term development on labour and employment as an opportunity and challenges in the development countries like India has been less satisfactory. MGNREGA is Government of India's one of the most ambitious and right based program which aims at social inclusion through creation of productive assets as well as to enhance the livelihood security by providing a guaranteed days of wage employment in one financial year to every household whose member those are adult volunteer and agree to do unskilled manual work. On the Welfare of rural development by providing long term development and employee generation programs and schemes for the unskilled labour of rural sector. Migration in Jharkhand has increased due to lack of employment opportunity in the rural area. Social factors play a critical role in migrating decisions. MGNREGA is a major rural employment generation scheme. A major cause of migration is a lack of employment opportunity in the rural area so MGNREGA which generates rural employment should adversely affect rural-urban migration. MGNREGA has a lot of potential in generating employment both directly and indirectly for the rural poor if implemented sincerely and efficiently. The employment generation programs does not only is important to create jobs but in long term it is also necessary for the development of the country this study moreover shows the impact of the program which is not limited to a narrow concept of economic growth.*

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**Keywords:** MGNREGA, Employee Generation, Migration and Unemployment.

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### **Introduction**

In today's life unemployment is one of the major problems faced very countries and the society the reason may vary in different places according to the demographic social and cultural differences if you talk about India there is always seen high degree of unemployment and it is a very serious problem of the country and still, we are facing it.

As we all know that India is basically and agriculturally based country and the major portion of the country is rural based which actually constitutes the unemployed segment of the society. Unemployment is the biggest obstacle in the way of economic development we have to solve this problem every government rise to solve the problem of unemployment to gain economic development.

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Number of measures have been taken a number of programs have been introduced and launched in the recent time with a view to remove or at least minimize the problem of unemployment. Continuously people are migrating from rural to urban areas and this is one of the major problem faced by the country people who migrate from rural to urban face the problem of unemployment poverty and they continuously lack Indian economic development and achievement in the field of employment generation is far below the target but in most of the developing country the percentage of unemployment is gradually increasing and India has also increase gradually as compare to the recent last and employment and unemployment survey at all India national level.

All the programs are not successful on all the region due to various social economic factor such as poor administration like a planning skills issue of awareness among rural people issue of wages women discrimination corruption and lack of entrepreneur skills and development and willingness of people to start the self-employment business and so the passion for the white color and private sector job in educated youths is increasing day by day while realizing this very fat there are several program which is being introduced chalk out from time to time by the government of India with collaborating with different institutions and agencies in the present article we have attempted to evaluate the selected employment generation programs and their long term development the case of India's national rural employment guarantee act has been taken as a reference.

### **Review of Literature**

As Bhaduri argues, "Steady and regular employment is the main avenue to economic security and upward mobility" (Bhaduri'2005). If this is indeed the case not just only to elevate from poverty level employment generation programs needs to be at the centre of policy and academic discussion.

Forstater argues along similar lines, adding that, "The unemployed are faced with financial insecurity, resulting in poverty and indebtedness. Certain kinds of criminal activity are directly related to unemployment. Unemploymentals oc and estabilize business expectations, as fears of low demand cool private investment" (Forstater'2006).

Chronic unemployment/underemployment have many implications for the development of a society. The various in direct and direct social and economic costs of unemployment was pointed by Sen. These include declining current output and income, deterioration of skills, rising inequality, loss of freedom and social exclusion, psychological harm, ill health, weakening human relations and family life, gender and racial inequality, negative impacts on social values, and technical and organizational stagnation (Sen,1997b).

### **Objectives of Study**

The primary objective of this article is to find out that weather a government generation policy like India's national rural employment guarantee act can any how constitute and can be linked with the long term growth and development of the country the article will also help to understand that unemployment is a complex problem for a developing country like India and so we cannot only depend upon a solution to a problem of unemployment government needs to take essential steps as unemployment is a complex problem the impact of the program like MGNREGA cannot be just by the traditional method and approaches show the capability approach needs to be implemented for the purpose of impact evaluation. Due to the concerns of jobless growth and chronic poverty, the Mahatma Gandhi National Rural Employment Guarantee Act came into existence in 2005.

- To determine and study the achievements of selected Employment Generation Program (MGNREGA) in India.
- To study the Socio-economic profile of the beneficiaries under the selected employment generation program (MGNREGA) in India.
- To suggest ways of effective implementation of the selected employment generation program by identifying problems.
- To study impact of MGNREGA on rural-urban migration.

### **Research & Methodology**

Research is the moment to move from the known to the unknown. The process of research requires a great deal of attention to conduct surveys and obtain results. It is a careful investigation or inquiry about the discovery of new facts in the current issue. The main objective of this research is to discover the hidden truth. The research process begins with defining the problem or opportunity and ends with the preparation of the research report.

### Data Collection Methods

Two types of data will be used for the study is included in

#### Primary Data Collection

It is the basic fact or data collected by the researcher through observation, inquiry, questionnaire etc. Usually, primary data is more reliable and it is time consuming process.

#### Secondary Data Collection

The data which is collected by others and if we are using only such data then it is called secondary data. In this research paper I have used secondary data from various books, magazines and authentic websites.

#### Brief Profile of Jharkhand

Rural India has been facing the daunting challenge of poverty, estimated at 41.8% (2011). The incidence of poverty is highest among the Scheduled Tribes (STs) in the Central and East Indian plateau, including Jharkhand. Further, poverty is inherently linked to socio-economic vulnerabilities rendering the poor without rights and voice. Integrated and sustainable livelihood interventions focusing on local challenges are envisaged as one of the effective ways for poverty alleviation. Jharkhand has an area of 79,714 Km<sup>2</sup> and a population of 32.97 million (Census 2011), of whom 26% are STs and 78% rural. With 51.6% rural people below the poverty line (BPL), Jharkhand is among the five States in India with more than half the rural population BPL. Though agriculture is the main rural occupation, over half of the cultivable land remains fallow and only 11% of the area sown is irrigated. Historically a key livelihood source for the Tribal communities, forests comprise 30% of the State's geographical area. Low agriculture productivity, subsistence nature of the farm economy, degradation of forests and absence of non-farm livelihoods are the key drivers of poverty. In spite of a sub-humid climate and high rainfall, agriculture is fraught with high risks due to high variability of monsoon rains and increasing temperature due to climate change, low moisture holding capacity of soils, absence of exploitable aquifers and high runoff. Government of Jharkhand has adopted a holistic approach for poverty alleviation and community empowerment with special focus on tribal communities.

#### Mahatma Gandhi National Rural Employment Guarantee Act

National Rural Employment Guarantee Act was introduced in 2005 and was started wef 2<sup>nd</sup> of February 2006.

The Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) aims at enhancing the livelihood security of people in rural areas by guaranteeing hundred days of wage-employment in a financial year to a rural household whose adult members volunteer to do unskilled manual work. MGNREGA serves as an effective safety net for the unemployed, especially during the times of famine and drought, supplementing household incomes and reducing migration to cities by villagers in search of work. It helps the economically rural poor by not just putting cash in their hands but also in creating sustainable assets. The Act also seeks to create durable assets and strengthen the livelihood resource base of the rural poor. The choice of works suggested in the Act address causes of chronic poverty like; drought, deforestation, soil erosion so that the process of employment generation is on a sustainable basis.

#### Performance Evaluation of MGNREGA in Jharkhand

State: Jharkhand	As on 16-09-2022
Total No. of Districts	24
Total No. of Blocks	264
Total No. of GPs	4,391
<b>I Job Card</b>	
Total No. of JobCards issued[In Lakhs]	69.13
Total No. of Workers[In Lakhs]	112.46
Total No. of Active Job Cards[In Lakhs]	34.23
Total No. of Active Workers[In Lakhs]	43.83
(i)SC worker against active workers[%]	10.52
(ii)ST worker against active workers[%]	26.63

II Progress	FY 2022-2023	FY 2021-2022	FY 2020-2021	FY 2019-2020	FY 2018-2019
Approved Labour Budget [In Lakhs]	900	1105	1150	700	700
Persondays Generated so far [In Lakhs]	307.79	1132.47	1176.08	641.95	536.59
% Of Total LB	34.2	102.49	102.27	91.71	76.66
% As per Proportionate LB	41.71				
SC persondays % as of total persondays	10.49	9.29	9.22	10.66	11.24
ST persondays % as of total persondays	24.79	23.74	24.9	25.2	26.83
Women Persondays out of Total (%)	45.69	45.57	42.56	41.31	39.22
Average days of employment provided per Household	26.69	45.27	46.35	46.36	42.17
Average Wage rate per day per person (Rs.)	228.56	224.92	193.98	170.98	167.99
Total No of HHs completed 100 Days of Wage Employment	3,715	88,520	1,14,384	30,988	25,985
Total Households Worked[In Lakhs]	11.53	25.02	25.38	13.85	12.73
Total Individuals Worked[In Lakhs]	13.84	31	32.05	17.63	16.24
Differently abled persons worked	4051	8839	9786	6127	6227
<b>III Works</b>					
Number of GPs with NIL exp	151	127	137	164	146
Total No. of Works Takenup (New+Spill Over) [In Lakhs]	13.13	17.92	16.12	8.97	9.01
Number of Ongoing Works[In Lakhs]	9.93	12.56	11.15	5.44	4.95
Number of Completed Works	3,20,226	5,36,180	4,96,276	3,53,275	4,06,402
% of NRM Expenditure (Public + Individual)	65.28	69.68	77.06	66.26	60.26
% of Category B Works	79.57	73.43	69.24	78.54	84.14
% of Expenditure on Agriculture & Agriculture Allied Works	96.8	93.8	93.38	97.43	94.47
<b>IV Financial Progress</b>					
Total center Release	101036.77	272455.53	348983.72	131114.93	153805.66
Total Availability	136423.47	272496.81	350694.96	143651.93	153805.66
Percentage Utilization	62.93	122.42	89.41	118.34	98.92
Total Exp(Rs. in Lakhs.)	85,857.56	3,33,587.95	3,13,564.18	1,69,998	1,52,137.07
Wages(Rs. In Lakhs)	76,225.2	2,42,260.5	2,26,506.45	1,09,144.35	90,371.31
Material and skilled Wages (Rs. In Lakhs)	8,438.4	83,432.99	78,801.07	52,973.92	54,554.72
Material(%)	9.97	25.62	25.81	32.68	37.64
Total Adm Expenditure (Rs. in Lakhs.)	1,193.96	7,894.45	8,256.66	7,879.73	7,211.04
Admin Exp(%)	1.39	2.37	2.63	4.64	4.74
Average Cost Per Day Per Person(In Rs.)	294.74	321.01	268	255.31	251.35
% Of Total Expenditure through EFMS	99.54	99.89	99.94	99.89	99.87
% Payments generated within 15 days	99.98	99.96	100	99.99	98.93

Source: Department of Rural Development Government of Jharkhand.

### Performance Evaluation of MGNREGA amongst Household and Person days in Jharkhand

State - Jharkhand						
	Financial Year 2021-22			Financial Year 2020-21		
	Household	Persons		Household	Persons	
No. of Registered	6960483	11380041		6645522	11050173	
No. of Job card deleted in current YR	123084	221799		89451	182495	
No. of Job card included in current YR	403733	574926		1470325	1944785	
Cumulative No. of HH issued job cards	SCs	STs	Others	SCs	STs	Others
	647257	1837220	3683903	622495	1767745	3552472
Employment Demanded	Household	Persons		Household	Persons	
	2846135	3699794		3212863	4393264	

Employment Offered	Household	Persons		Household	Persons	
	2845052	3698111		3211911	4391850	
Employment Availed	Household	Persons	Total Persondays	Household	Persons	Total Persondays
	2501830	3099987	113247006	2537586	3205040	117607755
No. of Families Completed 100 days	88520			114384		
No. of HH which are Beneficiary of land reform/IAY	0			0		
No. of Disabled beneficiary individuals	8839			9786		

In the financial year 2021-22- so far, 69.60 Lakh households have been provided employment and in the process 1.132 crore person-days of employment have been generated. Women have accounted for an average of 45.69% of the total person-days generated in MGNREGA, while SC/ST households have contributed to a total of 35.28%.

In the financial year 2020-21- so far, 66.45 Lakh households have been provided employment and in the process 1.176 crore person-days of employment have been generated. Women have accounted for an average of 45.57% of the total person-days generated in MGNREGA, while SC/ST households have contributed to a total of 33.03%.

Considering the above data, we can say that Mahatma Gandhi NREGA is the largest wage employment programme in the world and has been operational for more than a decade now. The Programme's implementation has been critically scrutinized over the years by various stake holders including citizens, civil society organizations, policy makers, academic and research organizations etc. To strengthen the livelihood resource base of the poor, and the focus of the scheme is on creation of productive assets of prescribed quality and durability under the scheme.

### Conclusion

So far looking into the theoretical foundations for creation of job programs in the developing countries in the section to conclude we will take a look at India and strategy of planning post-independence era will also look particularly the growth pattern in the last 20 years of the country. In this article we are going to make a case for an employment generation program which will show that growth has not been an inclusive one since independence and that should be linked with both long-term inclusive development strategy and elevation of poverty.

Government employment generation schemes are crucial for elevating poverty but in addition to this we need to give attention to the nature of investment and increase the productivity of workers this will also allow workers not only to earn better income but also will allow them to have an opportunity to Undertaker decent work employment generation program should also focus on increasing the productive capacity of the economy as a whole.

In our article will get to see that large number of households are availing the benefit taking the opportunity to shape their life by using the benefits of MGNREGA scheme but the number of days of work is very less which as a result is not able to stop migration to the full extend all though it had play an important role controlling the migration from rural to urban we are going to see that mostly female members are largely involved in MGNREGA work in the rural areas due to a lesson number of works available MGNREGA impacts on the livelihood of people which is not very much encouraging due to less number of days of work as a result people are low earning from it. The impact of MGNREGA on wages in other sector apart from the labour class and with improved infrastructure agriculture productivity has reported an increase in numbers.

Overall MGNREGA has been satisfactory scheme but the disappointing teacher is that it has failed to crap the rural to urban migration in Jharkhand.

### Suggestions

While MGNREGA is one of the most ambitious programs that have been launched by the government of India, to combat unemployment, and migration of unskilled labor from rural to urban, the program has much scope for improvement. Some of the key areas where MGNREGA can be improved will be discussed in this section.

### Extending guaranteed workdays in one financial year

One of the suggestions is to increase the current work days which is available in one financial year as this is the major factor which is failing the act to gain more popularity among the beneficiaries if the government increase the current working days it is supposed to attract more.

### Expanding the approved work under the program

The approved list of work that could be undertaken under this act was severely limited at the time works that can be undertaken are in the areas which are effected by drought proofing water conservation irrigation can as rural connectivity it was suggested by the number of people that more work should be added under a single program this would not only provide jobs but also help to bed a better infrastructure facilities in rural part of the country.

### Creating jobs to improve skill sets

Creating more number of jobs is one another area in which MGNREGA can be improved as a suggestion the jobs which are guaranteed and as a program are jobs that are unskilled in nature which are meant for people who are unskilled the structure of MGNREGA can be utilise to create job that allow for skill creation basically focusing the rural part of the countries as we talk of Jharkhand state where they are maximum of tribal community which exist and the employment rate is also not that satisfactory in our state the scheme can also beauty lies to teach basic computer skills to high school student by creating job for college graduates etc.

MGNREGA has a lot of potential in generating employment both directly and indirectly for the rural poor if implemented sincerely and efficiently. MGNREGA can be integrated with existing social programs gradually. Lastly, it would also be helpful to study the integration of MNREGA with other development schemes over a period of time and this might prove to be useful from a budgetary aspect in the long run.

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