

MGNREGA: THE SOCIAL EQUALITY ENFORCEMENT (MANAGEMENT AND ORGANISATION)

Dr. Vinay Kumar*

ABSTRACT

The India specially the Rural area has seen number of good and Bad phases since independence. Rural development has been a vital issue for states with sizable amount of rural population as various programmes were launched for the event of poor and marginal people living in rural areas. Role of rural areas in development of the country like India needs no proof because it is clear from the orientation of presidency policies that rural areas are acting as drive engines for growth of the country. The government within the recent past has framed numerous schemes and programmes for the event of rural areas of the country so as to tap the resources for betterment of rural masses. The use scheme like MGNREGA holds special importance for developing states like Bihar which has faced great challenges in development process thanks to its tough hilly topography and geographical constraints. In 2005 the Indian assemble has sanctioned with the consent of President of India, an act named "National Rural Employment Guarantee Act (NREGA)", which is intended the central government's response to constitutional right of people to find out a method of market livelihood security in India's rural areas. To the present end, the Act guarantees 100 days of annual employment at statutory remuneration rates to any rural household whose adult members are willing to try and do unskilled manual work. Undoubtedly NREGA is a very important as well as an unique idea for various long terms problem of employment and poverty as well as Social Security in Rural Areas. Except for academic perspective on the necessity, relevance and justification for the MGNREGA, it also seeks to ascertain a dialogue between academics and policy makers with people who are performing at grass root level to observe the functioning of the MGNREGA. Another objective of the paper is to pile up of these diverse experiences on a typical platform to make some common understandings on the issues faced in implementation of MGNREGA and also to be told from the successes in implementing MGNREGA.

KEYWORDS: *Rural India, Environment, Unskilled, Social Challenges, Historical Development.*

Introduction

It is hard to think development of any nation without the event of its rural economy, neglecting of rural development means neglecting of overall development of nation. The development of India lies within the economic betterment of individuals lives in rural India that government must make strong economic policies and better implementing strategies. National Rural Employment Guarantee Act (NREGA) enacted by legislation of India on 25 August 2005 and it had been renamed because the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) on 2nd October 2009 on the birth anniversary of the Father of the Nation Mahatma Ghandi. The act aims to get rid of the intense poverty and at making villages of country independent through productive assets creation of the Mahatma Gandhi National Rural Employment Guarantee Act. The fact is very interesting to know that on an average around fifteen percent of the total households (i.e. Total Families) in all over India and if talk for rural areas only then around thirty percent of the households (i.e. Families) directly or indirectly receives some kind of employment through the MGNREGA programme. Under the scheme of MGNREGA at least a consolidated wages for hundred days is definitely paid to rural households on the

* Ex. Research Scholar, Department of Commerce, Magadh University, Bodh Gaya, Bihar, India.

demand of the employees. Although the scope of MGNREAG is not limited to any specific area and extends to whole of the India, the difficulties arises in achieving the objectives of MGNREGA due to interstate similarity but inter district differences. During this paper we'll study how MGNREGA may be a beneficial and effective scheme for the event of rural India. Also provide some important suggestions are proposed to form this scheme more powerful, fruitful and valuable.

Objective of Study

- To check the involvement of MGNREGA in development of Bihar specially the agricultural areas.
- To check the impact of MGNREGA in creation and development of infrastructural base within the rural areas of Bihar.
- To look at the impact of MGNREGA on socio economic empowerment of girls beneficiaries of rural areas of Bihar.
- To review the impact of MGNREGA engaged generation in Bihar.
- To recommend various measures for effective implementation of MGNREGA supported the findings of the entire research.

Review of Literature

Thomas & Bhatia (2012) regarded MNREGA as an ambitious try and battle poverty by guaranteeing employment to people who demand work and capable in formation of capital in rural areas. **Pamecha & Suman (2015)**. He has made an analysis of the impact of the socio-economic manner of MGNREGA on the livelihood of the beneficiaries of Dungarpur district of Rajasthan. In their study they observed that that the MGNREGA has definitely changed the lives of the beneficiaries.

Kharkwal & Kumar (2015) In their study they commented that even though there is decrease in per capita income still debts are observed to be extended along with the possession of the assets. The worth of socio-economic index indicated that within the initial years of implementation of the programme, about 36 per cent of the beneficiary households were in poor socio-economic strata which has shown a down fall of twelve percent in year 2013-14, but on the other side the household who were beneficiaries which are in good social economic position has actually increased.

K. Borah & R. Bordoloi (2014) they conducted a research on MGNREGA and wages distributed under the same. The case study was specific to Sonitpur district of Assam. They evaluated the impact of MGNREGA. on women empowerment and identified the obstacles within the path of the implementation of the scheme. The paper revealed that fe-male workers have significant benefits from MGNREGA and also identified some limitations within the implementations of the Act.

Panda et.al (2009) through their study found that this act empowered rural tribal women in Sikkim and Meghalaya by enhancing their confidence level and by ensuring a point of financial independence. They mentioned that within the traditional institution like Durbars women aren't allowed to own political representation. But mandatory involvement of girls in PRI institution has given boost to women empowerment within the state.

Lavanya and Mahima (2013) determined the scope of girl's empowerment through MGNREGA in Palakkad. The results of the study showed that MGNREGA had made the ladies beneficiaries economically independent and it absolutely was also concluded that the programme had laid a foundation for self-esteem and independence for ladies beneficiaries.

Khera and Nayak (2009) they did a sample survey in different states of north India which has Hindi Speaking to evaluate the impact of NREGA specially with the life of Women Workers. This study reveals that there's significant benefits reported by women include increased food security and better ability to avoid hazardous work.

Rational of Study

Rural population gets wages if drought like situation erupts so it should be continued to prevent migration to cities and for rural mass uplift it's necessary. The MGNREGA is basically a labour intensive work which involve use of labour for various infrastructure development such as water harvesting, or relief from drought which directly as well as indirectly economic establishment and development of the rural areas. This is how the MGNREGA has provided and played a main role in development of infrastructure in India especially in Rural Areas. There's a visual change in development

in rural areas of India by MGNREGA just like the development of roads, development of irrigation canals, development of housing in rural areas etc. Though many studies are conducted on women empowerment through MGNREGA, but various areas are still under researched during this aspect. Hence this study aims to fill this gap.

Research Methodology

Research Methodology may be a process through a process of knowledge collection, their analysis and conclusion using some Statistical methods, researcher finds out certain analysis supported which additional suggestions are recommended for improvement and sometime leaving scope for further study. Present study relies on Primary also as Secondary data. The study is particularly supported primary data. For the study the secondary data is collected from various studies available either published or unpublished, reports, other citations available online further as offline. As discussed above the sampling method that was found appropriate for this research is convenient sampling.

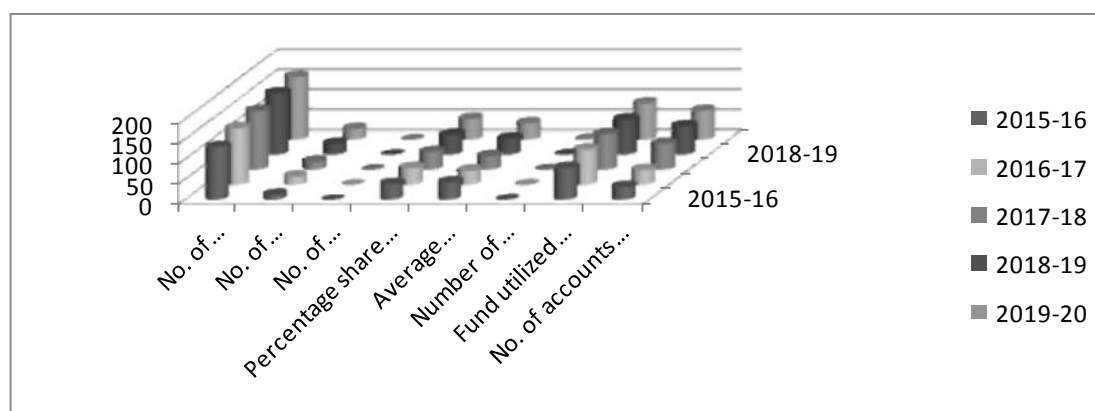
Results and Analysis

Table 1: Performance of MGNREGA (2015-16 to 2019-20)

Year	2015-16	2016-17	2017-18	2018-19	2019-20*
No. of households Job Cards issued (lakh)	133.6	142.4	148.3	155.3	158.40
No. of households provided with employment (lakh)	14.9	22.3	22.5	29.2	28.9
No. of households obtaining 100 days of employment (lakh)	0.6	0.2	0.2	0.2	0.2
Employment generated (lakh person-days)	670.9	858.4	817.2	1234.1	1419.20
Percentage share of women in total employment generated	40.8	43.8	46.6	51.8	53.89
Average employment per household (person-days)	45.1	37.4	36.4	42.2	43.3
Number of completed works (lakh)	1.1	0.8	1.1	1.8	1.6
Fund utilized (percentage) as per MIS	81.6	89.9	91.0	90.0	92.16
No. of accounts opened (lakh)	34	39.2	66.9	72.8	74.3

Source: Department of Rural Development, Government of Bihar

*Data for 2019-20 is taken as tentative basis official data is still not available.



One can easily observe that both the numbers of households with job card of households which had obtained employment have increased consistently. Between 2017-18 and 2018-19, the number of job cards issued increased from 148 lakh to 155 lakh and between 2018-19 and 2019-20 it is 155.5 lakh. Similarly, the number of households receiving employment has increased by about 32 percent from 22 lakh in 2017-18 to 29 lakhs in 2018-19 and 28.9 in 2019-20 it is. The number of households which obtained 100 days of employment has also increased in the last three years. The number of person-days generated has again increased around three and a half times, from 670.90 lakh person-days in 2015-16 to 1419 lakh person-days in 2019-20. MGNREGA has an in-built mechanism to ensure participation of women in the total employment created. In Bihar, the share of women's participation was higher than the statutory requirement of one-third of the total person-days created. During the last five years, the share of women in the total employment created has increased, and it stood at 53.89 percent in 2019-20. However, the average number of days of employment per household has been fluctuating over the years.

Conclusion

The nationalist leader National Rural Employment Guarantee Act (MGNREGA) is that the largest poverty alleviation and well thought legislation in Indian history of social insurance programme since independence. MGNREGA has come as a ray of hope for the agricultural households because the main focus of the scheme is to reinforce livelihood security within the type of generation of guaranteed wage employment by creating village infrastructure. The objectives of the act are to keep up equality among the varied groups of the society and to market standard of living thereby contributing to economical improvement of the people of the agricultural areas. It had been revealed from hypothesis testing that the programme has done an excellent job in improving the economies of rural areas by raising their socio-economic status. The study also revealed that there's a requirement to amend the structure of the programme by introducing more transparent and responsible system and to create it objective specific and goal oriented. There have been significant shortages in verification of works by state officials. There have been deficiencies within the approval and release of funds by the ministry. The ministry has to take decisive steps to make sure proper implementation of the scheme. It has to concentrate on developing intensive monitoring and evolution systems. An analysis of releases made to states for the amount under review and poverty data showed that three states Bihar, Maharashtra and state had 46 percent of the agricultural poor in India, but accounted for less than about 20 you look after the whole funds released under the scheme. This indicates that the poorest of poor weren't fully able to exercise their rights under MGNREGA. So as to form the programme more fruitful, following suggestions on the idea of study are given which are required to be implemented

- The standard of coaching programmes to the personnel employed within the MGNREGA should be enhanced in order that the general process, content and delivery of the schemes should be optimally delivered to the beneficiaries.
- The workforce should be more professional in their orientation. they ought to have proper information about the profile of their work to realize the target of development within the region.

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