CHAPTER – II
RESEARCH METHODOLOGY AND REVIEW OF LITERATURE

2.1 Introduction:

EGS at state level was born out of the concerns of drought areas and development of people of these areas. The purpose was to provide the work for empty hands and to prevent the starvation. It has been emphasized upon the states to employ dedicated staff in the implementing agencies. Salary of such dedicated staff is met out of the administrative expenditure admissible under the Act. States have also been directed to ensure that adequate number of works is available to meet the labour demand. Implementation of MREGS monitored on regular basis, State Level Monitors and Area officers visit various districts to oversee the progress of the Act.

2.2 Significance of the Study:

“A natural extension of these efforts is to demand the ‘right to work’. The right to work is indeed the best protection against hunger and poverty. Access to gainful employment is also an important basis of participation in the society. An important step towards the realization of the right to work has been made in the state of Maharashtra. According to the state EGS, unanimously approved by the state assembly in the early 1970’s, every citizen has a right to be gainfully employed on public works at a basic wage, if he or she demands it. In practice, MEGS falls short of an actual work guarantee, as state authorities often succeed in evading their responsibilities in this respect. Nevertheless, the scheme has considerably strengthened the bargaining power of the rural poor in demanding gainful employment. On an average day, EGS worksites employ about half a million labours, most of who belong to the poorest sections of the population.

Recent studies highlight a number of secondary benefits from the programme, such as the creation of productive assets, higher agriculture wages, reduced rural-urban migration, and significant changes in local power structures. The scheme is particularly important for women, who constitute more than half of the EGS labour force.

Elsewhere in India, there is a long tradition of labour intensive rural works programmes, especially (though not exclusively) in years of drought. These programmes, however, are not based on the right to work. They are just additional employment opportunities provided by the state, as and when resources and commitment are available. There are several reasons why a guarantee of employment, as opposed to ad hoc provision, would make a real difference.
First, a guarantee of employment would strengthen the bargaining power of those who are demanding work. This consideration is paramount, given the pervasive problem of official inertia in the absence of organized public pressure. Second, a demand driven approach would ensure that employment is provided where and when it is most needed. When employment is allocated from the top down, the whims of bureaucrats or the political affiliation of the local Member of Legislative Assembly (MLA) often matter more than the real needs of the people. Third, an EGS would also facilitate the inclusion of the poorest of the poor in employment programmes. When employment opportunities are limited, those with greater clout and better connections among potential workers tend to get the work at the expense of the more vulnerable. In contrast, an open-ended employment guarantee gives full play to the principle of ‘self-selection’, where the poor are free to decide whether or not they wish to participate in the programme. Fourth, the right to work brings an element of predictability in people’s lives. Today, labours cannot count on employment being provided to them during the lean season. The result is massive seasonal migration, especially in dry land areas. An EGP would give labours greater confidence in the prospect of local employment, and discourage seasonal migration.

Last but not least, a legally binding EGP is likely to be far more durable than ad hoc employment schemes. MEGS has already lasted for nearly three decades, in spite of major changes in political leadership over the years. By contrast, other employment programmes have tended to be fragile and short-lived. Within the last three years alone, several employment programmes sponsored by the control government have come and gone.”

2.3 Statement of the Problem:

The poverty and unemployment is one of the burning problem in rural area. Numerous studies indicate that MEGS had an impressive impact on employment as compared to other anti-poverty programmes in India. The proposed study aims to understand the implementation of EGS and MREGS its relation of poor families from the rural area. Therefore, proposed study is entitled ‘right to work’ and EGS in Maharashtra.

2.4 Objectives of the Study:
The following are the main objectives of the study:
1) To study the historic perspective of right to work.
2) To overview the poverty in India and Maharashtra.
3) To study the historic and development of the EGS.
4) To examine the EGS, NREGS and MREGS Act.
5) To study implementation of the EGS and MREGS.
6) To examine the achievements of the EGS and MREGS.
7) To study the shortcoming during the implementation of the MREGS.

2.5 Sources of Data Collection:
The analysis is mainly based on secondary sources of data. The statistical data on relevant information have collected from the Annual Reports Published by Government of Maharashtra, District collector office, Mantralaya, additional information have also collected from books, journals, Government publications Library and Internet etc.

2.6 Tools of Data Analysis:
Keeping in a view the objectives of the study, some appropriate statistical techniques such as averages, range, relative range, standard deviation, coefficient of variation, skewness, percentage change, compound growth rate have calculated for relevant variables. Moreover, some graphical devices has used for data analysis.

2.7 Data Processing Plan:
The data this collected have processed with the help of computer software viz. MS-EXCEL.

2.8 Period of the Study:
As pointed out earlier, the present study aims to examine the social inclusion of poor people through employment guarantee scheme in Maharashtra. In this direction the period, from 1972-73 to 2009-10 is selected for analysis.

2.9 Limitations of the Study:
The EGS main focus is on understanding the implementation and impact part of the scheme with particular reference to Maharashtra state. Main focus on yearwise & districtwise average labour attendance., yearwise category wise works completed, yearwise budget expenditure.
2.10 Review of Literature:

Review of literature makes an attempt to review the available literature related to EGS in the form of books, volumes, dissertation, articles, research papers etc. publish up to 2010. Review of literature is the primary base of any research work. It clarifies the basic concepts and helpful to plan future research work. Review of literature not only gives information about the research so far done EGS but it also helps a new research is giving proper direction to his research. There fore this chapter forms an important part of this study. We have studied two part of this chapter 1) EGS in related Maharashtra, 2) NREGS in other states in India.

**Reynolds Norman, Sundar Pushpa (1977)**, have observed, in a country as large, poor and populous as India a scheme like MEGS is of great interest. It is generally accepted that the direct redistributive effect of the EGS is indeed substantial. That, in turn, raises further questions. The increase in wage payments to the poor can be expected to increase the demand for consumer goods. A similar concern to that the production of consumer goods relates to food policy. India today has benefited from good crop seasons in a row. The large stock of food grain and low level of inflation provide a degree of confidence in the management of the EGS. If the inflation and food stock positions were to alter unfavorably, Maharashtra’s claim on available food stocks for distribution in the countryside against wage payments on rural works test the national political support for programmes of this type. Fortunately, India’s large foreign exchange surplus suggests that no serious conflict should arise in the foreseeable future on this point between the interests of Maharashtra and the rest of the country, certainly not unless world food prices steeply rise once again.

**Dandekar Kumudini, Sathe Manju (1980)**, have examined, the food for work programme in 1978-79 helped to get an increase of 33 percent and more in the EGS earnings of the workers and was considered the greatest attraction of EGS. Form landless households men and women came almost in same numbers. But with even small land holdings men worked on their own farms letting their females work on EGS. There was also a feeling. Sometimes that EGS work was easy. Since there was not much of the supervision. If wage rates were the same for males and females, and if males could get higher wages elsewhere, why not females work on EGS? Such was the attitude of villagers on some projects. The age distribution of the males and females working on EGS is worth nothing. This distribution is compared here with that of the general population of workers, in the 1971 census of rural Maharashtra.
Form the age distribution is seems that both in the case of males and females, those who were just entering the labour force, or those who had entered it perhaps unsuccessfully slightly earlier, were working on EGS. From age years 40 and up they were less prone to work on this scheme. Thus the socio-economic status of the EGS workers more or less conformed to what can be called ‘poor’ and they needed employment the most. It is worthwhile nothing. However, that ‘poverty’ of 1978-79 was curbed by EGS.

**Abraham Amrita (1980)**, has made an attempt direct recovery of costs where the beneficiaries are identifiable which is chiefly in irrigation and land development projects may mean full costs or part of the costs according to formulae that have been prescribed under the EGS. Recovery is spread over several years and falls due from the second year after work is completed. What costs have actually been recovered we do not as yet know as the Revenue Department has not been able to issue any figures. What they know is that by the end of March 1976 for instance some 900 canals and tanks for minor and major irrigation works had been completed and over 2,000 soil conservation works had risen to 1,500 canals, tanks, etc. and over 5,000 soil conservation works. Thus recoveries of costs (except for work carried out in dry farming lands where soil conservation dues are usually waived) should be good but given our general experience with collection of land revenue etc. it is certain to be minimal, if at all.

**Tilve Shobha, Pitre Vidya (1980)**, have attempted on account of the various inconsistencies cited above lack of self-explanatory tables moreover gives the impression of confused data presentation. The numerous errors of omission & commission invalidate the authors attempt to arrive at an estimate of the number of persons employed under EGS. They wonder whether a systematic and careful designing and analysis of the survey would actually substantiate propositions completely different from the one presented in the article. Government provides data at a macro level, and the minimum objective of any survey should be to check the quality of these data in any particular region using appropriate survey procedures. Government agencies, state bureaus, academic institutions conduct survey after survey, and this would result in overlapping of work or wastage unless there is a qualitative difference between them. Indeed, otherwise, such efforts could well end up merely guaranteeing employment for social scientists.
Bagchee S. (1984)\textsuperscript{5}, has examined the provisions of the scheme and discusses some of the important issues involved in its planning and implementation which have a bearing on the realization of its objectives. The main doubt raised in this paper is whether the scheme has not perhaps outreached itself by extending a guarantee of employment to too large a section to population thereby affecting the goal of productivity and also raising problems of manageability. It points out that straddling the twin objectives of employment generation and increasing productivity can only be feasible if the focus of the scheme is on poverty amelioration and both these objectives are seen from this view-point. This requires devising suitable procedures for planning, monitoring and evaluation from this perspective. These doubts arise not from merely theoretical concerns but out of the practical problems that arise while administering the EGS in the field and which require to be resolved by suitable policy decision as recommended.

Katke V. S. (1987)\textsuperscript{6}, in his Dissertation the fact that, Sangola taluka ranks first in the performance of EGS works needs further investigation particularly, in respect of its employment effect have studied the same with particular reference to implementation of catchments area development programme in 45 selected villages in Sangola taluka for the development of small farmers. His main findings were as follows.

1) Out of total No. 5670 completed works the works of Nalla banding contributed the highest performance of 2363 completed works which from 41.67 per cent.

2) The village having maximum number of completed Nalla bunding works includes Ajnale 626, Jawala 113, and Hattid 103 etc.

3) The total expenditure incurred for the development of 11783 small farmers was to the tune of Rs. 146.91 lakhs. Particularly, the villages such as Ajnale Rs. 18.78 lakhs. Katfal Rs. 6.59 lakhs etc. have not maximum advantage in terms of expenditure.

The scheme has created good impact at taluka and district level, it logically implies that, the class of beneficiaries. Small farmers should be fully aware of such scheme and they should organize to fetch the fruits of such programmes at their door steps.

Kachare L. B. (1988)\textsuperscript{7}, in his Dissertation finding a sample survey of 70 workers was conducted in different village of the Kavathe-Mahankal taluka. This was done with a view to finding out. The financial benefits were arising from the EGS for workers.
The main finding of the study-
1) The scheme has been effectively implemented both at the state and taluka level.
2) Eradication of poverty and generation of employment have become possible because of the scheme.
3) The financial provisions made for EGS have increased to a great extent after 1975-76.
4) The productive works undertaken by the EGS have certainly proved to be effective in improving the agricultural productivity.

Echeverri-Gent John (1988), has focused the causes of uneven development, corruption, and elite domination in rural Maharashtra are deeply rooted in the state’s political economy. In itself, the EGS alters their dynamic only marginally. Nevertheless, making employment an entitlement enhances the political capabilities of less privileged groups, and alters the state’s political terrain in a manner that enhances the prospects for more equitable development. Most policy analyses appraise the efficiency of implement in achieving policy objectives and usually neglect the political impact of policy implementation. The case of the EGS suggests the importance of taking into account the ways that public policy shapes political activity. This analysis shows that the political impact of policy implement is important because public policy is more effective if its implementation creates pressures that encourage administrators to promote policy objectives, over the long term, the importance of the political impact of policy implementation lies in its shaping the nature of political activity and its effect upon political relationships within a society. The cumulative impact of policy implementation conditions the nature of that society’s polities and, ultimately, the direction of its political and economic development.

Ezekiel Hannan, Stuyt Johann C. (1990), have article looks at the geographical distribution of EGS in Maharashtra in order to examine to what extent the scheme has responsive to the unmet employment need reflected in the agro-ecological and other economic conditions affecting their employment opportunities relative to the growth of their labour force. If increased investment alone is to be relied upon to bring about the increase in the rate of growth of regular employment, the proportionate increase in investment required – will of course be equal to the proportionate increase in the latter rate of growth that is needed. Even this will be small for the reasons set out above. However, if attention is concentrated on increasing the effectiveness of investment in

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these districts, and in particular on obtaining greater long-term returns from the EGS expenditure on projects and from complementarities between different projects and programmes, the required growth in regular employment opportunities may be obtained without much increase in investment. A rapid decline in EGS employment in these districts can then be achieved, with powerful effects on the total volume of employment that has to be provided in the state under the EGS.

Bhende M. J., Walker T. S., Lieberman S. S., Venkataram J. V. (1992)\textsuperscript{10}, this paper attempts to analyze the role of EGS in augmenting the wage income of rural households, its performance in terms of targeting the poor from the non poor and also its relationship with farm employment. To sum up, they find that the EGS provide employment when farm and off-farm employment opportunities are inadequate to absorb idle labour force in the rural areas. The scheme succeeded in targeting the poor from non-poor. The scheme was unable to make any significant dent on the prevalence of poverty per se never the less; it has helped in reducing the severity of poverty by augmenting the incomes of the rural poor.

Ravallion Martin, Datt Gaurav, Chaudhuri Shubham (1993)\textsuperscript{11}, this paper explains, among developing countries the EGS. In the state of Maharashtra in India is probably the most famous and by many accounts, the most successful direct government effect at reducing absolute poverty in rural areas. Since the mid 1970s the EGS has aimed to offer unskilled rural employment on demand, as embodied in its slogan “Mageltyalakam”. The work creates or maintains rural infrastructure through small scale irrigation and soil conservation projects, reforestation, and rural road building. The EGS projects are designed to be highly intensive in their use of unskilled labour, which typically accounts for over two-thirds of variable costs-wages are set in form of piece rates stipulating rates of pay for large number of specific tasks such as digging, breaking rocks, shifting earth and transplanting. The scale of the scheme is impressive in a typical year; it provides about 100 million person days of employment at an average cost of about US $ 1 per day in the late 1980s. Given this scale, it is a surprising how little we seem to know about the schemes performance alleviating income poverty. They suggests that the scheme is quite well targeted, in that the non poor are rarely attracted and many of the able-bodies rural participate at one time or another and that the net transfer and income. Stabilization benefits to the poor are likely to be sizable.
Mahendra Dev S. (1995), have studied the EGS alone cannot remove the poverty in rural areas of the state. And any replication of the scheme in other states should involve prior establishment of decentralized district planning and implementing body and assurance of adequate funds through additional taxation. While examining poverty alleviation programmes for the rural poor in Maharashtra. The article made and attempt to a) analyze its macroeconomic, demographic, political and institutional dimensions, b) examine characteristics of poverty, c) assess the major anti-poverty programmes in the state, and d) critically evaluate the EGS. Given all the limitations in the EGS design and implementation, many studies have shown that the EGS has made positive impact on the levels of living of the rural poor in Maharashtra. The person day unemployment rate based on NSS declined considerably over time in the state. The performance of EGS in terms of employment creation, raising incomes of the poor and checking leakages is much better than any other anti-poverty programmes in India. There are also many indirect benefits due to the scheme. As regards poverty in spite of the decline in the 1980s. The incidence of poverty is quite high in the state as compared to many other states. The indebtedness level is also quite high among agricultural labours in the state. The solution to poverty alleviation in Maharashtra in the medium and long term lies in the development and adoption of suitable technologies to make the poor in the dry land communities economically viable by improving the productivity of their agriculture. In this context watershed development programmes, village development programmes.

Ranade Ajit (1998), this paper reviews the regional patterns of performance of EGS in various district of Maharashtra. Based on our observations two inter-related issues: a) The scope for future reforms within EGS and the scope for and limitations of emulating the EGS model in other states and regions of the country have been discussed. It explores the idea that effective labour market intervention in the form of rural public works programmes or other forms of unemployment insurance, such as EGS and Employment Assurance scheme (EAS), require a region and possibly time specific approach. By looking at the correlation of EGS, employment (form 1979 to 1997) with factors like rain, productivity, agricultural labour force, etc. it establishes the distinctly regional patterns of EGS employment. The study suggest reforms in the design of EGS in terms of (a) greater flexibility in planning so as to incorporate the twin objectives of growth and job creation,
b) A greater role for panchayat, village based cooperative societies and NGOs add lesser reliance on centralized revenue and technical departments,

c) Operating EGS more vigorously in some regions and during slack seasons only,

d) Rejuvenating the EGS council and

e) Initiating wage reforms so as to remove disparities between EGS and organized workers or with Jawahar Rozgar Yojana (JRY) workers. In terms of replicability of EGS some limitations arising out of a) its drought legacy, b) its specific Mumbai based urban tax base, c) the political economy of EGS and d) the active role played by NGOs have been examined.

Krishnaraj Maithreyi, Pandey Divya, Kanchi Aruna (2004)\textsuperscript{14}, have highlights the issues including gender concerns that need to be addressed before restructuring the scheme. Decentralized planning, monitoring and assessment are impossible without proper comprehensive information management essential information regarding participants, particularly women not available:

1) Background data on participating households
   - Size of the household
   - Its composition in terms of gender and age
   - The marital status, number of children of the female members of the household.

2) Details of Employment of EGS
   - Date on male and female workers.
   - The duration of employment on EGS sites (data is available only in terms of person-days)
   - Division of labour between men and women

Development of data records need to focus on the Tahsil/ Block level. Even collection and dissemination of village level data should not pose difficulties with computerization.

Hirway Indira (2004)\textsuperscript{15}, have studied the provision of the EGP should be strengthened to achieve the objectives of poverty reduction, construction of productive assets and promoting mainstream employment. The above discussion has several implications and inferences for the proposed EGA. These presented below.

- The act should be restricted to the selected back ward districts to be determined by an expert committee of the planning commission. Recently, this task has already been undertaken by the committee of the planning commission. Such a committee can be set up periodically when there is a need to change to coverage of the act.
• The employment guarantee should be complete – to all households and for as many days they want.

• The act needs to be implemented in a decentralized framework and in a project mode so that the goals of the project are achieved.

Ganesh-Kumar A., Mishra Srijit., Panda Manoj (2004)\textsuperscript{16}, this paper reports the finding, the proposed act at the national level mentions payments of compensation at one-third of the applicable wage, which is to be met by the respective state government. The feature where the liability for compensation is on the states (which as the responsibility of implement) is a potentially useful means of ensuring efficient implementation. Claims for compensation can in fact be used as a means to monitor programme delivery. The proposed act goes beyond just monitoring and in fact suggests imposing monetary liability or imprisonment of the concerned programme officers in such instances. Using instances of claims of compensation to penalize the implementing authority could lead to undesirable consequences such as not registering claims for compensation, registering false claims for compensation as a means to settle sources etc. This can act as a deterrent to get able and committed officials posted for such operations. However, accountability of the officials and agencies involved should be adhered to under normal government rules. At the end, it may be mentioned here that there has not been an independent statewide evaluation of the functioning of the MEGS in recent years. Such a contemporary evaluation would help in drawing further lessons for the proposed National Employment Guarantee Programme (NEGP).

Ghosh Jayati (2005)\textsuperscript{17}, has studied, ultimately the EGA is a major move in the right direction. It can provide much-needed employment for the rural poor and can become the basis for the necessary regeneration of the rural economy, without which sustainable aggregate growth is not possible. While it is not as comprehensive guarantee as might have been wished, there is no doubt that the NREGA even in its present from represents a major landmark, probably one of the more historic pieces of legislation in independent India. If it is implemented even partially, it could have very substantial positive effects on the rural economy. Which is currently in the grip of an unprecedented agrarian crisis, with enormous levels open and disguised unemployment and very large shortage of opportunities for productive income generation? The mobilization of exiting surplus labour in the countryside is likely to generate very positive effects in terms of freeing productive forces and generating more economic growth. It is also likely to change the balance of class forces in the countryside, at least to some extent, which is one of the reasons why there has been so
much opposition to this legislation. But for any of this to happen, there is need for very vigilant and constant civil society engagement with the process, and in particular very extensive social and political mobilization across the rural areas to ensure effective implementation. If this happens, the Indian experience can indeed serve as a model for the rest of the world.

Gupta Smita (2005)\textsuperscript{18}, has attempted, the divergent approaches to fiscal policy gave rise to often irreconcilable differences on aspects such as piece rate work, type of works, wages, targeting, individual entitlements, central liability, etc. it also created the paradox of an anti-peasant support to the EGS and an anti-subsidy support to expansion in rural employment expenditure. Unfortunately, this nature of support only serves to strength neo-liberal economic policy besides implying dire consequences for the peasantry. With growth rates of rural income, employment and production already low and falling, an additional decline in public spending will further incapacitate rural India. The EGS on the other hand has the potential of turning around the agrarian distress and generating growth. It would mobilize surplus labour and unleash productive forces. For this reason, proponents of the same neo-liberal policies are likely to exert pressure on the government to narrow the scheme, to underestimate demand, to utilize the corporate press to highlight cases of corruption as a justification to suspend the scheme. Therefore, advocates need to remain vigilant and mobilize the rural poor to prevent global finance from engineering a confidence crises or fiscal crisis to subvert the scheme.

Ghosh Dilip Kumar (2005)\textsuperscript{19}, this paper focus, it is very much clear that the delivery mechanism of government sponsored EGP failed to deliver the benefits of the programme. Money was there but not utilized for the purpose. Guidelines designed by the Central Government were not adhered to. In addition, insensitivity of the system towards the cause of women persists very much. It is doubtful, whether NREGA can overcome these hindrances. With the existing delivery mechanism, particularly at state and sub-state levels it will be near impossible to achieve the target of 100 days of employment in a year through manual work. A few measures need to be initiated by the Government of India for fruitful implementation of EGP. These are i) the guarantee programme should be implemented by the panchayats, preferably by village and block tiers, ii) united fund is to be provided to the panchayats an lump sum basis, iii) the panchayats may be allowed to take up labour intensive works in private land also, for example, excavation of ponds under individual ownership, land
development scheme in individual lands etc. with the effect of NREGA, apprehension is that on failure of providing targeted employment and employment on demand, litigations will come up this in turn will only irk the development bureaucracy.

Gaiha Raghav (2005)\textsuperscript{20}, in his article examined, a case for enhanced outlays under the EGS, with a substantially higher reallocation in favor of the least-developed regions and appropriate changes in the scheme’s design and implementation. Enhanced outlays are feasible provided that other similar interventions are merged under the EGS. As waste and corruption run much lower under the EGS, this would be more cost effective that administering each program separately. Larger outlays for the EGS must, however, be combined with appropriate changes in its design and implementation to better target the poorest people. In conclusion, with a reallocation of EGS resources in favor of the poorest regions, the program’s poverty– alleviating potential is high—despite a sharp fall in overall participation in this scheme in recent years.

Rudrappan D. (2005)\textsuperscript{21}, the aim of the present paper is understand the participation of work force in EGS from rural poor. Employment scheme should make an impression to generate to long standing infrastructure on a sustainable basis. As planning of projects under national scheme is in the hand of local panchayats, it is expected that panchayat office bearer would evince keen interest in constructing and maintaining infrastructure that is the genuinely useful. National scheme provides ample opportunity to empower the panchyat in the implementation of EGS. However, the task does not end with the mere implementation the scheme. To ensure its viability, it is essential to carry out periodic assessment of the progress achieved with regard to the creation of productive assets, unemployment level, infrastructure, and also the actual needs of various state and regions of India.

Pandey A. P. (2005)\textsuperscript{22}, this paper reports the finding, is to understand the relation between the process of industrialization and level of unemployment in India. The key to job guarantee legislation lies in the word guarantee, India abounds in schemes for the poor all too often they act as instrument for the state to display its munificence whenever political expediency demands it. A guarantee seeks to take this power away from the hands of the politicians and their pretenders. It has the potentials to profoundly alter the way bureaucrats treat the people they are supposed to serve. There is genuine fear on large scale corruption in such programmes but it genuinely cannot be challenged on this ground. This bill would have to been seen against the
background of the improved Right to Information Act, which would enable social audits and greater public scrutiny of the programmes. Many observers that, the employment guarantee built in to the Maharashtra scheme has been an important factor in realizing those benefits. The combination of an employment guarantee and a wage rate low enough to balance the budget in an average year is not only fiscally.

Vatsa Krishna S. (2006)\(^{23}\), in his paper, the MEGS evolved through the experience of a severe drought; it has been discussed widely for its impact upon employment, poverty and income in the state. An important area where the NREGA has learnt from the experience of EGS is professional and management support. The system of job cards, social audits, payment of wages through banks, the use of web based application, etc. to track the actual implementation, are some of the system features introduced in the NREGA for its effective and transparent implementation, the EGS did not effectively address its systemic weaknesses, which brought discredit to the programme on many occasions. In conclusion, it could be said that the EGS provided positive results in many ways; effective drought relief, increased rural employment, supplementary source of income, women as important class of workers and income earners and social cohesion. However, the programme has not made a significant impact on drought proneness of the state and poverty. Despite the resources that are channeled through the EGS, poverty levels have not fallen below the national level, and the problem of drought has only increased in Maharashtra. If the NREGA has to become a successful intervention in poverty alleviation and drought mitigation, it need to follow a well defined strategy for building and maintaining assets, rather than becoming a short term intervention in relief employment as the EGS turned out to be.

Patel Sujata (2006)\(^{24}\), in their article the contestations that have emerged in the context of this programme in the last three decades as groups and classes have confronted each other in using the EGS to further their own respective interests. Her study shows the mobilization around EGS was able to initiate the growth of radical political consciousness among the poor. Within this broad frame work it is possible to distinguish between EGS and other poverty alleviation schemes and indicate that its design is superior to such scheme. Additionally, the EGS administrative mechanism provides a system of checks and balances such that it gives space to various interests and groups in contemporary society (if these are present) to intervene for the benefit of poor. In this context it is unfortunate that the new NREGA scheme has not incorporated this aspect nor has it become a party programme, either of the congress
which have been sponsoring this scheme. For if it incorporates these aspects of the EGS, then it can have the same potentialities of creating political consciousness to initiate social transformations of the kind that EGS had done in Maharashtra in the 1970s and 1980s.

**Chari Anurekha (2006)**, has focused Gender analysis of MEGS on the ‘women-friendly’ nature of the scheme as it attracted a large number of women workers. This paper argues that it is not the presence of a large number of women as EGS workers that makes the scheme women friendly, but this presence makes possible their mobilization by organizations that have leftist and feminist ideologies. Through this mobilization, not only ‘women friendly’ provisions such as equal wages, provision of creches, shelter, maternity benefits and close proximity of EGS workers. Get implemented, but women raise new concerns, which critique gender discrimination. In Maharashtra, of the 12.7 million women working in the rural areas, 89 percent are in agriculture 41 per cent as cultivators and 48 percent as agricultural labour. Thus women mostly work as subsidiary and marginal workers and in these situations women more often than not take recourse to short-term unskilled employment on schemes such as EGS. Thus the high visibility of women on EGS work sites could be because they have no recourse to other high paying jobs in the labour market thus reflecting gender insensitive development process rather than the gender sensitivity of the scheme. The EGS is gender sensitive to the extent that new gender concerns have evolved when leftist and feminist organizations have mobilized women workers around guaranteed employment raising gender concerns.

**Raghu T., Arulmaran M. (2007)**, have studied, the labour force is increasing year after year. So, the programmes have to generate more employment opportunities than the increase in labour force, they must be labour intensive. Another major problem in employment generation programmes is to organize public works to create durable assets by assigning them to contractors. It has been observed that the contractors try to recruit labour and push the programme at high speed and short period of time. So, the employment is created for a short period and only for a small number of people. To eradicate this problem Prof. Sukhmoy Chakravarthy suggests, “it is necessary to provide an institutional framework in which the people, more especially the poor people are given the authority and responsibility to execute programmes.” Further, creating awareness between the people about the programmes and their responsibility of the people in participating with dedication is necessary. With these, if the other
constraints of the programmes are removed, then more employment can be created, it will be helpful to reach the goal of creating employment to all with the livelihood security of people.

**Hadi A. (2007)**\(^{27}\), have examined, employment is central factor in every person’s life, not merely as a source of income, but also as a means for personal expression. Therefore, this programme is unique in its concept and implementation and role of Panchayati Raj Institutions (PRIs), State Government and Union Government needs to be well defined to avoid uncertainty and make each institution accountable in respect of achieving the objectives of the programme. In this process Comprehensive training syllabus, plan & programme must be designed for Gram sabha & Gram panchayat & its implementation must be monitored at higher level, as involvement of PRIs under this programme is beginning, endeavors must be made to train PRIs in all aspect of implementing programmes of farm & rural development in near future united efforts & strict vigilance by all would go along way towards earning bread for the empty bellies.

**Reddy A. Vinayak (2007)**\(^{28}\), discussed the most important, if there is political will, it is possible to implement national level EGS more effectively with a new approach. There have been many successfully examples such as water and soil conservation in some areas of Mhahrashtra, reduction in corruption in drought relief programmes in Rajastan and these are possible due to transparency. The delivery systems can be improved with the new approach of participatory development, social mobilization, right to information, involvement of civil society and PRIs. In a country where we do not have unemployment insurance and social security, there in no better alternative than the public works programmes for many unorganized sector workers. If it is implemented effectively, NREGS is going to be biggest social security programme for the unorganized workers. These efforts require reorientation of the several institutions and policies and adoption of new strategies to achieve the objectives of NREGS more effectively for inclusive growth as emphasized in the eleventh plan document.

**Singh P. K. (2007)**\(^{29}\), has attempted it should reduce poverty and improve rural infrastructure, and any failure to do so will be an indicator of its ineffective implementation to focus out on the instances of corruption and overlook the beneficiaries would be missing the woods for the trees. The programme is still in infancy stage and it has a long way to go, but that does not take away from, what it has achieved in its infancy. Today many families are happier because of NREGS. If
targeted and implemented effectively the NREGS could decrease poverty in the deprived areas. This can be hastened by taking up work that rejuvenates the natural resource base of the livelihood of poor communities. Later its scope can be enlarged to cover skilled work by artisans. All that is being hoped right now is that the NREGS should be able to mitigate the hard times and increase the abysmal household earnings for the poorest. Hopefully the small and heartening gains will spur to the other parts of nation. With the launch of the NREGS, which provides the country with a potential social safety net, there is need to revisit the multiplicity of poverty alleviation schemes. The effective the multiplicity of poverty alleviation schemes. The effective implementation of NREGS is critical for improving inclusiveness. It should reduce poverty and improve rural infrastructure, and any failure to do so will be an indicator of its ineffective implementation.

Datar Chhaya (2007)³⁰, has studied in Nandurbar records of every visit to the District Programme Council (DPC) and the Tahsildar office of four Tahsils were kept for a period of one year from May 2006 to June 2007. In short the MREGS has not yet picked up momentum because government machinery is paralyzed. In the present circumstances, the MREGS would acquire life only if there was a grounds well of the poor willing to pressurize the Sarpanch and Gram Sevaks make life impossible for the Chief Executive Officer (CEO) and Block Development Officer (BDO). It was expected that the Sarpanch and Gram Sevaks would be happy to receive such a large sum to develop village assets. But it is sad to know that they are resisting because of the increased burden and the lack of kickbacks through the contractor. The organization in Maharashtra have been moulded in old time politics of demanding and protesting against the state but are not used to the politics of participation of the people to override the state. Their response to the suggestion of the “watershed” to be considered as a central theme for the EGS as highlighted in the report of the committee for restructuring the scheme was negative. Against this background, it is not surprising that they have not taken only initiative to educate the people in the new ethos and build their capacity to manage funds, build assets along with an opportunity to create livelihood for themselves. It is high time that something is done to wear out present amnesia and push the state to implement the scheme in a vibrant manner and reclaim the old glory of the innovative idea.
Ambasta Pramathesh, Vijay Shankar P.S., Shah Mihir (2008), have examined if the reforms suggested in this paper are put into place NREGA holds out the prospect of transforming the livelihoods of the poorest and heralding a revolution in rural governance in India. For works to be productivity enhancing and for effective social accountability major reforms need to be introduced in NREGA implementation. These include: First, deployment of full time professionals dedicated to NREGA at all levels, but most crucially at the block level, which is at the cutting edge of implementation. Second, intensive effort at building up a massive cadre of fully trained “bare foot professionals” required at the Gram Panchayat level through a nationwide movement for capacity building, engaging government and non-government training institutions. Third, provision of adequate resources and setting up systems for continuous monitoring and evaluation at every stage of the programme to ensure quality.

Shah Amita., Mehta Aasha Kapur (2008), this paper explains the NREGS has been in operation for about two years, it is still too early to evaluate its success. A number of studies have highlighted the initial hurdles faced during the implementation of NREGS and suggested possible solutions. It may therefore, be useful to identify lessons from MEGS while exploring the reform process in on. He have highlighted below some of the important lessons from MEGS for NREGS:

1. The first of these refers to the quantum of guaranteed employment. The NREGS places a ceiling of 100 days and that too, at the level of the household. If this scheme has to transform the face of poverty in rural India, the right to work needs to be conferred on individuals and with our ceiling as in the case MEGS, similarly, a constraint identified in the context of the MEGS. Similarly, a constraint identified in the context of the MEGS was the risk of sudden stoppage if MEGS projects. NREGS projects must find a way to rectify this constraint.

2. The MEGS was set up with the objective of providing unskilled manual work to those who cannot find work so as to provide a basic minimum level of subsistence. The purpose was to ameliorate distress not to enable people to escape from poverty. Therefore, though work was to be provided ‘on demand’ poverty reduction was constrained by several factors. While NREGS has taken cognizance of the constraining factors, the corrective measures are yet to be actually operationalised.
Mukherjee Subrata, Ghosh Saswata (2009)\textsuperscript{33}, had observed, in spite of many favorable factors, West Bengal’s performance in the NREGS is not comparable to that of the best performing states in the country. This article, by taking a case study of Birbhum district, has made an attempt to understand the roles of some macro and micro level factors in determining the success of the NREGS. His case study of district shows considerable inter block variations in the average number of person-days created per household and the utilization of NREGA funds. The blocks that have performed well also shows high inter Gram Panchayats (GPs) variation in performance. The availability of NREGA funds at the block/GP level shows a weak connection with the factors that generate the potential demand for NREGA work. Although NREGA allows for various type of works (benefits for community, private benefits of marginalized households) GPs are not able to draft on adequate number of schemes to absorb the labour demanding NREGA work. it is observed that the GPs lack of capacity to design and implement a large number of meaningful schemes is the major limiting factor in the efficient implementation of the NREGA. This suggests that greater efforts need to be made for the capacity building of the GPs, especially the background GPs. His suggest that the ongoing Strengthening Rural Decentralization (SRD) programme can be fine tuned to enable a higher number of schemes to be accomplished efficiently while using the same (or marginally higher) human resources so that the underlying objectives of the NREGA are fulfilled.

Khera Reetika., Nayak Nandini (2009)\textsuperscript{34}, this paper presents some finding related to women NREGA workers from a field survey in 2008 in six north Indian states. Interview were conducted with a random sample of 1060 NREGA workers, 32 per cent of sample workers were women. The past three years, employment works opened under the NREGA in India have had a significant impact on the lives of women and men workers. In the case of women, it is imported to note that relatively minuscule levels of NREGA. Serious problems remain in the nature of implementation across states (such as the lack of availability of crèches for mothers of young children and the continued illegal presence of contractors). The urgent need to remove these problems in implementation cannot be overemphasized. Given the critical gains made by women workers in accessing work and an income, food and healthcare for themselves and their families, and in leaving potentially hazardous work it is important that the problems in implementation should not derail the gains.
Kareemulla K., Reddy K. Srinivas., Rama Rao C.A., Kumar Shalander, Venkateswarlu B. (2009), had observed on rural livelihoods and the nature of Soil and Water Conservation (SWC) works. NREGS is under implementation in almost all the rural districts of the country with the major objective of enhancing livelihoods through productive works. The SWC works in agricultural lands, especially in the rainfed areas under the public funded schemes need to be continued as they ensure livelihoods through wage incomes and creation of productive assets. In the years to come, NREGS has the potential to usher in massive rural development in broad convergence with a variety of government schemes provided the communities are given a greater leverage in all aspects to the scheme’s implementation. This study has provided empirical evidences on the impact of NREGS. However, for comprehensive understanding of the implication of NREGS, there is a need to conduct and extended study covering some more rain fed states.

Chhabra Sangeeta (2009), an attempt has been made in the study to distil experience of the NREGS in six states in India namely Andhara Pradesh (South), Gujrat (West), Madhya Pradesh (Centre) Orissa (East), Utter Pradesh (North), and Hauyan, and identify critical issues and concerns that need immediate attention by the policy makers and implementers. The study is based on both primary and secondary data collected from the field and government sources. The Ministry of rural development is responsible for the flagship programmes of the Government. Substantial public investments are being made for strengthening of the rural economy and the livelihood base of the poor, especially the marginalized groups like Scheduled Castes/Scheduled Tribes (SC/STS) and women. To effectively address the issue of poverty alleviation, there is a need to optimize efforts through inter-sectoral approaches. Greater convergence of NREGS with the works carried out by the other development department would go a long way in sustainable development in the rural area. Convergence also brings synergy between different government programmes in terms of their planning, process and implementation. Successful implementation of any scheme is dependent on very efficient financial management. If delays in transfer of funds are avoided and monthly squaring of accounts at different levels is done to maintain financial accountability, and transparency is maintained, there would be increased efficacy in implementation of the scheme.
Deogharia Prakash Chandra (2009)\textsuperscript{37}, in their paper emphasized on early reports on NREGA suggest that the implementation of the scheme needs to improve if the poor are to be reached effectively. In most locations, social status, social networks, nepotism, religion and politics have influenced access to the scheme, and wealthier sections of local society are, in some cases, manipulating the implementation of NREGA in much the same way as they do with other government initiatives. The rights based dimension of NREGA can be important in the short term, especially where rights are expanded to include, for example, crèche facilities, and the poor are supported in becoming aware of, and realizing, their rights. For the longer term, improved ability to voice and claim rights can spread also to other economic and social spheres, with substantial benefit for the poor. Whist there is as yet little evidence that the public works in which poor labours are engaged will generate benefits for them, it does seem that employment generation programmes help put upward pressure on wages and bring average daily rates closer to a legal minimum. Finally, several issues relate more to the inherent characteristics of public works programmes like NREGA, and less to their specific implementation. One is that they cater only for the able bodies who do not that have major commitments to looking after dependents. Thus, specific efforts need to be made to cater for those unable to engage fully in the productive economy, if they are not to be left behind. A second is the danger that given their focus on the creation of local employment, NREGA may be discouraging rural workers from moving to areas of higher productivity where skills for better employment can be obtained, and so may be delaying economic transformation.

Erappa S. (2009)\textsuperscript{38}, the main focus of the paper are: impact assessment through number of people register for work, job cards issued, preparation of plans, execution of works, employment generation across the social groups, and funds allocation and utilization. The paper is prepared based on the secondary data. The amount spent for SC/STS in generating employment was little more as compared to other communities during the first phase and thereafter started showing declining trend during second and third phase. The expenditure on completed and on going works during first phase show more on water conservation and water harvesting and rural connectivity, followed by, drought proofing, irrigation works, flood control and protection and renovation of traditional water bodies. Prioritization was accorded to water conservation and water harvesting works, followed by drought proofing, land
development, rural connectivity and flood control and protection works during 2007-08. It is quite alarming that about 46 percent of the expenditure on completed works has gone for contingency expenditure and remaining expenditure was allocated for the similar works undertaken during the first phase.

Gopal Iyer K. (2009), studied with the specific objectives, to analyze the effective implementation of the NREGA programme during the year 2007-08, with respect to employment generation, extent of percolation of benefits to SC. The districts of Ambala and Mewat in Haryana are included in the study, the NREGA programme was introduced in these two districts during 2007-08. The final sample included 200 workers, 44 PRI representatives (including sarpanches, panches, Members of PS and ZP) and 45 officials at Panchayat, block and district levels. The workers had the following profile:

- The average age of workers in the overall sample of NREGS beneficiaries in Ambala and Mewat district was 37.53 years.
- Of the total 200 sample workers, 68.5 percent were males and the remaining 31.50 percent were females.
- The participation of women workers was higher in Ambala district (41 percent) as compared to Mewat district (22 percent).
- There is significant difference in the cast composition of workers in two districts. In Ambala, SC workers were predominant (72 percent) and in Mewat, Backward class workers invariably Muslim were in overwhelming majority (97 percent).
- The majority of the households had one adult member, and 27 percent had two to three adult members.
- The number of children among the SC is lower than among Muslim.

Majumder Bhaskar (2009), this paper focuses, though the food for work programme aimed at regular employment of the rural income-poor and asset-poor people and creation of durable productive assets by utilizing food stock as wage payment, it failed in ensuring employment as planned in addition to money siphoned off by non payment of wages prescribed. NREGA replaced the poverty alleviating welfare schemes by being a rights based development programme promising guaranteed wage-employment. For the effective continuation of the programme, we recommend the following:

- The state Government should ensure timely release of funds to the implementing agencies. This will help the PRIs at different levels in time bound implementation
of the works and timely payment of wages. This may lead to ensuring adequate work opportunities during the non agricultural season or non peak season in agriculture.

- The programme should exclude the non poor households, children, and students.
- Public awareness campaign by the PRIs for wage employment should be organized by the Block office with support from GPs members.
- The accounts and records maintained by government and PRIs institutions should remain transparent.
- The NREGA is a step in the right direction for uplift of the rural income poor people if it is implemented through ‘inclusive’ development path.

Mehta G. S. (2009)\(^4\), has studied, the paper based on a sample of 320 beneficiary and 240 non-beneficiary households spread over in 16 GPs of four districts in Uttar Pradesh. The impact of NREGA in the rural market was concerned, under the earlier procedure prevailing in all the districts for employing casual labour, the wages paid were very low, and employment irregularity was high and insecure. Now these conditions were moderately prevalent since the wage rates have been increased and are paid regularly. Also, there has been a remarkable change in the form of employing farm servants in the sample areas. Earlier, it was highly prevalent in 38 percent GPs, but currently it was prevalent in 19 percent of the GPs. In fact, a significant impact has been indicated in the made of wage payments after the introduction of NREGA. The system of employing contract migrant labour has either gone up after initiating NREGA in all the districts or is constant. The provision of providing credit to different type of labours are continued today, while the proportion of GPs making cash payment of wage declined but the system of payment of wages in cash was going up. The fixation of high wage rates in NREGA has directly influenced the increasing trends of wages for both agricultural and non-agricultural labours, but the wage rates of agricultural labours was lagging far behind. However, the wage rates of the latter category of labourers has been picking up more sharply than the former. Similarly, the wage rates of women were at a much lower order than those of their male counterparts in both the agricultural sector and non-agricultural sector. Also man’s wages have been increasing more sharply than women’s in agricultural sector, but the reverse was the situation in the non-agricultural sector.
Narasimha Rao P. (2009)\textsuperscript{42}, has found that the wages paid under NREGP in this village led to an increased output. The additional household income generated was Rs. 823 per head. But the village survey finds that most people do not access the scheme, as they have not heard of the programme. Almost everyone wants more work form the scheme and better facilities at the work place. There is enough evidence of mismanagement of fund. Large number of works relating to water conservation has been taken up, where faulty measurement of work results in lower payment of wages. Minimum wages are not paid. Distress migration has been partially affected due to this program in the study village. Due to inbuilt transparency norms, beneficiaries are receiving wages but delay in payment remains a key problem. Allegation of tampering of muster roll is reported. Policy recommendations from the village study is that a programme like the NREGA has for reaching socio economic implications the study recommends that the NREGA be continued. It is also recommended that the works under NREGP be expanded or better still completely decentralized so that the panchayats are free to decide on local priorities. Work measurement must be standardized as that could lead to harassment, underpaid workers and therefore problems in implementation. Delays in wage payments go against the act and hence needs to be checked wider dissemination is required, specially among the more vulnerable areas.

Shripathi K. P. (2009)\textsuperscript{43}, in this paper an attempt is made to evaluate the situation of rural women employment and the efforts made by several programmes of the Government and non-government organization in the recent years. This is followed by an analysis of the Self-employment and other women employment programmes both by Government and Non Governmental Organization (NGOs), finally discussing a case study of women empowerment through employment programmes by an NGOs in Dakshina Kannada district of Karnataka state. NGOs are playing a crucial role in the field of rural development in general, and rural women employment in particular. Education, employment, entrepreneurship development and participation are the indicators of empowerment, for the development of which both government and non-government agencies need to work collaboratively.

Broad participation through mobilization of the total human potential for development is prerequisite for the achievement of our policy objectives. It is therefore essential that the followings institutions and groupings be involved in this process: 1) States and policy makers, 2) Development agencies, 3) Financial
institutions, 4) Training institutions, 5) Women groups. To boost women’s participation, it is essential that women’s and individuals build informal or support networks for women; introduce, if necessary, special measures to increase the proportion of women involved in decision making; encourage women to fully exercise their rights; and maintain rosters of qualified women.

Thakur Ram Bharat., Gupta Vijay Kumar (2009), in his paper indicated, District Rural Development Agency Samastipur, during the first year of implementation (FY 2006-07) in this district, 67,004 householders were provided employment and 22,221 lakh mandays were generated. In 2007-08, 101,501 households were provided employment and 21,977 lakhs person days were generated. In 2008-09, 251,665 households were provided employment and 32,898 lakh person days generated across the district. Salutary effects have also been noted on natural resources through water conservation, land development and afforestation projects taken up in large measure under the NREGS. The foregoing analysis reveals that the NREGS performance has been mixed. A lot of jobs have been created but a lot of workers have also been turned a way and, importantly, seldom has unemployment allowance been given to those who could not be employed. The data indicate that a large segment of funds remained unutilized. The total funds made available under the programme to create mandays of employment for the rural poor had not been fully utilized in most of the districts of Bihar, particularly in Samastipur district which had a large number of poor. Hence, the success of the NREGA depends on sustained attention to details of a range of practical arrangements, such as the distribution of job cards, work application procedures, technical planning, worksite management, staff training, record keeping, social audits and much more.

Adhikari Anindita., Bhatia Kartika (2010), this paper explains questions related to payment of wages through banks. Based on a survey in December 2008 in one block each in Allahabad (Utter Pradesh) and Ranchi (Jharkhand) districts. It is important to realize that this new system of wage payment is far from fool proof. As workers familiarize themselves with the banking process, cases of embezzlement through “deception” and “exploitation” will reduce (in fact, they have already declined substantially), but the possibility of embezzlement through “collusion” remains. The risk of manipulation is particularly high in areas with a feudal and exploitative social structure, where NREGA workers are easily manipulated. This is perhaps, the main message of the Deogarh scam, where the banking system was
swiftly integrated in a powerful nexus of corrupt contractors, politicians and
bureaucrats. Even in Allahabad and Ranchi districts, a similar situation emerged in
specific GPs. This continued vulnerability points to the need to revive, adopt and
strengthen the earlier transparency safeguards related to wage payments. Possible
steps in this direction (aside from strict enforcement of the more traditional
safeguards) include bringing the banks NREGA related documents in the public
domain, proactive disclosure of the GPs bank account details, and distribution of
cheques or wage slips in a public place along with reading aloud of muster rolls and
maintenance of job cards. Ultimately, the best protection against embezzlement is
empowerment of NREGA, workers. As they learn to defend their rights under the
NREGA, manage their own banks accounts, and even build collective organizations,
the crooks are likely to find it much harder to manipulate the system.

Kamboj Prem Chand., Siwach Manoj, Kaur Navpreet (2010)\textsuperscript{46}, have made an
attempt in order to assess the impact of NREGS on agriculture sector of Hariyana, the
two districts, Mahendergarth and Sirsa, were selected, the nature of works undertaken
through NREGS and its impact on employment, income and migration in the rural
agriculture sector along with suitable for changes in NREGA. The amount of
employment provided by the scheme is limited in the agriculture sector and would not
be able to provide sustainable income security for the poor, as the present regulations
of NREGA do not have any provision for water conservation works and land
development activities on private land. It seems to be a lacuna in the present format of
NREGS, as it puts constraints on generation of employment on one hand and creation
of productive assets on the other hand. In order to increase employment opportunities
in rural areas private work may be allowed under the scheme, however to avoid any
miscues, the approval of these private works may be sought through the Gram Sabha
and district administration. NREGA has proved to be more beneficial for labour class
as compared to small and marginal formers. In the changed scenario, there is need to
motivate the small and marginal farmers to register themselves under NREGS so that
more projects may be started for the development of agricultural sector. Besides
NREGS, there is need of high dose of public investment in agricultural research, and
for development of various constituents of agricultural infrastructure, especially
power and irrigation facilities etc.
Naganagoud S. P., Uliveppa H. H. (2010), had observed the most important social economic rights that have drawn attention in recent years is the right to food and employment. Provision of effective child care facilities, protection to women against sexual harassment at worksite, provision of rest shed, keeping first aid kit have to be taken care in practice. No payment and delayed payment again a violation of human rights to women are also heard at many NREGS worksites. These issue calls for through inspection, monitored by both official and non-official bodies. Keeping in view the human rights in general and women rights in particular this programme should instead, be treated as a national programme of the Government of India and receive the commitment as the service to the nation.

Sengupta Arjun (2010), this paper discusses the case for a human rights approach to employment generation. Several countries in the world have adopted similar policies and considerable literature has been built up on them. In India the NREGP is a step in that direction. The scope of this programme is still limited by the qualifications required off the applicants for exercising these right and the limited number of days for which such jobs of guarantee are provided. But this can be expanded over time, if the resources can be made available, which would in any case be restricted by the process of self-selection that is inherent in this programme. Further more, many innovations can be made by allowing the workers to be employed in association with other programmes, in both the public and private sectors, which provide a scope for employing those who would otherwise remain unemployed. The purpose of this campaign would be to turn questions into a code for our economic policies. The elements of this programme can be set in human rights forums to make the corresponding obligations attributions attributable to different agencies through what the South Africans describe as frame work legislations. The elements of the programme, which can be formulated as legal principles, should be introduced in our legal system. The campaign should actively monitor and review such laws. The elements which cannot be justiciable in a court of law should be so formulated that they can be openly discussed, and subjected to public scrutiny, making non-participation in that a reprimand able offence providing for the compensation and adjustment of policies.

Pankaj Ashok., Tankha Rukmini (2010), in this paper examines the empowerment effects of the NREGS on rural women in Bihar, Jharkhand, Rajasthan and Himachal Pradesh. It argues that certain initiatives and changes can also prove
helpful. The realization of sufficient numbers of person-days to earn a critical minimum income that triggers household-level effects is the first condition. Timely payment of wages through individual accounts of women workers encourages participation, and greater control over earnings. A daily wage system instead of wages as per the Schedule of Rates (SOR) has been helpful in realizing minimum wages. The experience of Himachal Pradesh is proof of this and the act does not prohibit it. Alternatively, a gender-sensitive SOR, as has been introduced in Bihar, can be experimented within other states as well. Working conditions need to be made more conducive by enforcing and strengthening existing provisions and adding new ones. For example breast-feeding breaks for locating women and flexibility in working hours may be locating women and flexibility in working hours may be considered. Creche provision may be linked with the Anganwadi or Integrated Child Development Services (ICDS) Centers, Panchayat Bhavans, local school buildings, etc. to make them more practical. Among others, maternity relief for women, along the lines MEGS make shift toilets at the worksite and innovations in work instruments so as to reduce work drudgery may be adopted. Increased participation in procedural aspects and greater control over the type and management of assets can increase social and community benefits. The Kerala model of linking NREGS with women groups may be useful for greater process participation. A minimum representation of women among the NREGS functionaries like Programme Officers, Rozgar Sevaks, ombudsmen, members of vigilance and monitoring committees, mates, etc. would be useful. Some of the assets created, if properly chosen, may reduce the load of unpaid work like fetching water, fodder, etc. creation of skill generating assets like, horticulture or fisheries through ponds can also be further explored to ensure better lateral benefits from such assets.

Venkata Naidu G., Gopal, T., Nagabhushan K. (2010), have studied, desertification of the district of Anantapur (Aandhra Pradesh) is to some extent stopped because of this programme as the workers and farmers are involved in contour banding, tree plantation and water storage management. It results in the stopping of the migrations of farmers and labours in good numbers. Because of the increase in their income levels, their children are able to get good education, settle in life. Education leads to better opportunities to the students hailing from this working class. Hence, efforts are to be made to ensure effective implementation of NREGP.
Jeyashree P., Subramaninan K., Murali N., Michel John Peter S. (2010) have examined, it may be said that the Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) in the Thevarkulam Panchayat has made a positive contribution in creating social assets. But they have no significant impact, social and economic standards in the life of rural people and in generating employment to the rural poor. The benefits appear to be inadequate. This scheme provided only a temporary solution to the problem of poverty. Instead of touching the root cause of the problem, the scheme tries to solve the problem of superficially and inequality that too for a particular period of time only. This scheme creates community assets in the form of water conservation and water harvesting flood control works, irrigation canals etc. Instead of giving fruitful employment opportunities to many members of the family, it is better to identify the skilled member of family and ensure regular employment for him/her. A meticulous planning is imperative to remedy the maladies of the economy. This programme should be restructured in such a way to generate employment throughout the year.

Keshava K. G. (2010), have examined, effective implementation of the scheme rests on the simple philosophy that ordinary people will go to great lengths to procure their entitlements given the space to do so. Apart from systematic corruption we are all aware of the chronic inefficiency, unwillingness and incapacities of the bureaucratic system to deliver entitlements for the poor. There is a strong and immediate need to formulate rules to operationalise provisions in the Act which includes: guaranteeing grievances redressal in seven days, social audit twice a year and mandatory transparency and proactive disclosure. Properly incorporated and enforced, a comprehensive set of operational values could strengthen the entitlement framework and fix the responsibility at every level. Such a system would enable bottom up pressure for implementation which should be matched by a strong political mandate. The NREGA has millions of workers unresolved and in addressed grievances and problem to be dealt with. A response system could radically improve NREGS and can impact and transform the face of rural governance. A critical lacuna in the implementation of NREGS has been the shortage of dedicated human resource, with an overloaded bureaucratic structure will only solve part of the problem.
2.11 Summary:

The discussion of the above studies, find that several studies discussed mainly EGS related to the situation during 1972-73 to 2009-10. The specific types of issues such as EGS and food for work programme, the EGS its working and impact on rural employment, EGS and poor, alleviating poverty, the potential and challenge of India’s rural employment Act, experience of MREGS, right to work and Indian experience, performance of NREGS in others state, employment of rural women for social security, impact of NREGA on the rural market and agricultural sector.

The present research differs from earlier studies in many aspects. It covers a wide range of socio-economic impact issues on the level of EGS and MREGS. In a way, the study of right to work and EGS in Maharashtra is essential for poverty. The discussion of the above studies, find that several studies discussed mainly EGS related to the situation during 1972-73 to 2009-10. The specific types of issues such as EGS and food for work programme. The EGS its working and impact on rural employment, EGS and Poor, alleviating poverty, the potential and challenge of India’s rural employment Act, experience of MREGS, right to work and Indian experience, performance of NREGS in others state, employment of rural women for social security, impact of NREGA on the rural market and agricultural sector. The present research differs from earlier studies in many aspects. It covers a wide range of socio-economic impact issues on the level of EGS and MREGS. In a way, the study of right to work and EGS in Maharashtra is essential for poverty.
References:


