Chapter IV

Review of Literature
CHAPTER II

REVIEW OF LITERATURE

Introduction

The Mahatma Gandhi National Rural employment Guarantee Scheme (MGNREGS) was implemented in the country in a phased manner about six years ago since then, this programme has attracted the attention of researchers, media and other agencies. The main reason for such an impetus in this programme was its provisions, specially its proclaim for giving 100 days of employment guarantee to households in a financial year. Keeping the importance of this scheme in view, Government of India, included this scheme in its flagship programmes. The programme has been evaluated from different angles by researcher.

A number of studies have been conducted by social activists, research institutions, eminent scholars and agencies which emphasize on the positive trends and impact of MGNREGS. Though, it is a very difficult task to review all the studies on this topic. An attempt has been made in this research to review the available relevant studies, particularly, case studies related to the objectives of the present study.

Aiyar and Samji (2006), in a study carried out on the issue of “Improving the Effectiveness of National Rural Employment Guarantee Act” have made an attempt to articulate some important methods which can strengthen the effectiveness of the Central Act. Study explored the fact as how the states can ensure whether the poor are getting wage employment opportunity under the Act. The article stated that State Government can fix the minimum wage rate according to the Agriculture Wage Act 1948. The article further says that Central Employment Guarantee Council (CEGC) and State Employment Guarantee Council (SEGC) should play their role for awareness dissemination in the rural areas. This article also stated that proper social audit should be conducted by the Gram Sabha and a
public grievance redressal mechanism should be adopted for addressing the problems of the villagers and PRIs. The authors of this article further stated that proper monitoring should be done by the Programme Officer and the District Programme Coordinator. The article also pointed out that funds should be provided in time so that work can be started at the right time according to the shelf of project. In order to get more fruitful results of MGNREGS there is an urgent need to build the capacity of the development functionaries and elected representatives of Panchayats. In order to achieve these objectives, there is need to chalk out a clear strategy for imparting training to the concerned stakeholders. Capacity building is the most important aspect in order to meet the development challenges and to get the fruitful results from MGNREGS. They further stated that State Institute of Rural Development (SIRDs) and NGOs should be given the responsibility to build the capacity of the PRIs and the government functionaries. Mobile banking in the form of Mobile ATM may also be utilized for avoiding the delay of the payment of the wage and these ATMs can help the labourers as they will not have to go too far for getting their wages from the banks. Community radio may also be utilized for creating awareness about the programme of the Act among villagers. They concluded by saying that in order to strengthen MGNREGS, there is need to build the accountability mechanism of all the stakeholders under it. Full accountability and responsibility should be fixed for three tiers of Panchayats and the development functionaries. Citizens, civil society, Media and CBOs can also play a very crucial role in effective implementation of the Central Act.

*Jacob, and Richard (2006)* in their study entitled “Reasonable Beginning in Palakkad, Kerala” highlighted the status of implementation of National Rural Employment Guarantee Scheme in Kerala State. The study is based on the field survey conducted by the Economics Research Group of St. Stephen College New Delhi in October 2006 and discussed the implementation of NREGS and challenges faced by the implementing agencies in the Palakkad district of Kerala. In order to get the real picture, the study team visited various Gram Panchayats,
blocks, districts and also interacted with the workers in the villages. After working in the field, it was an eye-opener for the team to find out that at the time of registration of NREGS, a large number of educated youths applied for registration under the delusion that government will provide them white collar jobs according to their educational qualifications but when they realized the nature of the work under the scheme, they withdrew. Apart from this, it was also found that women participation was very good as it was 90 percent of total work force under the programme. It was found that women got less wages than their male counterparts. It was found that women only got Rs. 60 to 80 wages in the open market while their male counterparts got Rs.120 to 150 per day but MGNREGS ensures Rs. 125 for both men and women. Another interesting thing was found in the field was that Gram Panchayats helped the workers to open their accounts on zero balance and the wages were paid in cash. As far as holding of Gram Sabha meeting was concerned, it was found that Gram Sabha was convened for the wide dissemination of the programme and four Gram Sabha meetings were held over the year for planning, execution and implementation of the Act. In addition, muster rolls were completed and available on the worksite but it has also been observed from the field that no proper grievance redressal mechanism was formulated for sorting out the problems of the implementing agencies and workers. Another important finding of the study was that there was shortage of NREGS staff because of which proper monitoring of the Act was not done in the field. It was also observed in the field that labourers were not getting unemployment allowance.

Shankar, et al (2006), in their study on “Government ‘Schedule of Rates” stressed the fact that in order to achieve the objectives of NREGS, it is imperative that the State Government should revise the schedule of rates and value the work done by the labourers in the field. According to the authors that schedule of rates have inherent pro-contractor bias, encourage the use of machines and make it impossible for labourers to earn the statutory minimum wages. They also hold the view that despite several provisions in NREGS, like
insurance against accidents, disability and death while on duty, medical aid, drinking water and care of children, they are not implemented in the field in reality and no protection is offered to the labourers. They have suggested that entire process of arriving at the schedule of rates needs to be made much more transparent and participatory. They have found in the field that schedule of rates never comes in the open, about how the rates for different works are arrived at. The whole process is a highly centralized departmental affair. However the guidelines of the MGNREGS say that schedule of rates may be revised to ensure that the earnings are near the wage rate. The authors concluded their paper by saying that there is a need of District Schedule of Rates (DSR) which should be prepared by each district of the state. Further DSR should be posted at worksites in the vernacular so that labourers can easily understand their terminology. Lastly, there is a need of joint efforts of elected representative of Gram Panchayat and Zilla Panchayats, NGOs, independent professionals, government officials and engineers to prepare and revise DSRs and also disseminate information about them in Gram Sabha meetings across the district.

Mishra, (2007), acknowledges the “work to rule” said that funds for the MGNREGS are being misused in Uttar Pradesh and, all this is happening because of nexus among village heads, government officials and politicians. He further raises a question as to why can’t the MGNREGS workers be integrated into the PMGSY roads project, where they can be a force multiplier for machine-aided projects? Otherwise, there will be cases like the one at Arsaliya in Hardoi, where the headman decided to dig a pond though the villagers didn’t need it. So none of them have job cards with them, and none of them got to work for 100 days. The job cards are with the village officials. I called up the pradhan. He said the truth was that the villagers were lazy
and they did not want to work. Then he excused himself. He had an election meeting to organize, he said.

Gulveen, (2007), writing about the ‘implementations of MGNREGS in Nawanshahr’ says that people still prefer low paid government office job rather than manual work under the MGNREGS, the situation is same everywhere in Punjab calling the manual labour aversion as a social stigma, the writer has narrated some of the good works done under the MGNREGS but educated people generally, even after getting registered avoid the physical labour. The migrant labourers who are barred under the Act want to work under the scheme. Similarly women folk also want to work but social stigma stops them.

Dreze, and Lal (2007), find out in their study “MGNREGS in Rajasthan” that Rajasthan comes first in terms of employment generation per rural household under the MGNREGS. Study further states that disadvantaged sections of the population are the main gainers in the State. The share of women in MGNREGS employment is around two thirds in Rajasthan, and that of Scheduled Caste and Scheduled Tribe households is as high as 80 per cent. In this and other ways, the Act contributes to social equity and economic redistribution.

These figures are based on official data released by the Ministry of Rural Development, but they are fully consistent with independent reports, as well as with our own experience from Dungarpur district in April 2006. The inspection team visited three blocks (Bakani, Dag and Sunel), verified job cards and muster rolls in half a dozen villages, and had detailed discussions with labourers, Sarpanchs, gram panchayat secretaries, engineers, programme officers and block development officers, among others.
In Bakani, three muster rolls at random were checked among these available at the block office, and “verified” them with the labourers concerned, also interviewed about 20 labourers who had worked on these worksites. In each case, the muster roll details matched with the job card details, and the labourers confirmed that the details were correct. Further, there was no evidence of “fake names” having been entered in the muster rolls. This reinforces the findings of earlier investigations in Dungarpur district, suggesting that “fudging” of muster rolls is rare in Rajasthan today.

_Saho (2007),_ reporting about “MGNREGS in Orissa” by quoting a study carried out by New Delhi-based Centre for Environment and Food Security (CEFS). The study has evaluated and assessed the performance of the MGNREGS in 100 villages. It is revealed by the study that there is “participatory loot and plunder of NREGS fund”. The preliminary findings of this rapid survey are shocking, scandalous and outrageous. The NREGS, which is projected as the biggest anti-poverty programme in the history of Independent India, has been hijacked by officials responsible for implementing this scheme. “There is open loot of taxpayers’ money, there is plunder of poor’s right to guaranteed employment and there is pillage of every single norm of democratic governance and administrative accountability,” the survey points out.

Ironically, the surveyors could not find a single case where entries in the job cards are correct and match with the actual number of workdays physically verified with the villagers. Most of the job cards are kept in the homes of Village Level Workers (VLWs) against the will of the job card holders, in many cases job cards are with the VLWs for over 8-12 months. “We found many villages where even after the completion of the MGNREGS work and payment of the work made long ago, there is no entry in the job cards whatsoever. We found many villages where MGNREGS work is going on without any villager having received job card. Most of the villages
where employment has been given, only half or one third of the wage payment was made and that too after 4-6 months of the work being done”, the survey says. There are many villages where actual wage has been given at the rate of Rs. 40 to Rs. 30 or even Rs. 22 per day. In some villages no wage payment has been made even after 6-8 months of the work. Out of 100 sample villages covered for this survey, 18 villages have not received any job card, 37 villages have not received any job under MGNREGS even after 16 months of launch of the scheme, 11 villages have received neither job cards nor any job cards of 21 villages are lying with VLWs and job cards of two villages are lying with junior engineers, in 25 villages only half, one third or partial payments have been made.

Chakraborty (2007), in his study entitled “Implementation of Employment Guarantee: A Preliminary Appraisal” has defined state wise employment demand- supply and used of funds released under the MGNREGS by the Central Government. The article analyzed that the existing institutional arrangements are not sufficient for effective implementation of the MGNREGS in the poorer states. It was found that fund utilization remained low as it was 51 percent in the last year in some of the States. Half of the funds were utilized by the States in the last year, especially fund utilization was very low in the poorer states. This article also captured the urgent need of vertical and horizontal cooperation at the level of governments with in the states . It also highlighted that the role of Gram Sabha is very crucial under MGNREGS as it can play an active role in planning, monitoring and supervision of the work undertaken in MGNREGS. It was also observed by the author in some of places that Panchayats don’t have the necessary skills and capabilities to manage the scheme. In order to fulfill this gap there is also need to carry out the effective capacity building programme for Panchayats. In order to make Panchayats more accountable adequate funds, functions and functionaries should be devolved to the Panchayats. The empowered Panchayats will be capable to implement the scheme in an effective and efficient manner.
The author concluded that in order to make the scheme more effective, there should be smooth flow of funds at every level for implementation of the projects. Capacity building of the villagers and effective implementation of Right to Information will enable social audit a more effective tool. Accountability of government officials and effective grievance redressal mechanism can play an effective role for effective management of MGNREGS.

Shah (2007), carried out the study on “Employment Guarantee, Civil Society and Indian Democracy” found that civil society has an important role to play in realising the potential of MGNREGA. According to him this Act will prove helpful for those people who are still dependent on farming and do not have suitable land for agriculture purpose. He stated that poverty among adivasis has not come down and nearly one in two adivasis lives below poverty line in rural India. He further said that MGNREGA is best seen as an attempt to provide a big push in India’s regions of distress as it promises the largest ever employment programme in human history. He suggested in order to make this Act more meaningful, it is important that full time professionals must occupy key positions at every level. There is a need that village people should be involved in all aspects of the work, including site selection, cost estimation and the way work will be measured and paid. He stated that transparency and participatory approach should be adopted for effective implementation under MGNREGA. He is of the opinion that at least 180 days of work to a household should be given to the most backward districts. He concluded that Gram Sabha and grassroots civil society organizations have an important role to play to build the capacity of PRIs functionaries in order to enable them to become institutions of self-governance.

Mehrotra (2008), mentioned in his study “Two Years on: Where Do We Go From Here?” examined the progress of MGNREGS in all states of India. He found out that after implementation of MGNREGS agriculture wage rate is rising. Due to the MGNREGS,
labourers do not feel the need to migrate to other rural areas in search of jobs. He is of the opinion that MGNREGS is far better than the earlier schemes because of its right based approach, legal guarantee, social audits, inbuilt accountability and transparency mechanism. He found that average person days of MGNREGS was 43 in 2007-08 at national level. He further stated that lack of awareness about the programmes is the main hurdle to achieve its objective. He found in his field visit that although orientation programmes were conducted and information about the MGNREGS was disseminated in the local Vernacular press but awareness level is still very low among the villagers. He further stated that Gram Panchayats and Gram Sabhas do not have the capacity to conduct the social audit and in absence of this, NGOs have to conduct the social audits. He also found out that convergence should be encouraged with other schemes for getting more fruitful results of MGNREGS. He also stated that delay in the release of funds is a big problem in its effective implementation. He has the opinion that bank payment under MGNREGS is a welcome step but problem arises when banks are at far away places. It would be better if wages are paid in cash mode. In order to ensure transparency, he recommended that no delay should be done in putting information on the web. He also suggested that the assets being created under MGNREGS should also be allowed on private land as MGNREGS only permits the work on the land of SCs, STs, land owned by land reforms beneficiaries and IAYs beneficiaries. Due to the already overburdened staff, it was suggested to appoint professional staff for MGNREGS. He concluded that in order to make MGNREGS more effective, it is imperative that funds should be given directly to state and then state will distribute these to districts.

Ambasta, et. al (2008), stated in their study entitled “Two Years of NREGA: The Road Ahead” based on the field experiences of national consortium of Civil Society Organizations (CSOs) which are working closely with the Panchayati Raj Institutions in the 30 districts of the states namely, Madhya Pradesh, Gujarat, Chhattishgarh, Orrisa, to help PRIs for effective
implementation of the MGNREGS. The study revealed that there is a need for the permanent staff to run MGNREGS in an effective manner but contrarily it was observed that there was inadequacy of personnel at GP, Block and District levels. Shortage of staff also lies in the blocks and as a result there is a delay in execution of works and payment of wages. Due to the lack of staff, Block Development and Panchayat Officers (BDPOs) are given the responsibility of the Programme Officers as well in advance to hold the responsibility of the implementation of other rural development programmes. In order to make MGNREGS, people centric programme, there is an urgent need of social mobilization and awareness generation in rural areas. But, sadly it is not happening due to shortage of staff. Gram Sabha which is a very important unit in planning of the works under MGNREGS, is not aware about the preparation of annual and perspective plans. In some of the Gram Panchayats the perspective plan of National Food for Work Programme (NFFWP) is being photocopied for the MGNREGS. According to the CSOs after working in the fields, it was found that quality of the work under MGNREGS was poor because no proper technical planning of the work was done before the execution of the works under it. Village Monitoring Committees (VMCs) which have an important role to play in monitoring and evaluating work in Gram Panchayats but at the grassroot levels, these bodies are not constituted.

With the field experiences CSOs have suggested for the appointment of the full time MGNREGS staff, constitution of technical resource support group at the district level, appointment of full time Programme Officer, appointment of civil engineers in each block, technical assistant in the group of five Gram Panchayats, etc. Appointment of one Assistant Programme Officer for a group of five gram Panchayats and one Employment Guarantee Assistant at each Gram Panchayat. There is an urgent need of capacity building of functionaries engaged in the implementation of the programme at different levels. It is further suggested that government may also start a one year Diploma course on MGNREGS for the government functionaries and elected representatives of Panchayats. In this
connection, government research and training institutions, non government organizations and CAPART may play an important role for imparting training to the people.

It is further emphasized that there must be transparency and accountability at every level like release of funds, wage payments and for conducting the social audit at Gram Panchayats level. In addition to that it is also suggested that there is an urgent need for giving the space for the civil society organizations as a support agency to the Panchayati Raj Institutions under MGNREGS for effective implementation, planning and for conducting the social audit so that MGNREGS can transform the livelihood of the poorest people of the country and can also bring the revolution in the rural governance.

IAMR (2008), conducted a study in which impact of the MGNREGS on the beneficiaries was conducted. The study was carried out in 20 districts spread throughout India by targeting 300 beneficiaries from each district in the year 2006-07 during which period this scheme was launched in the first phase of 200 districts.

It was found in the study that female-headed household participation in the works is very encouraging ranging from 12 to 52 per cent. Most beneficiaries got their job cards through Gram Sabha (GS) meetings and the rest by steps taken by Gram Panchayat (GP). Enrollment and registration under the scheme is an open-ended one, however, 15 per cent of the respondents opined that they had to make several visits to GP office for registration purpose. As far as job card is concerned, it was found in the field that it was in the possession of GP officials in most of the districts of eastern region and only during the season of works, the job cards are handed over to the beneficiaries for their signature/thumb impression. Majority of the households agreed that the job card was issued within couple of days of registration. Though affixing of photograph of the households is mandatory, it is not followed in many districts and in some places the beneficiaries pay for it. Eighty percent of the households expressed that they did not get the work within the
stipulated 15 days time of demand for work in writing, neither were they paid any unemployment allowance. As far as publicity of the scheme and dissemination of information related to the scheme, all locally available communication modes are utilized to spread the awareness and information about the scheme. It was found that only in 42 percent households, the women could share the 1/3rd of the allocated person-days. However, in 22 percent of the households, the women folk did utilize more than one-third of the utilized person-days in the household. In most of the work sites, excepting crèche all the other facilities like shed, drinking water are provided. Payment for the wages earned is paid in cash either at the worksite or at GP office at a later date.

To conclude, it was found that there has been a positive impact of MGNREGS on rural people and majority of the beneficiaries improved their overall quality of life. CSE (2008), prepared a report for the Ministry of Rural Development, Government of India, “An Assessment of the Performance of the MGNREGS in Terms of its Potential for Creation of Natural Wealth in India’s Villages.” The objective of the study is to assess the potential of the MGNREGS in providing food and livelihood security in Nuapada district in Orissa and Sidhi district in Madhya Pradesh in the year 2008. The assessment has been carried out using primary data collected through a survey instrument as well as collection of secondary data through various sources like government records, Panchayat records, life histories of people and observation on field. The study found out that employment schemes such as the MGNREGS can play a key role since the bulk of unemployment (nearly 80%) is in rural India. In economic terms, this would be an investment in building up rural natural capital, which will result in creation of water harvesting structures to irrigate farmlands and increase crop production and well-stocked forests and grasslands to support dairy development and a variety of artisanal crafts. It was found that Nuapada has treated the MGNREGS more like any other employment scheme. Sidhi, on the other hand realized the potential of the MGNREGS and used it as an opportunity to reinvigorate its traditional ecological balance.
through the creation of productive assets. Therefore, the programme has had a nominal impact on the lives and livelihoods of people in Nuapada, it has had a huge impact on the rural economic structure of Sidhi. It was suggested that works should be taken up to improve village ecology. Village-level resource planning and designing need to be strengthened. Setting up of strong institutional mechanisms to manage and distribute the resources generated must follow the creation of assets. Training of government officials on the MGNREGA should be accorded priority. Devolution of functions, funds and functionaries to Panchayats must be a condition for states to implement the MGNREGS.

CSE (2008), carried out a study on the issue of “NREGA: Opportunities and Challenges” found out that MGNREGS has the potential of the world’s largest wage entitlement programme. This scheme will not only eradicate poverty, but also provide temporary relief during acute distress. It invests in the labour of people for building durable assets, which will create water security and livelihood security. In other words, it is not just about drought relief but relief against drought. This report suggests that the concept of the programme does not need to change, but there is a need to change the guidelines, which oversee its work and implementation. Irregular payments, and paying less than the daily minimum wage, have turned out to be two great threats to the Act’s development potential. Another suggestion is to make the wage payment people- and development-friendly instead of convoluted wage calculations, which defeat the very aim of the programme. Water conservation, the bulwark of rural development, must be made the mainstay of MGNREGS. Most of MGNREGS districts are in dry land areas and groundwater is a critical resource for agriculture. Thus the MGNREGS should focus on water conservation and recharge of groundwater. Aforestation of degraded forest is beneficial for recharging groundwater. In many places Panchayats have not been able to take up plantation in the
catchments of water bodies as that belong to forest departments. This requires coordination between the implementing Panchayat and the land-holding forest department. The village must also get benefits of the plantation and protection projects. Under the MGNREGS, Panchayats are supposed to play pivotal roles in designing, planning and executing at least 50 per cent of the total works. The procedure involving MGNREGS is so cumbersome and complex that Panchayats hardly manage to have a say over the Act’s implementation. A Panchayat assistant is supposed to be appointed along with technical staff for MGNREGS implementation, but such appointments have been made only in three states. Panchayats must be given the required functionaries and funds for effective implementation.

Vanaik and Siddhartha (2008), Their study on “Bank Payments: End of Corruption in MGNREGA” is based on the field survey of Mayurbhanj district of Orissa state. This survey was based on the field visits in three blocks of Mayurbhanj namely Joshipur, Betnoti and Suliapada in the year of 2007. The study focused on the corruption in the bank payment. In this district the wages of MGNREGS are distributed through the banks. In order to make the MGNREGS wages more transparent government started the distribution of wages through banks.

Study observed that sometimes there was no muster roll in the field/worksite. After verifying the muster roll it was observed that some of the muster rolls had fake names. There were middlemen found in the payment of the wages. The design of the job cards was faulty as it had no column of entry of the wage payment. It was found that middlemen were giving bribe to the government officials so that they could siphon off funds. MGNREGS wage payment in Orissa has two fold pattern of wage payment and it separates the payment agency from the implementing agency. Only those labourers who are registered in the muster roll can withdraw the money. Study highlighted that Mayurbhanj districts accounts have been opened in the rural banks, cooperative banks and nationalized banks and in some
of the cases some accounts have been opened in the post offices also. In most of the cases accounts have been opened with the zero balance but in the post office it was mandatory to keep 50 rupees as a minimum balance in the account. The workers who were working under MGNREGS, their payment was transferred from the account of Gram Panchayats to their accounts. Due to the tedious process of banks, administrative delays were bound to happen because workers were not getting any wages in time. In some of the cases labourers were not intimated that their wages had been transferred in their account which resulted in delay of the withdrawal of money. On the other hand, workers were also found happy with the opening of their accounts as this would lead to the savings in their account and it can also eradicate corruption to some extent. But in some of the cases banks are far from the villages. In this connection to get their wages from banks, workers do not want to lose their one day wage for the sake of bank payment. In the rural areas banks as well as post office are ill equipped. They are also short of staff because of this it is very difficult to make entry on a given day. Some of the branches refuse to accept the letters of credit transfer unless these are approved by their regional offices. This process of taking permission for making payment to the workers takes 15-20 days which causes delay in the wage payment. It has also been found that those who don’t have their bank passbooks, have not been employed and in some of the cases if they are employed anyhow their wages have been transferred to the people’s account. It has also been found that the workers who do not have their passbooks on their own then either the Sarpanch or the middlemen have their passbooks. An innovation has been pioneered by the Andhra Pradesh state that after completing a week’s job, Gram Panchayats transferred 60 rupees immediately and rest of the 20 rupees has been sent into the account of the workers after the measurement of the work for avoiding the delay in the payment.

Study suggested that in Orissa Mayurbhanj has opened the bank account in the name of male household members. This is the big drawback in the system of wage payment
and it is also the inequality in terms of gender as well as transparency. The study also suggested that without the physical appearance of the workers payment should not be allowed. Study also stated that even workers are very happy with bank payment but the saving is very thin after opening the account in banks under MGNREGS because the workers immediately withdraw their money due to the fear of Sarpanch, middlemen and the indebtedness.

Jha, et al (2008), stressed in their study “Reviewing the National Rural Employment Guarantee Programme” evaluated the cost effectiveness of social safety nets in three Indian States namely Rajasthan, Andhra Pradesh and Maharashtra. The focus of the study was on people’s participation under MGNREGS of different socio-economic groups and the determinants of the participation of these groups.

Findings of the study revealed that only one third households participated under the scheme. Apart from this, large number of beneficiaries groups like STs, and landless labour households participated in it. It was also found out in this study that one fifth of the sampled households got 100 days of work under the scheme. In addition, they also found that the households involved in the self-employment in agricultural activities or having little land had a high rate of participation.

Sidhartha and Vanaik (2008), highlighted the recommendations of the CAG report. This Report assessed the performance of the MGNREGS in 200 most backward districts of the country of the first phase of the implementation of the programme. The CAG studied the records of 513 GPs spread over in 128 blocks of 68 districts in 26 states. This report also brought out grassroots reality where only 3.2 percent of the beneficiaries could get the 100 days employment in the selected districts. Implementing agencies were also found violating the operation guidelines of the Central Act. Apart from this, CAG report also stated the issues such as leakages in MGNREGS, procedural irregularities and corruption have also
been noticed under the programme. This report also recommended some of the issues for the effective implementation. Firstly, there should be an adequate staff and proper transparency for the effective implementation of the programme which will result in reducing poverty. This Report also highlighted that Central as well as state governments should start such type of works which meet the needs of the village, like shamshan ghats, panchayats Ghars, Community Centres, School buildings and play grounds. It was also suggested that state government should make efforts in giving unemployment allowance and compensation to the labourers after delay in the payment and not providing the work within the 15 days.

Naraynan, (2008), Studied on the issue related to “Employment Guarantee, women’s work and childcare” is the field study of the Villupuram District of Tamil Nadu State. The study was carried out in the year 2007. In this survey, 11 villages of two development blocks and 15 worksites were covered. A total number of 104 women were interviewed.

The focus of the study was on the child care facilities provided at the worksite. The average age of the women who were interviewed in this survey, ranged from 19 years to 40 years and the average age group of this survey was 27 years. Most of the women interviewed belong to the SC, ST and other backward classes. Most of the women during their conversation with the author said that MGNREGS is the life line for them and 41 percent women told that MGNREGS is the only source of income in their households. They were of the opinion that absence of other alternative livelihood MGNREGS is the only source of their income. The wages were earned by the women under the MGNREGS used in the family for the education of children meeting out health expenses and for meeting the day to day expenditure and some of the wages have been saved by the women for the future use. Under this survey some of the women told they do not have to go places for in search of job after the implementation of MGNREGA. They further explained that without
MGNREGS they have to migrate to Bangalore or to Chennai in search of job. Some of the women told that the MGNREGS gives them comfortable a happy life. It has been observed from the field that some of the villages were facing the severe scarcity of water but after execution of the work of water conservation under MGNREGS, the problem has been almost sorted out. A woman told that MGNREGS made things easier in their life and she also purchased a LIC policy for her child.

Despite good results of MGNREGS, young women have faced many problems related to child care facilities on the worksite. No child care facilities were available on worksite which made it difficult for women to bring along with their children on work site. Act clearly says that if there are more than five children below six years of age on the work site, one lady should be kept for taking care of them but it is not happening on the worksites. Because of this problem, most of the women leave their children at home unattended. Some of the women bring their wards with them at the worksites and leave their children in the shade nearby and some keep their children in balwadi or anganwadi centers. It becomes more difficult for women to bring child along who is sick and has to bear harsh weather conditions. In spite of their interest to work under MGNREGS most of the women give up hope because of their children’s problem. Some of the supervisors add fuel in the fire by not allowing women to bring their children on worksites and cut wages of those women who bring their siblings along with them on the worksite.

In order to earn their living, women were forced to leave their children with other siblings or the elders or seek the help of their neighbours. There is also lack of proper infrastructure and the working staff in an aganwadi or balwaris. Another important observation made by the author was that only five percent women left their children in Anganwari. Women working on the work site suggested that though the scheme is very
good but it is imperative that basic facilities such as child care, shelter, food, and other basic amenities should be provided at worksite.

Dreze, and Khera (2009), discuss the “Lok Adalat or Joke Adalat?” emphasised on the issues that Lok Adalat may be a possible tool for grievance redressal for MGNREGS. The first Lok Adalat convened in the Latehar district in Jharkhand state for sorting out the complaints of the people under the jurisdiction of Jharkhand Legal Service Authority (JHALSA). An announcement has been made in the local newspapers for organising the Lok Adalat at the block level. In response to this announcement more than 20,000 applications have been received by the District legal service authority (DLSA). To address the grievances of the people, twenty benches has been formed including one lawyer, one social worker and one district official. It has been observed from this exercise that the members of the bench were not aware about the MGNREGA and its operational guidelines and because of this they were not able to take a decision on the issues kept in front of the bench. Maximum complaints were based on misinformation of the false impression that job card holders who did not work will get unemployment allowances even without applying for work and maximum benefits.

Article concludes that even Lok Adalat failed to achieve its objective to address the grievances of the people but it created first instance of unemployment allowance payment in Jharkhand to the 78 people on the spot and one BDO has been imposed a fine of Rs 1000/- in failing to perform her duty under section 25 of MGNREGS. Follow up lok adalats are to be held very soon at the block level to deal with the pending complaints.

Sainath (2009), Stressed in his article or “NREGS : not caste in stone” studied the implementation of MGNREGS in the Kondama Naiyuni Palayam village of Anantapur district
in Andhra Pradesh. According to him, the MGNREGS has made impact on social structures because the dalits and Adivasis have some respect in society on account of Rs100 wage they get per day under the Scheme.

Now People themselves are showing us alternatives within the MGNREGS. They show the large tracts of land that can be made cultivable removing the small but heavy rocks that dot them. He suggested that in order to provide work to the landless and small farmers round the year, one has to be creative and use diverse approaches across regions. There is a need of strict enforcement of priorities that demand Dalit and Adivasi lands to be the first to benefit. It can be done only when piecemeal action will be changed to integrated, long term planning.

Mathur (2009), acknowledge the role of social audit under MGNREGA through “Silent but Successful Initiative” talks about the successful social audit conducted in Andhra Pradesh using the RTI Act. Government does not conduct this social audit but facilitate it. This was the first social audit conducted in the kollampalli Gram Panchayat during 2006-07, 2007-08 and 2008-09. This GP has utilised Rs one crore for works under MGNREGS. In the exercise of social audit, it has been observed that in some of the Gram Panchayats misappropriation of the funds has been registered and on account of social audit the administration has recovered the misappropriated amount from those Sarpanches and officials involved in such activities. At the Mallapally Mandal 1500 people from 20 Gram Panchayats participated in the Ward Sabha and raised the issues of delays in payment, half payment and not getting the jobs after applying. In some of the Gram Panchayats, the labourers complaints that they received half wages were addressed. After inquiry, they have been given full wages. In some of the Gram Panchayats discrepancies and irregularities have been found in the work and maintenance of the records like muster rolls, measurement of
works, etc. The most encouraging aspect of Social Audit exercise was that the scheme is being implemented through less corruption, better quality of works and more effective supervision. Article concludes that social audit exercise has been helped a lot by the RTI Act and other states should also adopt a similar approach to conduct the social audit so that scheme could achieve its desired results.

Subrahmaniam (2009), Examined the potential of MGNREGA on the issue related to the “Social and Political Dividends from NREGA” shared her experiences of conducting the social audit in the Bhilwara district of Rajasthan by the MKSS social activists and supported by the state government. MKSS activist Mr. Dey argued that social audit exercise in the district has strongly demonstrated the positive impact of exercise of civil society-government collaboration. Some untouchability evils have also been found in the field during the social audit in many Panchayats. Article highlights that social audit of MGNREGS creates awareness among poor beneficiaries. Social audit team observed from the field that MGNREGS has left a good impact on the Bhil wives who after being employed under the scheme have brought the stability and have assured the income to families that were earlier desperately poor. Even MGNREGS improved upon market wage rates in the region. MKSS activist revealed that MGNREGS has greatly increased the income and bargaining power of poor people.

Khera and Nayak (2009), conducted a field based study on ‘Women Workers and Perceptions of National Rural Employment Guarantee Act’ in six states namely Bihar, Chhattisgarh, Jharkhand, Madhya Pradesh, Rajasthan and Uttar Pradesh in 2008 to observe the impact of MGNREGS on women’s socio-economic condition. In their study, they conducted a survey of ten districts which includes 98 worksites and 1060 MGNREGS workers. Based on the finding the study concludes that before MGNREGS women workers
were getting less wages as compared to male workers. Women were of the opinion that MGNREGS has given them a new opportunity to live their life in a better way. MGNREGS has not only helped them to come out of the poverty but also proved beneficial to cope up with the illness in the family. Some of the successful case studies of women who benefited from MGNREGS have also been described in the study.

They found that this scheme has also proved useful for the women to migrate to urban areas as they stop migration as they are getting employment in their village only under this scheme. Women after taking benefit from MGNREGS have been able to repay their loan to banks. Despite many loopholes in the Act, women are able to get minimum wages and good working conditions in the study area.

Women are in favour of getting payment through bank cheque which increases the possibility of saving and reduces the chance of being cheated by those who are in charge of distributing wages to them in the village. This study has also discussed the barriers in women’s participation in getting full benefits of the Act and suggested that there is a need to establish crèches for women workers, abolition of contractors, effective implementation of transparency mechanism and establishing a scheme of a schedule of rates more favorable to women.

Adhikari and Bhatia (2010), emphasized on the fact “NREGA wage payments : Can We Bank on the Banks” based on the field survey conducted in two blocks of each in Allahabad (UP) and Ranchi (Jharkhand). Survey found that the participation of male was 78 percent and female was 22 percent under MGNREGS. The survey found out that the women working in this scheme do not have their bank account and received their wages through their husband’s bank accounts. Survey also revealed that maximum number of workers opened their bank account with the help of the officials of Gram Panchayats. It was found that maximum number of the beneficiaries were present in the bank at the time of opening the
bank account but a few were not present at the time of opening the bank account. It was also found that the 89% of workers had the individuals accounts but 11 percent workers had the joint accounts with their females. Though the guidelines of RBI state that accounts of labourers under MGNREGS should be opened on zero balance but in the survey it was found in Allahabad district that workers had to pay for opening the bank account and this amount was reflected in their pass books. Another eye-opener of this survey was that in Mander block of Ranchi district money was taken for the opening of the bank account but this amount was not credited in the passbooks of labourers. Maximum workers were not aware about the banking system. 50 percent of the workers withdrew their wages with the help of others. Some of them went to the bank on their behalf and some of them do not have any idea about the existence of bank account in their name. It was also found in the survey that workers went in the bank in the groups as they were not aware about the banking procedure and felt safe in the group. It was also found that some of the passbooks of workers were not completed. It was also found in the survey that banking system had greater transparency while keeping and maintaining the bank accounts of MGNREGS workers in comparison to post offices. Since the post offices are facing problem due to the lack of staff and these are not able to discharge their duties in proper manner. It was also found after interacting with the post masters that they were scared of keeping the large sum of money. In some of the Gram Panchayats it was observed that no muster roll was prepared properly and payment order was directly filled up by the Gram Panchayats. Job cards were also not maintained properly. Maximum number of workers prefer to get their wages through banks. It was also found that after getting the wages from the bank workers have begun to learn the banking system through this channel. But some of the workers who have the bank far from their villages like 10-15 km, they prefer to go with the Gram Panchayats officials or with the contractors. They said that because of this travelling they lost their one day wages. It has also been observed that workers are forming the habit of
saving. However due to the poverty, they are all already needy and have a very high consumption level. In such cases, they are not in a position to save some money for the future. It was also observed in this survey that Abhikarta took the signature of beneficiaries on the withdrawal slips and they were sent back to their home. The Abhikarta withdrew their wages and distributed them at their home. It was also notified that workers list of payment order had the name of Abhikarta’s family members who never did the work under the MGNREGS. In some of the cases, it was found out that MGNREGS wages were being transferred to those persons’ accounts who did not even work under the scheme and all these were near and dear ones of either Sarpanch or Abhikarta. In some of the Gram Panchayats the names of high caste people were appeared on the payment order while they never did any work under MGNREGA. Some of the fake names were found in the payment order. A majority of workers in Allahabad said that sometimes they had to give their share to Sarpanch in lieu of the advance money they had borrowed from him. In some of the Garm panchayats of Ranchi district workers were getting less wages. Another fact that emerged from this study was that in the state of Jharkhand the wage rate was Rs. 92 per day but the workers were getting only Rs. 60. After interacting with the workers it was also found that if they did not pay the excess money to the Sarpanch they will not be employed for work in future.

The study recommended that wage payment authority should be given only to the nationalized banks and a list of all payment agencies involved in the MGNREGS wage payment should be made available to the block office and to the Ministry of the Rural Development. In order to make the system of wage payment more transparent banks should follow some of the measures like money should be withdrawn in the presence of the workers, passbooks should be issued and all should be updated to all account holders. Apart from this, all MGNREGS documents including the details of bank accounts and details of Gram Panchayats account should be open to public scrutiny to make the wage payment
system more transparent. An account payee cheque may also be handed over to the workers at a public place. In order to promote the transparency in the social audit of MGNREGS verification of bank records is must. They emphasized that wages should be transferred directly in the workers's account. The workers also want to learn about the banking system through this wage payment. Findings of the survey also suggest that maximum wage payment should be routed through banks rather than the post office as the post offices record keeping system is poor. It also suggested that MGNREGS workers have to learn how to defend their rights under MGNREGS and they should come together for collective organization to cope with the serious problems.

Dey and Bedi (2010), conducted a field based study ‘National Rural Employment Guarantee in Birbhum’ which focuses on functioning of MGNREGS in the three years i.e 2006-2009. The study focuses on timely payment of wages to the labourers. It was found in the study that annual average person days of work was 18.7 in 2006-07, 21.5 in 2007-08 and 21.6 in 2008-09. It was found in the study that number of the days created under the Scheme was below from the national average of about 50 days. It was also highlighted in the study that PRIs are not capable to implement the scheme effectively and to meet the demand of jobs. The study also unearthed that there were long delays in the wage payment for the labourers and employment opportunities were scarce, as a result, MGNREGS is not fulfilling its role effectively. Study concludes that there is need of innovative thinking as how to use the available resources to create jobs and construct useful rural infrastructure. This study finally suggested that scheme should provide proportionately more job days during agriculture lean season and wages should be paid timely.

Pankaj and Tankha (2010), highlighted the findings of study on “Empowerment effects of MGNREGS on women workers: A study in four states” talk about the
empowerment effects of the MGNREGS on rural women in the states of Bihar, Jharkhand, Rajasthan and Himachal Pradesh. The study is based on the primary survey. The empowerment effects of MGNREGS on rural women was examined on the basis of income consumption effects, decision making roles, etc. These indicators have been assessed in terms of realisation of equal wages, increased participation in community development process and overall impact on gender relations.

The study further talks about the increased income of women through MGNREGS which has resulted in leading their quality life in terms of their capacity to buy food, clothes, medicine from their MGNREGS income that address their short terms needs. The study further pointed out that position of women both inside and outside the households has also improved and they are able to realise better individual and social life after earning the wages from MGNREGS. It was also found that upper caste women had the social restrictions as they could not come forward. The study further explained the empowerment effects in terms of process participation, wage equality and change in gender relation. It has also been found from the field that women were collecting their wages from banks themselves. Women used this money on their personal needs like cosmetics and bangles, personal health, visiting relatives and giving gifts at the time of marriage and festivals to the near and dear ones. Study also finds out the pre and post difference of MGNREGS on women workers. Earlier 68 per cent of women were able to meet their needs from their earnings but after execution of MGNREGS 71 per cent women were able to meet their personal needs. MGNREGS also reduced the dependency of women on the family members as they earned their wages under scheme and have the liberty to spend on themselves. A positive development of job scheme was observed that the participation of women in the Gram Sabha meeting has been increased and in some of
the areas they are more vocal than men to know their rights and entitlements under the scheme. Even they had interaction with the government officials like DPCs and POs. The study finds out that 45 per cent of women attended Gram Sabha meeting after the execution of scheme to know their rights and entitlements under the scheme. Study further finds that before MGNREGS only 16 per cent of women had bank accounts in the sampled women workers but after execution of the job scheme 73 per cent of these households have access to bank or post office accounts. It has also been observed by the study that market wage rate increased after execution of the scheme in the rural areas. The study concludes that there is no doubt that MGNREGS has empowered women in terms of their participation in the Gram Sabha meeting, women have become financially independent included as they have access to bank or post office account but study also stated that because of MGNREGS, working hours of women have increased, their leisure time has vanished and they have to bear with physical and emotional strains.

It was suggested in the study that working conditions should be more conducive by providing the women with facilities such as breast feeding breaks, crèche provisions maternity relief, makeshift toilets at the work sites and innovations in the work instruments.

Banerjee, and Saha (2010), discussed on the issue related to “The NREGA, the Maoists and the developmental woes of the Indian state” conducted a case study of MGNREGS regarding the employment generation, assets creation and wage payments in Jharkhand, Chhattisgarh and Orissa, states which are under influence of Maoists. The study gives details about the working of MGNREGS in such areas and the effect it has had on Maoism. Study highlights that the female participation is high in the surveyed area as compared to their male counterparts. Purchasing power
of the rural poor has been increased after the execution of the Scheme. Wage rate of the male and female also gone up after implementation of the Scheme. The impact of increased wage rate is found higher among women than in their male counterparts. Agriculture productivity also increased after the execution of the Scheme, income of the farmers has also gone up after working under the scheme resulting in farmers investing this additional income in agriculture for purchasing good quality seeds and fertilizers. The increase in paddy crop was found 50-55 per cent in the study region of Chhattisgarh and 90-100 per cent in the study region of Jharkhand. The study also found that the incidence of migration has come down with the implementation of MGNREGS which has ensured employment in their native places. It has been observed in the Chhattisgarh that income increased in the range of 16 per cent to 23 per cent in 2008-09 as compared to that in 2005-06 and in the Jharkhand 60-70 per cent. It has also been observed by the study that villagers were not aware about the scheme and role of Gram Sabha in the entire process of the implementation of the scheme. It has also been observed by the study that bank officials were rude with the villagers and were not happy to make payment of MGNREGS. In addition to that Maoists have been blocking the road construction but not the other kind of permissible works under MGNREGS. The main reason for not constructing the roads in the areas which were under the influence of Maoists was that the big road meant ease of access for the police and the paramilitary forces. This directly leads to more harassment of the local population, especially in the Maoists dominated area in the form of night raid on villagers and the subsequent beating, torture and other police excesses. On the other hand Maoists were not blocking other kind of permissible works under MGNREGS especially, land development, on SC/ST land or small irrigation facilities provided afforestation, etc. The study finds out that the social
support base of the Maoists comprise mainly *dalits* and *adivasis* who are mostly landless or small/marginal peasants. Anything that helps them improve their livelihood is not going to be touched by the Maoists since they are not in the position to provide a better economic option.

**Mahapatra, (2010),** examined the potential of MGNREGA on empowering the rural women through *How women seized NREGA*” mentioned that more women than men work under the national programme that guarantees employment to rural people. Their participation has been growing since the inception of the Act in 2006. Author gave the example of Kerala state where women account for about 15 per cent of the workforce. Under the Act they take up 79 per cent of the employment created. Two other states, Tamil Nadu and Rajasthan, with low share of women in workforce have 82 per cent and 69 per cent women workers under MGNREGS, respectively. Second, poor states with greater casual labour potential, like Orissa, Uttar Pradesh and Bihar, report low women participation (22-33 per cent). This is contradictory to the assumption that poverty forces women to take up casual jobs. Author opined that while men migrate to towns and cities, women are left behind to work under MGNREGS. The Act increases household income since earlier women used to get less wages than men. Women take up this opportunity as economic freedom.

In Kerala, Tamil Nadu and Rajasthan, history of women mobilization for schemes and campaigns seems to have contributed to their higher participation. In Rajasthan, the campaign for social audits, in which women play a major role, has contributed to enhanced awareness and increased participation under MGNREGS. The state’s MGNREGS work sites have good facilities for children and women. In Kerala, management of work sites and other logistics for implementation is placed in the hands of women self-help groups.
Roy, and Dey (2010), stated that on the issue of “The wages of discontent” mentioned that MGNREGS is a progressive piece of legislation. The Act proved its critics wrong in several ways. It had increased the earning capacity of the rural workforce. This happened without a budgetary emergency or fiscal collapse, as many economists had wildly predicted. In fact, the Act has been seen as being responsible for shielding large parts of rural India from the ill-effects of the economic downturn. Even in places where the Act was not implemented very well, it had facilitated the capacity of workers to demand minimum wages from all employers, including feudal landlords and contractors. People asserted their right to work on an MGNREGS work site, rather than accept a lower wage. They mentioned the notification of Jan 2009 discussed in the MORD on July 10, 2009 and the Labour Department recorded its view thus: “Minimum Wages Act, 1948 guarantees minimum wages to workers and there cannot be a wage rate less than the minimum wage rate in any circumstances.” This was simply ignored, with the financial adviser in the MORD asserting that “the wage rate notified under section 6(1) is independent of Minimum Wages Act 1948.” They have brought the truth in the picture that in Andhra Pradesh, Kerala, Bihar, Himachal Pradesh, Karnataka, Jharkhand, Chhattisgarh, and now Rajasthan, MGNREGS workers are being paid less than the minimum wage by the respective governments. They concluded by saying that at a time when claims are being made to the status of an economic superpower, the government has no moral or logical grounds to deny the obligation to the payment of minimum wages to the most deprived.

Mahapatra, et al (2011), discussed on the issue on “A Million Opportunities Lost” published in Down to Earth journal studied the role of MGNREGS which played a vital role in creating water conservation structures across the country. The above mentioned authors visited four states namely Jharkhand, Andhra Pradesh, Madhya Pradesh and Rajasthan for this study. MGNREGS had major impact on the poorest and small farmers as now they could now take up irrigation works on their own land.
In the field, authors found that majority of the beneficiaries did not get payment on time. When they interacted with the state MGNREGS commissioner, it was found that late payments were due to a delay in release of funds from the Union government. Workers get paid only after the works have been measured and recorded. Only 2.65 per cent of the works in Jharkhand have been measured till date, going by government's own data. This means wages in case of 97 per cent of works have not been paid.

It was observed by the authors that the most common complaint is non-involvement of the community in planning the structures as stipulated by the Act. It was found in the field that planning was done in the villages where NGOs were active. But in many other villages Gram Sabhas are nominal executives where only 20-30 people participate. None of the village panchayats has prepared the mandatory village plan.

Authors concluded that incomplete water structures are of no use to communities. This has discouraged people from taking up water conservation works. Across the country demand for road connectivity works under MGNREGS has increased. The reason people demand more roads than other works is that roads fetch wages quicker and the results are immediately visible as opposed to those of water conservation.

Tiwari, et al (2011), examined and attempted the potential of ‘NREGA for Environmental Service Enhancement and Vulnerability Reduction: Rapid Appraisal in Chitradurga district, Karnataka’ and assess the environmental implications of the activities implemented under the MGNREGS. The impact of activities was analyzed through the two lenses of contemporary ecological science-environmental service and climate change.
Authors assessed the activities undertaken under the MGNREGS in Chitradurga district, Karnataka for their potential to enhance and provide environmental services. Key programmes implemented in 20 villages during 2009 were studied using rapid scientific assessment methods. An indicator approach was adopted to analyse environmental services such as water for irrigation and improvement in soil quality. The status of environmental services before and after implementation of the activities were examined and vulnerability indices were constructed and compared. Study found that the activities were found to have reduced the vulnerability of agricultural production, water resources and livelihood to uncertain rainfall, water scarcity and poor soil fertility.

The findings indicate that the MGNREGS has provided multiple environmental services and reduced vulnerability, apart from providing employment and income to rural communities. The MGNREGS activities were found to reduce the vulnerability of agricultural production, water resources and livelihoods to uncertain and low rainfall, water scarcity and poor soil fertility. The implications measured in this study are only for about one to three years of MGNREGS activities.

The author suggested that the implementing agencies have failed to take up such activities that improve soil conservation of water, improve grass converge and develop forest resources even without micro-plan or watersheds plans. A through analysis of investment in different types of MGNREGS activities, especially in the long term is also required. Investment in MGNREGS activities, given their scale and importance, should focus on a sustained flow of benefits such as employment, income, water supply and food and grass production. They further suggested that investment should be focused more on activities providing benefits at the community level so that the poor derive maximum benefits. They opined that goal of the MGNREGS can be achieved through the enhancement
of environmental services that will lead to the long term and sustained employment and income for rural communities.

Dey, (2011), in a conversation based in the talks with Usha Ramanathan describes the unique Identification project has made many claims in attempting to get into the MGNREGS, but there are serious problems with what is being suggested. He opined that much better than the UID is the job card, and if that is not filled as required, then the wall acts not only as a fallback for the worker but also as a collective vigilance mechanism. The web wall and the wall in the village are effective and help control corruption in the whole village. He further mentioned that what is needed is not the government watching the people, but people watching every paisa of expenditure.

Author mentioned that one big problem with the UID is the whole registration process. If the UID does not cover everyone who may seek a job under the MGNREGS, and the UID is used as a tool in determining entitlements, it actually becomes a tool of exclusion. The MGNREGS gives everyone a right to demand work and receive work within 15 days. Being dependent on the whims and competencies of a technology and its administrative structure is a clear infringement of that right. Even if we find that biometrics are useful for increasing the efficiency in making payments and our experience raises questions about this assumption – it would make more sense to have a localised biometric system rather than linking up with something on a centralised server. A local system can deal with anomalies that a centralised system cannot. He gave the example of Rajasthan state where simpler measures have been put in place, such as ‘transparency wall’. There, people demand that neither the MGNREGS employment nor wage payments be linked to UID enrolment. Employment of 100 days under MGNREGA is the only universal entitlement that the rural poor enjoy.
To conclude, we can say that there are areas where connectivity is at its most precarious, where dust and heat can ruin any machine and where the UID can make the system completely machine-dependent, it seems clear that the dependency on machine-based technology, which spells potential disaster, should be avoided.

Present study in the context of the review of literature

Most of the findings of the present study correspond with the results appearing in the review of literature on the subject of MGNREGS. The studies carried out by various scholars also establish that rural poor are the most marginalized groups amongst the poor population of our country. The researcher has at various levels empirically find that the rural people are the right targets in the process of development. Providing employment to the rural poor one can change the life style of their families. The impact of MGNREGS on the employment generation and assets creation has been exhaustively studied in an independent chapter of the present study. The results based both on quantitative and qualitative data revealed that MGNREGS has helped the rural persons in reducing poverty and unemployment. There is perceptible impact seen on the rural people's self-growth and development, on their position in family system and in their participation pattern in the development process of community.

The present study is different in the sense that the benefits of the scheme and programmes implemented by Central government are not reaching the marginalized sections of the society. MGNREGS has been noticed to be delivering benefits to the poor people in terms of providing employment and creating durable assets in the rural areas.
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