CHAPTER 7
CONCLUSION

The findings of the present research are as follows:

7.1: FROM ONE SAMPLE TEST

One Sample Test is done on different categories of the questionnaire. The test is done irrespective of the various demographical features with test value set at 3. Null Hypotheses and their Inferences was given in detail with respect to the main Hypotheses framed for the present study on Chapter 6- Analysis and Interpretation, as such only thorough discussion with reference to mean scores will be done in this chapter.

The mean score in Awareness of Entitlements is 3.161 which is higher than the test value that shows the beneficiaries of MGNREGA are quite well aware of their entitlements. It is noted in this regard that the most well known entitlement is the opportunity to get employment for a hundred days in a Financial Year. While other entitlement like the ‘provision to demand work’ is not known and ‘no employment allowance’ is duly unheard of. The provision of extra payment towards transportation if the work is beyond five kilometre radius is also unfamiliar to them. These factors attributed to the low level of mean score in Awareness of Entitlements.

The Worksite Administration mean score is very high at 4.400 which is much higher than the test value. There are five questions on Project initiations meetings, Presence of mates, Presence of VC members to supervise works, Attendance is taken on worksite. The high level of mean score is due to above 90% frequency percentage in all these questions except on Project initiations meetings which still turned out 89.5% frequency.

There are five questions on provision of Worksite Facilities, provision of drinking water, periods of rest and shades for resting, first aid kit and childcare facilities. The mean score on this category is 3.211 which is just above the test value. It is debatable that the reason could be either due to ignorance of the worksite facilities or due to the fact that some of the provisions are not given. For example, while collecting questionnaire, the respondents usually reveal that they bring their own drinking water at the worksite and then they will end up giving “Neutral” response from the list of responses. Also, if one brings his or her own water, it is likely that he/she will not look around to see if such is provided at the worksite.
Low level of mean score (2.826) is noticed in Non Conformity/Failure to follow the Act in the execution of MGNREGA works, this is due to hiring JCB. Use of machine against the provision of the Act is found in many worksites in the form of employing JCB. Also the scores on ‘regularity of payment’ pulls down the mean score, as many of the respondents are unaware of the fact that payment of wage has to be done within 15 days of work. This results in high number of ‘neutral’ response.

The mean score on Transparency of the Act in practice is quite high at 3.547 as against the test value of 3. Higher score could have been achieved if the beneficiaries are more alert to the different aspects of MGNREGA and its implementation. Their redundancy in these matters let them to respond ‘neutral’ in many of the questions laid out before them regarding transparency of the Act in practice.

Community & NGOs involvement reveal the mean score of 3.694 which is closer to 4 that is above the test level of 3. This shows that NGOs and Community participation as urged by the Act is in practice in the study area.

A very high mean score (4.198) is found in Relevance to the Community. It is pleasant to obtain such a high score as it clearly shows that the works done under MGNREGA are not a waste of time and endeavours.

Redressal of Grievances’ mean score is 3.186 which is above test value. It is found out from the test that the grievances redressal system is quite good in the study area.

The mean score on Satisfaction is 2.81, looking at the test value of 3, this score is a little below the test value. Still it is close to 3 we can therefore say that the Satisfaction of the beneficiaries on MGNREGA is moderate, neither very high nor very low.

7.2: FROM FREQUENCY ANALYSIS

7.2.1: Awareness of Entitlements

The first category of the questionnaire includes seven sets of question, which is about “Awareness of various entitlements under MGNREGA,” taking in average, the beneficiaries are moderately aware of their entitlements. The basic entitlement that they (Job Card holders) can demand for work is not known to majority of the respondent while the next majority are neutral. Only 33.5% knows that they can demand for work under MGNREGA. Lack of
knowledge in this basic entitlement thoroughly gave the idea of how ignorant the beneficiaries are regarding MGNREGA.

Among the entitlements included in the questionnaire, the most known by the respondents is “Entitlement to 100 days of employment in a financial year”, 90.1% of the respondents knows about it. This might be attributed to the name given for MGNREGA in Mizo tawng as “Ni za inhlawhna” which means “Hundred days wage employment”. As it is clear from the name; this has highly helped the beneficiaries about their awareness regarding their entitlement to 100 days of employment in a financial year.

7.2.2: Process of Getting Employment:

Regarding Process of getting employment, 94.6% of the respondents get employment through notification by VC. Most of the beneficiaries have never made application for employment, rather they just go for the same when the VC notifies. VC makes Annual Action plan, demand for work for the whole village putting forth the shelf of work to the Block Development Office.

Even though 93.9% of the beneficiaries open account in a Post Office for crediting their wages under MGNREGA, 88.3% get their wages from distribution by VC as the same is collected by VC for the whole community. Though one may argue that this practice is not as per the provision of the Act; it shows mutual trust between the people and their elected village officials. It also dealt away with the workers to get them busy in collecting their own wages where the procedure could be troublesome for them. As long as there is mutual trust and the system works fine, the researcher considers this favourable for the MGNREGA workers.

7.2.3: Discrimination under MGNREGA:

This study found that there is no discrimination on grounds of Gender or Caste to get employment under MGNREGA. High percentage which is 97.2% of the respondents is at “Disagree” side on “There is Gender/Caste discrimination for getting employment”. This signifies that there is no discrimination. Equal payment of wages for every worker was also found to be in practice as 97.2% agree on “Equal payment is given to every worker”. This shows that the regulation of the Act is followed well in these regards.
7.2.4: Worksite Administration:

Regarding the Worksite Administration, there are four questions, all of these questions got high percentage of Agree. Questions on Project initiations meetings (89.5%), Presence of mates (96.5%), Presence of VC members to supervise works (96.1%), Attendance is taken on worksite (97.8%). This shows that the worksite administration from the selected criteria is quite satisfying with all percentage above 90 with the exception of 89.5% on Project initiations meetings which is still lower than 90 by .5 only.

7.2.5: Worksite Facilities:

There are five questions on provision of worksite facilities, provision of drinking water, periods of rest, shades for resting, first aid kit and childcare facilities.

The frequency percentage on Provision of drinking water is highest on “Neutral” with 44.3% followed by “Agree” with 35.7%. Even though the agreed percent is not satisfying, the least frequency percent (20%) is on “Disagree” which is acceptable as there are more respondents on ‘neutral’ side. A very high percentage of “Agree” is found in “Periods of rest are provided” with as high as 91.3% which is very satisfying. When proper rests are provided in between works, humans can work better with recharged energy that in turn makes a person do better work than doing work when exhausted.

Very close to half of the respondents, (260 out of 540) “Disagree” to provision of Shades for periods of rest, while the next majority (195 respondents) are “Neutral”. Only 85 respondents which is a mere 15.7% “Agree” to provision of shades. The result on this matter is not satisfying; this triggers the question “Is the study area not doing well in providing shades/temporary huts in the worksites?”

The low percentage of “Agree” in availability of first aid kit can be reasoned that the workers will be ignorant of such amenities if they do not need first aid kit at the worksite. This could be the reason for the two majorities which is 39.3% “Agree” and 37.8% being “Neutral”. It is quite satisfying to note that higher percentage is on “Agree” even though slight difference with “Neutral” percentage. This shows that provision of First Aid kit is available for those in need at the worksite.

It is depressing to find that “Agree” percentage is only 17.6% on ‘provision of Childcare facilities’. “Disagree” is highest with 49.6% followed by “Neutral” with 32.8%.
The low percentage of “Agree” provoked the question “Are the worksites in Mizoram unwelcoming for mothers with children who still need attention?”

7.2.6: Conformity/failure to follow the Act:

Regarding non conformity/failure to follow the Act in the execution of MGNREGA works, the percentage of scores on question “Machines are employed in the worksite” is quite close to all of the responses; 32% “Agree”, 30.7% “Neutral”, and 36.3% “Disagree”. The most common machine used is JCB. JCB is a type of construction machine with a hydraulically operated shovel on the front and an excavator arm on the back. In this sense, the Act is not conformed in the execution of MGNREGA works, yet the reason of this is quite logical.

The researcher has interviewed a few VC members and their reply in this matter is that constructions of road in some of the worksites are difficult to complete with manpower alone. When there are areas with hard big rocks, it is difficult to clear them, if done with manpower alone and it takes more time. In this kind of problem, they will hire JCB. The cost of hiring will be contributed by the MGNREGA workers depending on the amount of work to be taken up by JCB. When this kind of situation arrived, VC will have discussion with the workers then only they will decide.

The scores on “Payment of wage is regular” is agreed by almost half of the respondents (45.9%), which is quite satisfying considering the delay of payments in certain parts of the country. Also the knowledge of the respondents that payment of wages has to be done within 15 days of employment (“Agree”- 41.8%) is reflected here. The percentage of “Agree” on both is close to each other. The score on involvement of contractors at the worksite suggested there is no involvement of the contractors at the worksites as 86.7% “Disagree” to “Contractors are involved at the worksite”. The ignorance of the beneficiaries is again shown in this context in the form of being “Neutral” to the question. When they can neither “Agree” nor “Disagree” they just turn to “Neutral”, as it is always easier for them to do so when they lack knowledge on the question asked.

7.2.7: Transparency of the Act in Practice:

The mean score on Transparency of the Act in practice is above test value 3.547 that proves that the regulations laid out in the Act to ensure transparency in MGNREGA works and its various facets are in practice. There are 15 questions in this category, amongst these,
the high percentage of “Neutral” are found in ‘there are fake entries in my job card’, ‘my account passbook is regularly updated’, ‘Social Audit is done regularly’. In all these the “Neutral” percentage is above 40. This could mean that the beneficiaries are negligent of their own state of affairs that are in their hands or they blindly trust others in handling affairs even if it includes their own good.

Another point which is worth noting in this category is the very high percentage of “Neutral” on “I am given a chance to- ‘evaluate the quality of works done under MGNREGA’, ‘verify financial expenditure’, ‘examine provision of entitlements’ when requesting for these. The frequency score on “neutral” for these are - 79.8%, 81.3% and 79.4% respectively. The concept of the question here is ‘whether the beneficiaries are given a chance when requesting the implementing agency on these matters. The reason behind this high ‘neutral’ frequency is that, they hardly ever request as they are not alert enough to undertake such activities.

7.2.8: Community and NGO’s involvement:

There are only two questions on Community and NGO’s involvement where the frequency score was comparatively higher than Community involvement. Here the statement is put as “I am involved in planning of the works to be taken up” it is laid out as a single individual term; that together composed of a whole community. There was quite a good response as being involved in MGNREGA, more than half of the respondents which are 58.9% agree to this. While the “neutral” was 20.4% and 23.7% “Disagree”. Looking at the “Agree” percentage, the peoples’ participation is rather astonishing given their nature of ignorance in many facets of the MGNREGA. And the various NGOs’ involvement is even higher (68.4% “Agree”) than the individual/community’s involvement. Only small percentage (7.4%) “Disagree” to NGOs’ involvement.

7.2.9: Relevance to the Community

As per the Act, the works done under MGNREGA should be useful for the community for the present and in the long run. Under the questionnaire category of “Relevance to the Community” there are four questions. The frequency percentage of “Agree” on the question- ‘selection of the works is done according to the community needs’ accumulated a staggering 92.4%. This no doubt shows that the works done under MGNREGA are in relevance with the need of the community.
Again a very high percentage (93.5%) of “Agree” was found in ‘the fairness on selection of the worksites with consultation of the people’. Another high frequency score (455 out of a total 540 respondents) was noticed on ‘the works done are useful for the community’. A high percentage of frequency score (78.7%) was found regarding ‘works being useful for present and future’. These frequency scores showed that the works undertaken under MGNREGA are relevant to the community, the selections of which are done fairly with public consultation.

7.2.10: Impact of MGNREGA:

The impact of MGNREGA was divided into three sub categories- socio economic impact, impact on present occupation and psychological impact. Among all these categories, a very high percentage (96%) of “Agree” was found on ‘MGNREGA is very important to me’. The next highest frequency percentage (84.8%) was found on ‘MGNREGA helps me to avoid hunger’. These evidenced the importance of MGNREGA among the respondents. The frequency score on present occupation and psychological impact was moderate.

7.2.11: Redressal of Grievances

High percentage of “Neutral” was found out on the questions regarding redressal of grievances. The main reason could be the fact that the beneficiaries rarely make a complaint to the implementing agencies against anything.

The negligence of the beneficiaries about their situations is again found out under ‘Redressal of Grievances’ category. There are four questions under this category and in all of them “Neutral” has attained very high percentage of frequency. 79.6% on ‘I am responded well when I complain about my application of Job’. 70.4% on ‘I get good response when I complaint about late receipt of job card’. 91.3% on ‘My complaint on late payment of wages has positive result’. 89.1% on ‘My complain regarding worksite facilities has good result’. The reason for a high percentage on “neutral” in all these is due to the fact that they rarely make complaints on any of these and so they resort to responding “Neutral”.

This maybe further due to low awareness level about the Act and their entitlements under it as well as ignorance of their situations. For instance, in other parts of India there are complaints about non provision of employment when applying. This ultimately leads to demanding ‘unemployment’ allowance. Such incidence was not noticed in the sample
districts. The good thing is at least very few of them “Agree” to being responded well if at all they make any complaints.

7.2.12: Satisfaction:

It is found from the present research that Satisfaction regarding various elements of MGNREGA is moderately high. Four elements/factors are included in the “Satisfaction category”. The frequency score on ‘the provisions of the Act are good enough’ is very high which is 89.2%, while there are 9.6% “Neutral” and only 1.1% “Disagree”. This shows that as far as the respondents know about the Act, they are satisfied with its provisions.

The “Agree” percentage on ‘100 days of employment is sufficient’ is quite high which is 61.8%. The reason for this is those who respond “Neutral” and “Disagree” wish that there are more than a hundred days of employment in a financial year. On ‘The works done are of good quality’ the “Neutral” frequency is 34.8% where they could not agree nor disagree to the same. Still the “Agree” percentage is quite high (62.2%); this shows the satisfaction of the respondents on the number of days employment is given to them in a financial year.

‘The mode implementation is satisfactory’ is agreed by 62% of the respondents while the other 25.6% are “Neutral” and only 12.4% “Disagree”. The satisfactory percent is moderately high as it is more than half percentage of the total respondents. The reason could be the fact that they do not know any better or it is really satisfactory.

7.3: FROM t- TEST:

T-test is done to find out the difference between a) Male and Female respondents and b) Single and Married respondents on various features of MGNREGA

There are significant differences at 5% level of significance between Male and Female with regard to the following- Worksite administration with p-value 0.034, Transparency of the Act in practice with p-value .001, Community and NGOs involvement with p-value .015, Relevance with p-value .047 and Redressal of Grievances with p-value 0.034.

There are significant differences at 5% level of significance between Single and Married with regard to the following: Awareness of entitlements with p-value .010 and Socio Economic Impact with p-value .048.
7.4: FROM ANOVA TEST:

ANOVA test is done to find out the difference among various demographic groups of the respondents- a) Age groups b) Educational Qualification c) Occupation d) Monthly Income on various features of MGNREGA.

There are significant differences at 5% level of significance among different Age groups in Worksite Administration with p-value .039 and Community involvement with p-value .025.

Significant differences at 5% level of significance are also found among various Educational Qualification with regard to Awareness of Entitlements with p-value .002 and Redressal of Grievances with p-value .011.

Among various occupation groups there are significant differences at 5% level of significance in Relevance of the work to the needs of the community with p-value .038 and Satisfaction with p-value .002.

There are significant differences at 5% level of significance among different Monthly Income groups with regard to Awareness of Entitlements with p-value .020

7.5: FROM DUNCAN MULTIPLE RANGE TEST:

Duncan Multiple Range test is done on those groups where there are significant differences in ANOVA test. Among various Educational Qualification group, there are significantly more respondents from ‘No Formal Education’ who “Agree” towards Awareness to Entitlements than respondents from other educational background.

There are significantly more respondents from monthly income group of below Rs.1,000 who “Agree” towards Awareness to Entitlements than the monthly income group of Rs.2,000 to Rs.3,000.

There are significantly more respondents in the age group of 18-28years who “Agree” towards good Worksite Facilities than the respondents from the age group of 51-61years.

There are significantly more respondents in the age group of 18-28years who “Agree” towards Community and NGOs involvement than the respondents from the age group of 51-61years.
There are significantly more respondents in the Private/NGO Employee who “Agree” towards Relevance of the MGNREGA to the needs of the Community than the respondents from the Agriculture Labour.

There are significantly more respondents with educational background of above High School who “Agree” towards good Redressal of Grievances than the respondents from the educational background of Primary School.

7.6: FROM CHI SQUARE TEST:

Chi Square test is carried out to find out the difference between the two sample districts on various features of MGNREGA under study. It is found out that there are significant differences at 5% level of significance with regard to the following- Worksite Administration with p-value .008, Worksite Facilities with p-value .009, Transparency of the Act in Practice with p-value .000, Community& NGO Involvement with p-value .000, Socio Economic Impact with p-value .005, Occupational Impact score with p-value .017, Psychological Impact with p-value .007, Redressal of Grievance with p-value .000 and Satisfaction with .000.

7.7: CONCLUSION:

The importance of rural development will never cease to exist unless and until India becomes a developed country. Rural development programmes are the hopes of these million residents. Just like a tree which has to grow well from its roots, the development of our beloved country has to start from the root level that is the villages. The researcher has seen in reality the plight of villagers while collecting data for the present study; the difficulties in transport and communication, the scarcity of basic needs, supply of power and electricity, food and water supply and proper healthcare services. In fact some of the sample villages do not have all weather proof roads and no public vehicle services. Some of the villages are connected only by ring roads (not accessible by four wheeler vehicles) to the neighbouring bigger villages and towns.

The most common works undertaken in MGNREGA in Mizoram are road construction- rural connectivity, rural to urban connectivity, internal village roads, retaining wall, making stone pavement, culvert and side drain construction. Generally speaking, the respondents in the present study are not aware of many of their entitlements under the Act. The entitlement to get unemployment allowance was not known to them. There is usually
only one job card in each household which will be in the name of head of the family. Even though the question about the opportunity to apply for more than one job card in a household is not included in the questionnaire, a thorough question on the matter was asked to many of the beneficiaries; all of them do not know about this opportunity.

MGNREGA has already been implemented for a decade now; it has gone through a series of different situations in different parts of the country. The implementing agencies also know how to handle the work better now comparing to the initial phases. At the few initial phases, the backward districts do not understand the potential of MGNREGA and utilisation of funds for the same. MGNREGA still has a long journey, participation and cooperation of the people, various NGOs and implementing agencies are needed to get more positive results.

7.8: SUGGESTIONS:

Issue of Job Cards in the study area is rather intriguing; one job card each is given to almost all of the householders irrespective of the income and financial condition of the household. Instead, it is desirable that job cards be given to those depending on the need of the individuals, not simply one job card each for every household. It will be best if those who really need employment under MGNREGA come for the work, then it will be more beneficial for those in need.

The awareness of the Act is not very satisfying in the study area; it is therefore recommended that awareness campaign be made as much as possible. The implementing agencies especially at the village level still have a lot to learn. They need to be educated on various facets of MGNREGA; then they will be able to deliver the knowledge to the villagers. It will help to some extent in delivering a few words on MGNREGA in various public meetings by any of the VC members or by NGO leaders who are well versed in the Act.

Proper working hours need to be set for MGNREGA worksites, it is often heard that the working hours of MGNREGA are irregular, usually a short period of time. This makes the workers become lazy and expect a full day wage even if they work for a short period of time. The negative psychological/moral impact of MGNREGA will also be slowly reversed with this step along with better close supervision from the implementing agencies and mates in the worksites.
There is a need to supervise the workers who are idling in the worksite. A stern and strict mate is desirable to control and supervise these sluggish workers. Otherwise they hamper the work culture and ethics.

There are some workers who are above 65 years of age; it is quite controversial whether to accept the senior citizens at the worksites considering their productivity as well as their safety to do manual work. Without being intolerant to these senior citizens workers, the researcher suggests that the upper age limit be made to achieve better results in the worksites.

The provision of shades are not satisfying as found out from the present research, it is therefore suggested that proper shades be made in the worksites where the MGNREGA workers can rest for a while in between their works. Low percentage of ‘Agree’ is found regarding provision of childcare facilities and the researcher recommends that necessary steps be taken toward this, so that the nursing mothers, the young mothers who need to bring their children in the worksite can also earn their wages without being wary of their children left at home under someone else’s care.

The MGNREGA beneficiaries are not interested enough to verify their own job cards or passbook, this fact reflects that as many of the respondents are “Neutral” in ‘there are fake entries in my job card’, ‘my passbook is regularly updated’. This calls for a need to make the beneficiaries to become more vigilant of their situation.

The socio economic impact is quite remarkable; even so the researcher suggests that the issue of job cards be reviewed. As mentioned earlier, the nature of issue of job card is one job card per household irrespective of the income of the household. Instead, the household which does not have steady monthly income must be given more job card according to the availability of adult members who are willing to do manual labour, so that the financially less fortunate can have a better living standard that will further make a meaningful step towards rural development.

The researcher came across some concerned citizens saying that the quality of works done under MGNREGA is not very good; but the primary data collected for the present study showed otherwise. Still the researcher ponders ‘why anyone would say about anything, if there is not a hint of truth in it? When the respondents are asked whether he/she made a check to see if the works done under MGNREGA are of good quality, many of them just blink and
resort to “Neutral”. There lies the need to make the beneficiaries more vigilant on the various elements of MGNREGA and the works undertaken.

The matter of redressal of grievances is quite contentious as many of the respondents has never made any complaint on anything, be it regarding any of these- issue of job cards, application for job, delay in provision of employment, wage payment, unemployment allowance. The main reason could be the fact that the VC takes care of everything from application of job cards to distribution of wage payment. So if at all there are problems in any of the matter listed here, the VC will take care of it for the whole community. This practice is trouble-free for the beneficiaries, but at the same time it makes them unaware of the situations under MGNREGA. The researcher therefore suggests that the beneficiaries be made interested to come in close contact with the VC who are closest to them among the implementing agencies and ask them questions on these matters.

The satisfaction level seems to be pulled down by the fact that the beneficiaries wished to have more than a hundred day employment in a financial year. The researcher suggests that this could be made possible starting from filtering in issue of job cards, if the job cards are given to only those who really need them and then a lot of funds can be saved. Instead of equal distribution of one job card per household, let those households who do not have other means of earning wage have more than one job card.

In one of the sample districts which is Kolasib district, job cards are not given to any household who has at least one of the family members working under the government of India. This system is not favoured by many on the grounds that a mere income from one member of the family is not enough to win bread for the whole family.

The researcher therefore suggests that there should be a thorough survey on the income of the households, analysis of income and size of the family. Then if the income does not seem to be sufficient for the family, job card should be issued to the adult member of the family if he is willing to work under MGNREGA.

**7.9: SCOPE FOR FUTURE RESEARCH:**

The present study selected only two districts of Mizoram, a comprehensive study on all districts of the state is favourable. Since the towns of Mizoram are under Village Council (different areas have their Village Council), the nature of the sampling universe is very diverse. Because the sampling villages are greatly different in nature in the sense that some of
the sample villages are rural in nature while some are urban. Therefore a separate study on the nature of villages - rural village and urban village is encouraging. A study not only the nature of village, but also on the basis of availability of different infrastructure, transport and communication, healthcare facilities, modern amenities etc, is also sensible. MGNREGA has many aspects but the present research study was on only a few of them. An in-depth study on even a single feature and its various consequences is also advisable.

End Note

1 www.thefreedictionary.com viewed on 5th September 2016