FINDINGS, SUGGESTIONS AND CONCLUSION

6.1 Major Findings

The findings of the study suggest that the performance of the Wage Employment Programme improved with increase in the level of participation by the relevant programme functionaries at all the three level viz. village, block and district. The results further suggest that due to poor involvement of functionaries the performance of the programme is negatively influenced. Some of the salient factors identified for influencing participation of the programme functionaries are summarized below:

1. The latest estimates which relate to the year 2009-10, households with a per capita per month expenditure lower than `.687 in rural and `.990 in urban areas were considered to be below poverty line in Meghalaya. In the state Manipur, with 47 percent and Assam with 38 percent of the people estimated to live below the poverty line, the other nine hill States had lower incidences of poverty compared to the national average of 29.8 percent.

2. The price factor has now been taken into account in recent years and poverty lines are now computed for each state by applying state specific price indices. The poverty line when applying the state-specific price indices is generally much higher in Himalayan States compared to the all-Indian figure. For example, for rural areas it was estimated to be `.1017 for Nagaland, `.871 for Manipur, `.850 for Mizoram, `.74 for Arunachal Pradesh, `.723 for Jammu & Kashmir, and `.720 for Uttarakhand against the all-Indian estimate of `.672 in 2009-2010.
3. Manipur is the third largest State in the North Eastern Region of India. Population pressure is found to be increasing day by day reducing the man land ratio from about 1:7.85 hectares in 1901 to 1:0.87 hectares in 2011.

4. Out of the population of the state 13.6 lakhs were males and the rest 13.5 lakhs were females. With such a size of population to support on so small area the state of Manipur finds in great difficulty in making any significant impression on its poverty and economic backwardness.

5. The present panchayats system in Manipur was introduced in 1960. Under the act of two-tier system of panchayats was established in the Manipur valley and Jiribam area. The state government enacted the Manipur Panchayati Raj Act 1975, which provide for a three-tier system of Panchayats in the state comprising Gram Panchayats in the Gran Sabha Level, PanchayatSamitis at the block level and ZillaParishads at the district level for judicial purposes.

6. The centrally sponsored schemes for poverty alleviation programmes are implemented by the District Rural Development Agencies (DRDA) or Panchayati Raj Institutions (PRIs) under the supervision and administrative control of the Rural Development Department. At the state level, Secretariat Monitoring Cell is functioning for monitoring and evaluation of Centrally Sponsored Schemes or programmes as well as other state plan Programmes that the State Government assigns to this Department from time to time.

7. The wage programme was to provide gainful employment for unemployed and under employed persons, both male and female, in the rural areas, through creation of rural economic infrastructure, community and social assets with the aim to improve the quality of life of rural poor. The programme targeted the people living below the poverty line with preference to be given to Scheduled Caste or Scheduled Tribes and free bonded labourers. After three year of its
implementation, review and concurrent evaluation revealed certain inadequacies in the programme.

8. It is found that centrally sponsored scheme is to provide about 100 days of assured casual manual employment during the lean agricultural season at statutory minimum wages to all persons between the age group of 18 years 60 years who are productive and labour-intensive social and community workers.

9. The village panchayats are involved in the registration of persons seeking employment and the panchayats maintain those registrations. They also coordinate and monitor the work. A maximum of two adults per family is to be provided employment under the scheme.

10. Manipur lives in villages the rural population constitute about 74.89 percent of the total population enhancement in the quality of the life of the economically weaker sections of the society has been one of the basic objectives of development planning of the state. In order to achieve this goal a number of programme viz., MGNREGA (Mahatama Gandhi National Rural Employment Guarantee Act), SGSY (Swarnjayanti Gram SwarozgarYojana), IAY (Indira AwaasYojana), PMGY (PradhanMantriGramodayaYojana), PMGSY (PradhanMantri Gram ShadakYojana) etc. have been implemented in the state. These programmes ensure minimum wage to rural workers and enable them to acquired assets and income through self-employment ventures.

11. In Manipur the scheme NREGS was first introduced in Tamenglong District in the year 2006-2007. 2 (two) districts viz., Chandel and Churchandpur were covered during 2007-2008 and the rest of the 6 (six) districts viz., Imphal East, Imphal West, Thoubal, Bishnupur, Senapati and Ukhrul got covered during the year, 2008-2009. As required under the NREGA, the government of Manipur formulated a scheme called the “Manipur Rural Employment Guarantee Scheme (MREGS)”. The act has been notified in the Manipur Gazette Extra Ordinary on
25\textsuperscript{th} May 2009. The scheme has now been renamed as Mahatama Gandhi National Rural Employment Guarantee Scheme on 2\textsuperscript{nd} October 2009.

12. Stratified random sampling method was used to select the respondents. The MGNREGA programmes was implemented in nine districts of Manipur, namely Bishnupur, Chandel, Churachandpur, Imphal East, Imphal West, Senapati, Tamenglong, Thoubal and Ukhrul. From every district 1 (one) each block were randomly selected for the study namely Imphal East C.D., Imphal West C.D., Kakching C.D., Bishnupur T.D, Chakpikarong T.D, Chingai T.D., Kangpokpi T.D., Lamka T.D., Khupum T.D. from each block 2 (two) villages were selected. From each villages 10 (ten) beneficiaries were selected randomly. Therefore, the total sample size of the study was 180 (one hundred eighty) respondents.

13. The budgetary allocation of funds reflecting a steady increase from 11300 crores in 2006-2007 to 40100 crores in 2010-2011.

14. The percentage of MGNREG Programme fund on wage is higher than that of defined ratio. The share of expenditure on wage has increased from 66.21% in 2006-07 to 76.39% in 2011-12, while with share of expenditure on material has been reduced and expenditure on administration of MGNREG Programme has some slight variation. The expense on wage (skilled and unskilled) material and administration in different states shows the same trend. The MGNREGP was quite modest in scale at the beginning in 2006-07, but it expanded quite rapidly by the year to year. It had become the largest special wage employment programme not just in India but in the world. However the above mentioned figures are at an aggregate level. In fact there are large variations in performance across the state as well as the districts.

15. Absence or lack of information about the various wage programmes to the people at the village or grass root level.
16. The selection procedure for selecting the beneficiaries to the programme also lacked coherent, specified and uniform guidelines.

17. It was also observed that the panchayats in generally were under the influence of privileged class of people and hence lacked the element of autonomy and unbiasedness in their functioning. This affected the performance level of the programme and lowered the involvement level of beneficiaries as well as programme functionaries.

18. The target specific approach in the programmes was not in conformity to local needs or requirements.

19. Lack of coordination between various departments.

20. The absence of monitoring, physical verification and evaluation by higher-up authorities also affected the performance level of the programme.

21. The guidelines followed by the block office for identifying households that were living below the poverty line were not being followed by other departments thereby creating inconsistencies.

22. There were many social sector schemes that where being sponsored by different departments. The perusal of these schemes showed that not only their objectives were different but also their scope, coverage and a criterion for selection of beneficiaries was also different. Thus, the lack of uniformity in approach created difficulties and confusion.

23. It was also observed that at the district level, there was a proper coordination among different departments from where social sector schemes were being sponsored. It was found that the functionaries regularly participated in the meetings where the progress, achievements, targets and future strategies of each department was discussed and many times joint collective measures were also considered.
24. The present study depicts that impact assessment of wage employment programme were taken up by the age group of 41 to 50 years with 35.6 percent of the total population, 28.3 percent respondents were in age group of 31 to 40 years, 9.4 percent respondent were in age group of 20 to 30 years and the rest 16.7 percent of the respondents were in 51 to 60 years of age group. The proportion of beneficiaries in the older age group of 61+ years was 10.0 percent. The highest number of respondant is between the age group of 41 to 50 years.

25. It has been observed that 55.6 percent of the respondents belonged to male beneficiaries and only 44.4 percent of the sample beneficiaries belonged to women group.

26. The study found that out of the 180 beneficiaries with illiterate have the highest percentage of education with 38.89 percent of the respondents. Among the sample 17.22 percent have completed 8th passed, 14.44 percent of the respondents have 10th passed, 12.78 percent have completed 12th passed and 16.67 percent of the respondents have graduate and above. Thus it can be said that maximum beneficiaries are illiterate.

27. It is observed that the distribution of respondents who can afford their children for education before and after the MGNREGP. Out of 180 respondents, 103 respondents i.e. 57.2 percent of the respondents can afford their child for education at private school and 19.44 percent was increased after the programme. 36.47 percent of the total respondents can afford their children for education at government school and -1.66 percent was decreased after the programme. 6.11 percent of the respondents cannot afford their child for education and -17.78 percent was decreased after the programme. But there was an impact of schooling of children after the programme.

28. The study observed that Scheduled Tribe, Other Backward Classes and General category of the beneficiaries. The majority of the sample beneficiaries belong to
Schedule Tribe community with 55.6 percent of the respondents. 33.3 percent of the respondents were OBC community and the rest 11.1 percent were General category of the respondents. The data indicate that from the sample technique of stratifies random sampling SC respondents of the beneficiaries have not full filled in identifying the deserved beneficiaries of the selected district.

29. Most of the beneficiaries have 50.55 percent belonged to small size families 1-4 members. Families with nine members constitute 45.6 percent belonged to medium size family. About 3.9 percent of the families have large size families with more than 10 (ten) members. The programme identified a household as a family of above 5 (five) members.

30. The study finds that majority of the respondents 49.5 percent have Semi Pucca house, 41.1 percent respondents have Kutcha House and the rest 9.4 percent have Pucca house.

31. On survey beneficiaries data reveals that 49.4 percent of the total respondents have electricity in their house and 50.6 percent of the total respondents do not have electricity in their home. Thus, the present study reflects that most of the beneficiaries have no electrification in their house and still some are yet to experience the joy of having no power in their home.

32. The result of the 118 respondents finds that 65.6 percent of the respondents have not afforded their drinking water and 34.4 percent of the total respondents have afforded their drinking water.

33. It is observed that -25.56 percent of the total respondents decrease of using the toilet of service latrine type after programme, 10 percent use increase the flush system type of toilet after programme, and 15.56 percent increase use septic tank system of toilet after programme. The present study shows that before programme the sample respondents used commonly service latrine but after
programme the flush system type of toilet used and still 37.8 percent of the respondents do not have proper sanitation for defecation.

34. The study show that 8.3 percent of the respondents have agricultural income level of above `40001 while 21.1 percent of the respondents have `10000-`20000, 23.9 percent have `30001-`40000 and 46.7 percent have in the group of `20001-`30000. Thus, the present study shows that most of the respondents are in the agricultural income level of `20001-`30000.

35. 33.9 percent of all beneficiaries have mentioned cough and cold prevailing disease, 27.2 percent of the respondent have mentioned fever prevailing disease, 25.6 percent of the respondent mentioned other diseases and remaining 13.3 percent mentioned dysentery. For the distribution of child disease Cough and cold have the highest common prevailing diseases among the selected villages.

36. 34.4 percent of all beneficiaries have mentioned cough and cold disease, 29.4 percent of the respondents have mentioned fever, 28.8 percent of the respondents have mentioned other diseases and remaining 7.2 percent of the respondents mentioned dysentery prevailing disease. For the distribution of adult disease cough and cold have the highest common prevailing diseases among the selected villages.

37. The distribution of respondents according to the annual income before and after MGNREGP into five categories (i) `3000-`4000 (ii) `4001-`5000 (iii) `5001-`6000 (iv) `6001-`7000 and (v) `7001 above. The Table also reveals that 13.4 percent of the respondents decrease after the programme in the income level of `3000 - `4000 while 2.8, 0.6, 0.6 and 9.5 percent of the total respondents increased in the various income level after MGNREGP. Thus, the present study
shows that most of the respondents are in the income level of `4001-`5000 after MGNREGP. But the respondents belong to `7000 above are increased `10000.

38. It is clear from the beneficiaries that 31.1 percent of the respondents have expenditure level of `10000-15000 while 38.9 percent have `15000- `20000, 17.8 percent have `20000-`25000, 8.9 percent have `25000-`30000 and 3.3 percent of the total respondents have expenditure level above `30000. Thus, the present study shows that most of the respondents have expenditure level of `15000-`20000.

39. The study exhibits that most of the beneficiaries 62.2 percent of the respondents take the wage earner group of work activities, 0.6 percent of the respondents take the present micro entrepreneur group of work activities, 20.0 percent of the respondents take the present agri-business group of work activities while 17.2 percent of the total respondents are in others category of work activities. The study observed that most of the respondents considered in the wage earner activities of work before MGNREG Programme.

40. Most of the beneficiaries have 24.4 percent skilled labour category, 69.4 percent have unskilled labour category and 6.1 percent have semi-skilled labour category.

41. The distribution of respondents having quality of work of the beneficiaries presented that out of 180 respondents, 151 respondents i.e., 83.9 percent of the total respondents have quality of work and 16.1 percent do not have quality of work of the beneficiaries. It could be seen from the Table that majority of the respondents have quality of work for their livelihood.

42. It can be observed from the beneficiaries that 76.1 percent of the respondents have benefitted from Wages Employment Programmes but 23.9 percent of the respondents do not get the benefits of the Wages Employment Programmes. The majority of the respondents have benefitted from Wages Employment.
43. The study observed that distribution of respondents having functionaries’ monitors the quality of asset created under MGNREG Programme in the district. 133 respondents i.e. 73.9 percent of the total respondents cover functionaries’ monitors the quality of asset created under MGNREG Programme and 26.1 percent of the total respondents not cover functionaries’ monitors the quality of asset created under MGNREG Programme.

44. From the present study the distribution of respondents before MGNREG Programme achievement observed that 42.2 percent of the total respondents achieve only physical, while 19.4 percent of the total respondents achieve financial and 38.3 percent of the respondents achieve for both physical and financial. The present review reveals that 62.6 percent of the respondents do not achieve for both physical and financial.

45. The distribution of respondents after MGNREG Programme was achieved show that 22.2 percent of the total respondents achieve only physical, while 7.2 percent of the total respondents achieve financial and 70.6 percent of the respondents achieve for both physical and financial. The present review reveals that almost all the respondents achieve for both physical and financial.

46. The study depicts the distribution of respondents according to the working days before MGNREG Programme reveals that 35.1 percent of the respondents are in the working category of 21 to 25 days while 35.6 percent of the respondents are in working category of 26 to 30 days, 21.7 percent of the respondents in the group of 31 to 36 days and 6.7 percent of the total respondents are in the working category of 37 to 41 days. Thus, the present study shows that most of the respondents are in the working category of 21 to 25 days and 26 to 30 days.

47. From the study it could be seen the distribution of respondents according to the working days MGNREG Programme of 2007-2008 that 6.1 percent of the
respondents are in the working category of 21 to 25 days while 38.3 percent of
the respondents are in working category of 26 to 30 days, 44.4 percent of the
respondents in the group of 31 to 36 days and 11.1 percent of the total
respondents are in the working category of 37 to 41 days. Thus, the present study
shows that most of the respondents are in the working category of 26 to 30 days
and 31 to 36 days.

48. The study reveals that the distribution of respondents according to the working
days MGNREG Programme of 2008-2009 shows that 2.8 percent of the
respondents are in the working category of 21 to 25 days while 33.3 percent of
the respondents are in working category of 26 to 30 days, 45.6 percent of the
respondents in the group of 31 to 36 days, 15.6 percent of the total respondents
are in the working category of 37 to 41 days and 2.8 percent of the total
respondents are in the working category of more than 41 days. Thus, the present
study shows that most of the respondents are in the working category of 26 to 30
days and 31 to 36 days.

49. In study area, the distribution of respondents according to the working days
MGNREG Programme of 2009-2010 reveals that 29.4 percent of the respondents
are in the working category of 21 to 25 days while 44.4 percent of the
respondents are in working category of 26 to 30 days, 15.6 percent of the
respondents in the group of 31 to 36 days, 8.3 percent of the total respondents are
in the working category of 37 to 41 days and 2.2 percent of the total respondents
are in the working category of more than 41 days. Thus, the present study shows
that most of the respondents are in the working category of 26 to 30 days.

50. The survey data found that 67.8 percent of the total respondents have visit block
functionaries for the development programmes in the district, while the block
functionaries of the development programmes is not visited for 32.2 percent of
the respondents. The study also reveals that most of the respondents have the block functionaries visit the district for development programmes.

51. These surveys try to assess whether the programmes are useful to the beneficiaries and are being used for the purpose they were created programme is useful. It has been observed that 55.6 percent of the respondents have good in development programmes, 32.2 percent of the respondents have very good in the development programme, 11.7 percent of the respondent have excellent in the development programme and 0.6 percent of the respondents do not get the satisfactory of the development programmes.

52. From the study found that the level of satisfaction was 41.1 percent of the respondents are high level of satisfaction, 41.7 percent are somewhat medium satisfied and 17.2 percent are satisfied with the low level of programmes of the respondents. It is found that majority of respondents are medium satisfied level with the state administration programmes.

53. According to their opinion of change in economic condition of the beneficiaries that 48.8 percent of the respondents have improved their economic condition in an average while 40.0 percent of the total respondents are in the category of good improvement, 10.6 percent of the respondents are in the group of very good improvement and only 0.6 percent of the respondents are in the group of poor category.

54. So far as the problems faced by the respondents was depicted that 32.2 percent of the respondents are less wages, poverty low social status is the problem for 15.6 percent, high working hour is the problem for 17.2 percent, hard work is the problem for 11.7 percent and any other problem comprise of 23.3 percent of the total respondents. It is inferred that less wages and others problem is the main problem faced by the sample respondents.
55. About 80.5 percent of the workers agreed that assets in individual land are required. To know the possibility of creating assets in individual lands 19.4 percent of the workers disagreed.

56. About 86.5 percent of the beneficiaries at the aggregate level rated the quality of assets created as good.

57. Majority of 73.9 percent of the respondent reported monitor the assets during its creation. The assets in individual land monitor the quality of assets created under MGNREGS.

58. A great majority of 76.7 percent Community does not take the responsibility of its maintenance.

59. Probably 80 percent of the respondent having owns the work structure.

60. About 73.3 percent of the beneficiaries reported wear and tear will be much less.

61. On the study shows that 83.9 percent of the respondents expected the quality of the work will be better.

62. 76.1 percent of the beneficiaries recommended the benefits will be more.

63. About 85.6 percent of the beneficiaries suggested there is a major need to create awareness programme among the beneficiaries to own the work undertaken in MGNREG Programme for the sustainability of works.

64. Most of the activities carried out under the scheme are related to water conservation, it is expected that the scheme would have positive impact on the conservation and development of water resources of the state.

65. About 62.8 percent workers perceived a positive impact of MGNREG Programme in improving water conservation. In this study preference of worker is regarding to the creation of community assets and assets being created in individual lands. 20 percent of the respondents are reported that community assets should be given preference.
66. Improvement in agricultural productivity among the beneficiaries about 59.3 percent of the respondents agreed that there is moderate to significant increase in agricultural productivity due to MGNREG Programme.

67. The rise in water conservation activities under the MGNREG Programme is expected to have some impact on the cropping pattern through a shift from low value to high value crops. As irrigation facilities increase due to water related works, the possibility of growing short duration high value crops increase. About 76.1 percent of the respondent reported that there is change in cropping pattern since the implementation of MGNREG Programme.

68. The overall asset created in the (nine) 9 district showed that majority 23.9 percent of the respondents reported on micro irrigation, 17 percent of the respondents reported on water conservation, 15 percent of the respondents reported on renovation of water bodies, 10 percent of the respondents reported on rural connectivity, 9.4 percent of the respondents reported on provision of irrigation, 6.1 percent of the respondents reported on land development, 3.9 percent of the respondents reported on drought proofing and the rest 2.2 percent of the respondents reported on others activities.

69. The results of inter- correlation matrix between selected variables found that the outcome variables of Education are having positive correlation with Age with a correlation of 0.665 which is significant at 0.01 probability level. It is providing evidence that the measures have predictive validity. The Age is having negative correlation with Village with a correlation of -.194 which is significant at .01 levels. Further, the relationship between MGNREGP Income and demography of the respondent is correlated and significant at 0.01 levels & 0.05 levels (2-tailed). Hence, a null hypothesis is rejected.

70. The results of inter- correlation matrix between selected variables found that the outcome variables of Employment number of days before and after MGNREGA
are having positive correlation with the highest significant of 0.676 which is significant at 0.01 probability level. It is providing evidence that the measures have predictive validity. The Change in Economic Condition is having positive correlation with Employment number of days 2009 -2010 with a correlation of 0.153 which is significant at 0.05 levels. Further, the relationship between Employment before and after MGNREGP and change in economic condition of the respondent is correlated and significant at 0.01 levels & 0.05 levels (2-tailed). Hence, a null hypothesis is rejected and alternative hypothesis is accepted.

71. The study shows that Impacts of the MGNREG Programme and change in economic condition in the study is highly correlated and significant at 0.01 levels (2-tailed) and 0.5 levels (2-tailed). Hence, a null hypothesis is rejected and alternative hypothesis is accepted. It is inferred that the beneficiaries of the programme are change in economic condition with in the study area.

72. From the study found that F-ratio for the main effect of Income before & after MGNREGA achieved and beneficiaries at the working villages is greater than the Table value at 4.34 which is significant, there is a positive relationship between beneficiaries of the village and income before and after MGNREGA. Hence, a null hypothesis is rejected and alternative hypothesis is accepted.

73. The calculated value of the Chi-square value (13.78) is less than the Table value of the Chi-square (15.5) at the 5% level of with 8 (eight) degrees of freedom. It indicates that the null hypothesis is accepted. Hence, there is no significant relationship between education and the levels of satisfaction of the beneficiaries.

74. The calculated value of the Chi-square value (18.51) is greater than the Table value of the Chi-square (12.59) at the 5% level of with 6 (six) degrees of freedom. It indicates that the null hypothesis is rejected. Hence, there is a
significant relationship between occupational status and the levels of satisfaction of the beneficiaries.

75. The calculated value of the Chi-square value (2.26) is less than the Table value of the Chi-square (12.59) at the 5% level of with 6 (six) degrees of freedom. It indicates that the null hypothesis is accepted. Hence, there is no significant relationship between the agricultural income and the levels of satisfaction of the beneficiaries.

76. The calculated value of the Chi-square value (15.23) is less than the Table value of the Chi-square (15.507) at the 5% level with 8 (eight) degrees of freedom. It indicates that the null hypothesis is accepted. Hence, there is no significant relationship between the income before MGNREG Programmes and the levels of satisfaction of the beneficiaries.

77. The calculated value of the Chi-square value (18.75) is greater than the Table value of the Chi-square (15.507) at the 5% level of with 8 (eight) degrees of freedom. It indicates that the null hypothesis is rejected. Hence, there is a significant relationship between income after MGNREG Programmes and the levels of satisfaction of the beneficiaries.

78. The calculated value of the Chi-square value (0.909) is less than the Table value of the Chi-square (9.488) at the 5% level with 4 (four) degrees of freedom. It indicates that the null hypothesis is accepted. Hence, it can be concluded that there is no significant relationship between quality of asset and functionaries monitors the quality of assets created under MGNREG Programme.

79. The calculated value of the Chi-square value (6.530) is less than the Table value of the Chi-square (15.507) at the 5% level of with 8 (eight) degrees of freedom. It indicates that the null hypothesis is accepted. Hence, it can be concluded that
there is no significant impact on water conservation and their level of beneficiaries’ satisfaction.

80. The calculated value of the Chi-square value (9.067) is less than the Table value of the Chi-square (21.026) at the 5% level of with 12(twelve) degrees of freedom. It indicates that the null hypothesis is accepted. Hence, it can be concluded that there is no significant impact on agricultural productivity and their satisfied with present impact of programme.

81. The calculated value of the Chi-square value (5.454) is less than the Table value of the Chi-square (9.488) at the 5% level with (four) 4 degrees of freedom. It indicates that the null hypothesis is accepted. Hence, it can be concluded that there is no significant impact on cropping pattern and their level of beneficiaries’ satisfaction.

6.2 Suggestions

On the basis of the study, a number of suggestions could be made to restructure the programmes for higher level of efficiency. The suggestions being made here can be tentatively summed up three kinds. Three kinds of suggestions are being made here. First to increases the participation level of programme functionaries. Secondly, to improve the participation levels among the beneficiaries. Thirdly, to progress the level of inter-programme linkages so that their impacts on beneficiaries be optimize. The points of suggestions are as follows:

1. The NGOs should also provide aid to these institutions to identify local harms and anxiety and provide solution to it. They should act as a link between various departments and help the Panchayats to effectively carryout the job of monitoring and evaluation of social sector programmes. This mode, the NGOs would also sensitize the Panchayats and promote them to work for total integrated growth of the villages and accept the problem confronting on the way.
2. At the block level, coordination is established between all the concerned
departments dealing with social sector schemes. Labors are made to ensure that
their meetings are held regularly like the one at the district level, where each
department unfolds and discusses their future strategy to create an integrated,
uniform and inclusive plan strategy.

3. At the village level, provision should be made to instruct all department level
functionaries from time to time. It is extra suggested that these functionaries
should not be overly burdened with additional work load. Their work is evaluated
at usual intervals.

4. Efforts must be made to fill the posts, that are lying vacant, at the block levels at
the first and plan of post of VDO and other functionaries of the block should now
be based on the demographic norm and not on the basis of quantity of villages or
Panchayats.

5. Equality at all levels be maintained by all concerned departments dealing with
social sector schemes whether for identifying the focus group of households for
special social sector schemes or for maintaining the family register and extra
records.

6. The district level functionaries are complex to make sure that proper
departmental organization is being maintained in the effecting and execution of
programmes at the block levels. The same, their involvement could also be
required to decide the problems timely.

7. The working of Panchayats needed an element of social perception while
performing duties as a local self-body. Hence, it has become somewhat vital to
add a non-government organization with essential experience in disbursing their
duties more efficiently in the right direction.
8. In order to provide wider coverage to the social sector schemes at the village level and also to sensitize the people, the services of NGOs may also be taken to help the Gram Panchayats to take out their duties.

9. Every Gram Panchayats, with the help of NGOs at the initial stage may be positive to come up with annual work plan, which includes addition of all targets and setup by other departments. It should also be ensured that the targets are in total unity with harms and anxiety at the local levels.

10. NGO’s services may also be use to offer training to village level workers, members of the Panchayats and Pradhans.

11. The physical verifications of targets achieved as well as that of the programme are taken up by all related departments from time to time. Which all related departments are desired to support submitting their targets, achievement and running plan.

12. In order to avoid disorder and dishonesty and also to strike a uniform code, all the relevant departments working in the area of wage programmes are asked to accept only those set of BPL households which have been known by the block office. These known families should provided a BPL card, which should have detail information about the programmes and the benefits they have been given.

13. The blocks and Gram Panchayats should perform their respective duties as their services and experience also must to be utilized to give solutions to the local harms and anxiety confronting concern village help in organizing meetings and also evaluating the growth of public part schemes from time to time.

14. The block should be given the same class as the DRDA agency at the district level and their known focus group of beneficiaries should be accepted by all concerned departments.
15. The focus group of households should also be provided a BPL card specifying the benefits they have received. The card should also include information related to what other benefits the household requires.

16. The identification of the needs of the beneficiaries, VDO and Panchayats are in used. The train is to be repeated at regular intervals. So that the support, monitoring of schemes and beneficiaries are taken up and also easy.

17. The system in the choice of beneficiaries be simplified and made uniform so that real beneficiary does not suffer unduly harassed. The help of village development authority could also be in used.

18. As deciding the targets for each programme one by one, concerned departments should also focus on the relationship part of this programme, so that they may converge at some point of time to offer maximum gain to the focus group of the beneficiaries.

19. In order to maximise the impact on employment and poverty, the funds available for employment programmes should be better and linked to an employment guarantee. A minimum employment trait was initially incorporated in the wage programme without a guarantee. There should be larger tolerance in the allocation of these funds.

20. The local beneficiaries in these areas are very rigid and wages are lower than the official minimum. This enhances the possibility of leakages from the programme in the economical poor areas of employment and much required infrastructure.

21. Five Year Plans should be drawn up from the village level upwards for the development of rural infrastructure.

22. The plans should contain both the creation of new infrastructure as well as the repairs of existing infrastructure. Existing experience has shown that a large number of works at the village level pass off as new, actually renovation and
repair of existing infrastructure, which is often critical. The DRDAs should developed give the capability to make such plans on a participatory base.

23. The random flow of funds to the Panchayats is a major problem. Panchayats can take choice to various types of funds for public works. Some of these are specific purpose grants, but some are not fixed to a specific purpose. But the flow of funds is irregular so that Pradhans are not able to plan the activity. So, to make the flow of regular is much needed.

24. The beneficiaries do not know the details of schemes. The decisions are imposed on them in the village meetings and they are forced by the middleman to accept the scheme as they are not aware of these act modalities.

25. To improve the educational and economic status of the beneficiaries, opportunities for basic and adult education with training leading to better employment should be provided.

26. Large scale drinking water of the villages is possible as a necessary measure.

27. Large scale electrification of the villages is also recommended as a necessary measure.

28. Health care of child and adult and protection from various diseases such as cough and cold, fever, dysentery and other diseases should be organised by the government or NGO, with the help of leakage programme at the village level.

29. An allowance for motivating the beneficiaries to work in the village area should be introduced this may include monetary incentives, housing and other basic amenities of the beneficiaries.

30. There is a need to reinforce support services to the beneficiaries and provide necessary inputs at subsidized rates to make them self-sufficient.

31. There is a need to increase the numbers of working days instead of 100 days.

32. The rate of wages for the beneficiaries should be increase.
33. Skill level of the beneficiaries should be developed so that they are able to utilize their free time in generating extra income for themselves.

34. Lastly, it is suggested that the guidelines should necessarily be displayed in the Gram Panchayats notice boards or village meetings. Further it should be made known to all that they need not move toward any middlemen or village leader to get selected as a beneficiary under any scheme by paying some amount to them.

6.3 Conclusion

The study concluded at the level of policy, there is now a greater appreciation of the fact that a three pronged strategy based on (a) wage employment (b) asset creation and (c) social assistance, according to the different needs of the poor. It is further realised that the creation of public assets and social infrastructure and addressing the issue of basic amenities also play vital role in alleviating poverty. At the planning and implementation level, there was an envisage shift from the bureaucracy to local democratic institutions. These include several types of institutions but the thrust towards democratically elected bodies is expected to be the linchpin of greater participatory development. Both these changes were expected to improve the effectiveness of anti-poverty programmes. The observations shows that the desired changes may not have occurred in Manipur to the extent envisage. Local democratic institutions are still prone to capture by the village elite and are generally too weak to influence the individualistic styles of the functions of the elected officials. The bureaucracy still maintains the upper hand in expenditure disbursements. Moreover, it retains supervisory and regulatory functions over the village Panchayats. Both these functions are used to bring elected officials in line. Moreover, while the PRIs have been given powers to play greater roles and rules have been framed to ensure transparency in their functions and to facilitate the new representatives from the weaker sections in performing their roles. Even if so the bureaucracy has not shown any interest to encourage the hopeful institutions in gaining strength. The
employment strategies which should be the starting point of providing employment and wage security are least effective. Because of the small number of employment days generated in poor areas, the strategy is also unable to make a sizeable impact on the labour market.

Experimenting on wage employment programmes the government is giving a lot of emphasis to the programmes to help the poor. The government’s thrust seems to be in the right direction. However, the government’s approach revolves around fulfilling the targets rather than effective implementation. As per the guidelines the beneficiaries have to be selected from the BPL families. But the Panchayats members select their own members. In some cases, the BPL list is manipulated to include specific candidate. In order to avoid such practices the selection of beneficiaries can be done from the BPL list on the basis of their income or land holding category. From the beneficiaries should be selected from below poverty line. The programme also created considerable income and employment to the beneficiaries. But, this income was not sufficient to enable them to cross above poverty line. Some of the poor were not able to get major proportion of benefit under Wage Employment Programme - SGRY, JGSY, NFFWP, NREGS and MGNREGS. In almost all the schemes, income poverty is only addressed leaving vulnerability of the poor as various risks are untouched. The poor are subject to various risks like drought, floods, loss of earning members, accidents etc. These should also be addressed. Further, convergence of various programmes through social mobilisation is needed. The enactment of rural employment guarantee indeed is a significant development in Indian polity. MGNREGP assessed here are tasked with capacity building, physical conservation and income enhancement. The study focused on the programmes which are of strategic importance for Manipur’s Rural Development sector and for reducing rural poverty through a combined approach of socio-economic development. About 4.4 percent of the non-poor beneficiaries also received benefits. With regard to
sustainability of wage income and employment under MGNREGP, it was found the micro irrigation and others related works completed, the villagers are not getting any regular wage works other than agriculture works. The average days employed per beneficiary in a year were found to be 26 to 30 days. The average size of the beneficiary households is 5 (five). The assessment of wage employment programsshow that it is an extremely successful approachand has a sound poverty reducing potential but there has been much more emphasis on physical works and livelihood development. The wage programmes is very successful example of combined conservation and pro poor development which follow a people-based approach. It targets the disadvantaged and deprived members of the community and is openly gender sensitive.

However, the extent of the Governments support can have a structural impact on poverty reduction and enhancing equity is much more difficult to assess. An exceptional and essential programme like the MGNREGP requires time to be fully or even substantially streamlined. Unfortunately, there is a sense of nervousness in the bureaucracy about increasing expenditure that has resulted in a narrow and economical scheme. The main characteristic of the scheme is slow-moving and low spending rather than wastage and leakages. The bureaucracy seems to be in the grips of some kind of fear and weariness, or simply a resistance of disturbing the pre-existing power equations at the local level. This stems the pessimism of the developmental outcomes of this programme consideration surrounding its empowerment spin-off and changing balance of power and an overall climate of fiscal tightening and low spending. This gets reflecting in low work days per beneficiaries, low wages due to high productivity norms, low coverage and non-recognition of many eligible persons as right holders, reduced per capita entitlements through the definition of household on the basis of common kitchen. The inability to effectively address poverty through the NREGA arises from the following features viz., low
productivity-linked wages, inadequate employment generation, permitting only casual manual work and the restrictions on permissible works. Barriers through the imposition of arbitrary and illegal eligibility conditions and bureaucratic procedures and the absence of a fair and simple system for claim-making under the Scheme further control overall expenditure. Low access, work and wages combine to restrict aggregate spending and poverty reduction through the MGNREGS.

The Mahatma Gandhi National Rural Employment Guarantee Scheme is being implemented in all the 9(nine) districts of Manipur. The scheme has been slowly and surely taking deeper roots in Manipur with the active participation of a strong local government having time tested experience in local level planning and development. The start-up activities initiated at different levels helped in launching the scheme smoothly. The level of awareness among the households about the scheme, its components and its salient features is quite high. This can be mainly attributed to the efforts taken by functionaries at different levels to take the scheme to every nook and corner of rural areas. Though there was some initial inertia in registration the process of registration picked up lately, due to special efforts made by the panchayats and Block level authorities. All the beneficiaries registered under the scheme received the job cards free of cost. Selected works are prioritized based on the needs of the public. The functionaries of the Panchayats and VDO create an enabling environment for the workers who demand works. Majority of the respondents 56.1 percent were not able to get the employment with the stipulated period of 15 days. The average number of employed days has registered with an increasing trend in all the districts though there are variations among the districts. The beneficiaries have been able to make use of the scheme better. They have high average number of employed days as compared to the number of working days before MGNREG Programme and after MGNREG Programme. Tamenglong, Ukhrul, and Chandel district lead in the number of working days before MGNREG Programme that 50 percent of the beneficiaries are employed
for 26 to 30 days. Bishnupur district has the highest average working days employing 60 percent of the selected district. After MGNREG Programme 70 percent of the beneficiaries are employed 26 to 30 working days in Thoubal District lead to other districts for the year 2007-08. By comparing the district wise employment days Churachandpur district has highest number of working days compared to other districts that 45 percent employed before MGNREG Programme and 60 percent beneficiaries are employed for 31 to 36 days in the year 2007-08, 35 percent, 25 percent and 25 percent beneficiaries working days are from 31 to 36 days, 37 to 41 days and more than 41 days in the year 2008-2009 and in the final distribution of working days Churachandpur is the leading district as 30 percent of the beneficiaries are employed for 37 to 41 days and 20 percent more than 41 days in the year 2009-2010. Majority of the respondents were found to have involved in micro irrigation works followed by water conservation, renovation of traditional water bodies, flood control and protection, rural connectivity, provision of irrigation canals, land development, drought proofing and others related works. A vast majority of the workers were able to get work within a radius of 3 km from their residence. Working hours vary across the districts. The MGNREGP functionaries have tried at their best level to provide the facilities at the worksite as per the provisions of the Act. Majority of the workers felt that the facilities were inadequate. Men and women were able to get the minimum wage prescribed by the state government. Wages are not distributed through banks or post offices. Majority of the respondents were not able to get wages within a period of 15 days. There are incidents of delay beyond one month. Women earned better wages under MGNREGP as compared to wage rates prevailed locally. Wages earned by men under MGNREGP are much lower as compared to prevailing wages. The scheme has discernible impact on the income, expenditure pattern, employment status, and possession of assets of the beneficiaries. It has empowered the women in social, economic and political fronts. The scheme has also yielded many benefits to the individual beneficiaries and panchayats. The functionaries have
ensured that essential components of the scheme such as social audit, grievance redressal, transparency and accountability are grounded and practised. The performance of the scheme as perceived by the rural beneficiaries in all district is found to be ‘very good’, indicating the good work done by beneficiaries of the scheme at different levels.