CHAPTER II

REVIEW OF LITERATURE

Wage employment programmes are being practiced in many developing countries including India as mentioned in the introduction for many years. Thus, there is a wide literature on public employment programmes. The NREGS is the biggest public employment scheme in terms of coverage, employment generation and expenditure in the world. The scheme has attracted attention of both Indian and foreign researchers since its commencement in February 2006. The MoRD which is the nodal agency for implementing the scheme is sponsoring research projects for impact evaluation of the scheme. It is just six years of the running of NREGS. Within this short span of NREGS, thus a number of studies have already been completed by researchers and institutions. This apart, there is a wide literature on other employment programmes in the Indian and international context. The present study makes review of studies conducted on NREGS in particular as well as studies conducted on other employment schemes in India and at the international level.

2.1 STUDIES CONDUCTED ON NREGS

1) Action for Food Production (2009) focuses in its study entitled "Infrastructure Development and Beyond the Scope for Sustainable Livelihood Support under NREGA" on assessment of schemes and the process of execution of works under
the NREGA. Both qualitative and quantitative data were used for the assessment study. Under the study, assessment has been of 37 schemes covered in 28 villages of 10 Gram Panchayats in Chainpur block of Jharkhand. The study found that the work executed under the schemes is more as target oriented than the community centric in terms of sustainability of benefits in the long run. The assets generated do not have any linkage with beneficiaries beyond the employment generation during the execution of particular scheme. Another observation of the study is slow progress in execution of schemes.

2) Ahuja et al (2011) investigated into the impact of NREGS in two districts --- Karnal and Mewat of Haryana. The study has looked at the impact of NREGS in terms of income and employment security, migration, debt repayment, extent of participation in MGNREGA works, socio-economic status, etc. by taking 120 farm families, 60 from each district (30 participating and 30 nonparticipating households in MGNREGA works in each district). The study has found a significant difference in the extent of employment under NREGS works in agriculturally-advanced Karnal (13.7%) and agriculturally-backward Mewat (24.6%) districts. The study has also found that despite being a source of employment, NREGS has not been able to reduce the migration from the developed region because of higher market wage rates at destinations. The authors concluded that farmers owning large size of landholdings and more number of animals are not much interested in participating in NREGS works.

3) A recent study of the impact of NREGS on labour market outcomes using nationally representative data was conducted by Azam (2012). The study investigated into the impacts of NREGS on public works participation, labour
force participation and real wages of casual workers. Applying NSSO data and difference in difference method, the study found that NREGS has a positive impact on the labor force participation. Similarly, NREGS as found by the study has a significant positive impact on the wages of casual workers.

4) A project report on appraisal of NREGA provisions by Central Institute of Fisheries Education (2009) noticed low awareness of the main provisions of NREGS in Thane and Akola districts of Maharashtra. The appraisal study also made an estimate of the demand for employment in NREGS. The study found low demand for work under NREGS due to alternative employment opportunities in the study areas.

5) Centre for Budget and Accountability (2006) reported the implementation of NREGS in four states- Andra Pradesh, Chhattisgarh, Jharkhand and Madhya Pradesh based on the work site survey, the muster roll verification exercises and the structured discussions with local administration and officials. The results of the study indicated that awareness of the NREGS was low except Andra Pradesh where 97.5% of respondents were aware of the scheme. The study also showed details regarding work site facilities, payment of wages and unemployment allowances. Non-payment of unemployment allowances, lack of work site facilities, and delay in wage payments were reported in the four states. However, the study was conducted in the initial phase of NREGS in Andra Pradesh, Chhattisgarh, Jharkhand and Madhya Pradesh. Thus, the study reveals the implementation of NREGS in its initial phase in the four states.

6) Centre for Research in Rural and Industrial Development conducted an appraisal of NREGS (2009) in a project sponsored by UNDP in Himachal Pradesh
and Punjab. The main focus of the study is search better strategically approaches for strengthening the capacity of the two states in implementation process and creation of positive impact on the rural development programmes. The sample consists of 6 blocks selecting 2 blocks from each of the 3 districts-Hoshiarpur, Sirsa and Sirmaur. The sample size for the study was 360 (240 workers and 120 non-workers). The main findings of the study are:-

a) Most of the respondents (62%) in Sirsa district and nearly 75% respondents in Sirmaur district reported that agricultural production has increased after NREGS. But most of the respondents (87%) in Hoshiarpur reported that NREGS did not have any impact on agriculture and irrigation.

b) Out migration from the three districts- Sirmaur, Hoshiarpur and Sirsa decreased due to employment generation under NREGS.

c) Major problems in implementation of NREGS in areas under study are delay in recovering funds, lack of staff, lack of awareness and delay in assessment of work.

d) Most of the respondents (59%) reported considerable increase in income after NREGS.

e) Expenditure on food items and non-food items was found to increase due to NREGS.

7) Based on state by state employment demand-supply and the use of funds released under NREGS, Chakraborty (2007) found that there are significant inter-state differences in the supply of employment under the scheme. The supply of NREGS employment as revealed by the study is less than demand for NREGS employment in poor states where the organisational capacity to implement the
NREGS is limited. The study also found that ratio of utilisation of NREGS fund varies widely across states and is very low in the poor states. The authoress argues that since the flow of resources to individual states is based on approves plans outlining employment demand, it may turn out to be regressive for the poor states with low organisational in terms of planning and management of the schemes, specially labour demand forecasting.

8) Dey (2009) also provides an evidence of programme capture in West Bengal. Based on primary data collected from 500 randomly selected households in Birbhum district of West Bengal, the study found no statistically significant impact on economic outcomes at household level but found a statistically significant and substantial relation between reduction of stress related to joblessness and access to the NREGS.

9) Dreze and Oldiges (2007) presented the factual analysis of NREGS implementation status in India on the basis of the field level data collected from various states. They gave a comparative study of the performance of different states in terms of employment generation per rural household, participation of women, share or wages in total expenditure, average wage cost etc. The study found that greater economic security; raising agricultural wages, slowing migration, creation of productive assets are the benefits beginning to show in the pioneering districts.

10) A study conducted by Dutt et al (2009) was an effort to examine the implementation and impact of NREGS based on primary data collected from randomly selected households in two backward districts—one from West Bengal (Jalpaiguri) and another from Gujarat (Dangs). The samples drawn through a
multi stage stratified random sampling comprised 200 households in the study. The authors applied regression technique (non-linear OLS) taking employment creation under NREGS as dependent variable and cropping intensity, potential geographical area available for use in way or the other under NREGS, percentage of rural households registered for jobs, prevalent minimum wage rate in the state and percentage of contingency expenses out of total NREGS expenses as the explanatory variables. They also included two dummy variables—one representing districts with successful implementation and another dummy variable representing state govt. being run by UPA and its allies in the non-linear regression model used in the study. The non-linear estimates on cropping intensity, percentage of total NREGS fund as contingent expenses and dummy representing states run by UPA and its allies had significantly negative on employment creation whereas the estimates on potential geographical area for use under NREGS, minimum wage rate in the state, percentage of registered households for NREGS and the dummy representing successful NREGS districts had significantly positive impact on employment creation as applied to get rid of heteroscedasticity in the study.

11) Gaiha et al (2009) tested the relationship between excess demand for NREGS jobs and poverty in terms of regression (robust estimation). Based on regression estimation they found that excess demand is positively associated with poverty ratios and inversely to the square of the latter implying a non-linear relationship.

12) Hirway (2009) as part of the larger impact study on NREGS in Gujarat shows that if the NREGS is undertaken on a scale and implemented well, it can reduce poverty at the bottom as well as empowers the poor in the short run. The
multiplier analysis has demonstrated the positive impact of NREGS on incomes, production and employment in the villages of Gujarat. For example, the increase in terms of output is more than double the increase in the expenditure because of increased income of labour households. The study highlights the participation of women as significant in Gujarat comparing to other states. In fact they seem to participate in larger numbers than men.

13) IIM, Calcutta (2009) conducted an appraisal of NREGS in West Bengal. The study took two districts—one from each good performing and poor performing districts based on person days generated. The appraisal work took help of secondary data relating to employment, person days and expenditure under the NREGS. The inferences were drawn based on the views of the beneficiaries relating to awareness, demand for work, registration and job card, work process, wage payment, records monitoring, social audit, redressal of grievances etc. The report found evidence of empowerment of women, SHGs and poor people in West Bengal. The level of income and wages across the study areas was also observed to increase after NREGS.

14) Gender issues were emphasised in the study conducted by Indian School of Women’s Studies (2006). The study applied the technique of purposive sampling. The main focus of the study was on women’s access to NREGS in four states of West Bengal, Tamil Nadu, Orissa and Maharashtra. The study found high proportion of women’s participation from poor households belonging to Dalits and Adivasi communities in NREGS.

15) An all India study on evaluation of NREGS has been made by Institute of Applied Manpower Research (2008) through an impact assessment of the scheme
on the overall quality of life by different indicators of the improvement of overall quality of life of people such as income, expenditure, household and cultivable assets creation by the beneficiaries. Twenty districts from the first lot of 200 districts covering 16 states from all the regions were selected for assessing the beneficiary level impact based on the secondary data for the year 2006-07 placed in the NREG website. From each districts 300 samples were selected randomly from the list of job card holders available with the GP office. The study revealed that the number of beneficiaries earning at low income level are reduced resulting in the rise of households with marginally higher income. It was found that there is also a shift in the beneficiaries’ expenditure pattern on food and nonfood items.

16) NREGS spending has multiplier effect. The additional income generated through NREGS boost demand for various commodities. The economic fact was reproduced by IRMA (2010); a Gujarat based management education institution in Sikkim. The premier management institute of Gujarat in its study entitled “An Impact Assessment of the Usefulness and Sustainability of the Assets created under MGNREGA in Sikkim” showed expenditure pattern of NREGS income. The study found an interesting expenditure pattern in which the NREGS beneficiaries spent the increased income from the scheme mostly on quality food (81%), followed by children’s education (72%) and health (64%). The study revealed enhancement in the quality of life of poor people. Thus, NREGS is linked to human development as revealed by the study.

17) The case study of NREGA in Kerala conducted by Jacob and Varghese (2006) revealed the vital role played by local bodies. A striking note through the survey was the overwhelming participation of women labourers. Since Kerala has the
highest rate of educated unemployment, initially there was high registration expecting white collar jobs. Even special Gram Sabhas were convened to inform people about the provisions of this Act.

18) The empirical study conducted by Jaswal and Mistry (2009) titled, "National Rural Employment Guarantee Scheme: A Preliminary Study" looked at the implementation of the NREGS in Gujarat, Rajasthan, Madhya Pradesh and Maharashtra and assesses the operational aspects of the scheme in these states. The study revealed that the success of NREGS varies from state to state depending upon diverse factors. The following were the findings of this study:

a) The implementation of the NREGS has been top-down and there is insufficient demand for work from the people themselves.

b) In some places the job card issuance process has gone on without issuance of job cards to the workers themselves.

c) There is widespread variation in wage rate across regions and for different types of work and inequalities in wages paid and taken to pay them across gender.

d) Basic facilities such as a place to rest and drinking water are not provided else.

19) Based on pooled household level data for Rajasthan and Andra Pradesh Jha et al (2009) found that land ownership is negatively related to the participation in NREGS. In state level analysis this inverse relation exists in Rajasthan but reverses in Andra Pradesh. Examining whether this sign reversal in Andra Pradesh is an indicative of programme capture in Andra Pradesh and better targeting in Rajasthan the authors concluded that programme capture may be an issue in Andra Pradesh.
20) Johnson (2009) documented the impact of socio-political factors-caste, gender and party affiliation of locally elected leaders in implementation of NREGS with evidence from Andhra Pradesh. Studying whether the NREGS allowed households to fight against the effects of weather induced income fall based on an analysis of participation in NREGS in terms of secondary data, the author found that NREGS has helped households to face the weather induced income fall. The author tested the effect of rainfall on NREGS participation in lean season in Andra Pradesh in terms of a reduced form multivariate regression model and found that rainfall in agricultural season is linked with lean season NREGS participation.

NREGS does not just provide money to poor households, it provides money when they most need it that is they are affected by bad weather.

21) Based on interviews and group discussions Joshi et al (2008) found out the problems faced by the job seekers and the govt. in implementation of NREGS in Rajasthan. The problems have been related to work, wages and administrative difficulties in Rajasthan. A sample of 3293 job card holder households were selected with special emphasis on social group (SC/ST/others) coverage and women participants in the sample from five districts of Rajasthan in the study. The study examined execution of works under NREGS, provision of employment, conditions at work sites, work site facilities, measurement of works, productivity linked wages, payment and quality of works in Rajasthan. The study also assessed early impact of NREGS on agricultural productivity, and other natural resource based livelihoods, improvement in local natural resource base, labour market, migration and food security.
22) Liu and Deiminger (2010) drew on a panel data for 2500 households, collected in 2004, 2006 and 2008 from five districts in Andhra Pradesh, a state in the Southern India to study the impact of NREGS on consumption expenditure, calorie consumption, protein intake, and asset accumulation. They took up difference-in-difference and triple difference methodology. They found significant impact of NREGS participation on calorie consumption, protein intake, and consumption expenditure. Notably, they found an impact on consumption which is greater than the direct cash transfer from NREGS, and concluded that the short term effects of NREGS on participating households were positive and greater than the programme costs.

23) An appraisal of the processes and procedures of NREGS in Orissa by Nayak et al (2010) provides evidence regarding the implementation status of NREGS in the backward areas of the country. The two broad objectives of the study were:-
(i) To review and appraise implementation of NREGS processes and procedures and (ii) To suggest remedial actions for successful execution of the programme. Following the idea of selecting districts from both the first and second phase of NREGS implementation given by MoRD, the authors selected two districts-Mayurbhanj and Balasore from North Orissa. Multi stage sampling technique was applied to select the samples comprising NREGS beneficiaries and non-beneficiaries. The sample size in the study was 258 (162 for beneficiaries and 96 for non-beneficiaries).

The study applied logit regression to investigate into the determinants of household decision to participate in NREGS. The logit regression of participation in NREGS included socio-economic status, levels of awareness about NREGS and
education level of the respondents as regressors. The logit regression results were consistent with theoretical expectation of the authors.

24) Panda et al (2009) found positive effects of NREGS in Meghalaya and Sikkim. Based on the quantitative and qualitative data and interstate and intra state comparisons, the study revealed the following positive effects of NREGS in Meghalaya and Sikkim.

a) NREGS has ensured a strong social safety net for the vulnerable rural poor in hilly tribal states of Sikkim and Meghalaya. It has brought in a significant income diversification in the rural economies of both these states.

b) Impact of NREGS on women is observed in the two states.

c) NREGS has brought an improvement in the health status of the women participants.

d) Another visible impact of NREGS has been arresting out migration from rural areas.

e) NREGS has helped in creation of social capital and reduction in information asymmetry and moral hazard in rural society.

f) Another subtle impact of NREGS that is observed through care studies is overcoming the tragedy of the commons problems.

25) MoRD sponsored project conducted by Institute for Human Development under the supervision of Pankaj (2009) emphasised on impact assessment of NREGS. The key findings include:-
Review of Literature

a) The share of NREGS in total income of the beneficiary household is relatively high.

b) The NREGS is helpful in the reduction of indebtedness among the beneficiary households.

c) The NREGS is also helpful in reducing migration.

26) Ravi (2009) measured the impact of NREGS on welfare of beneficiaries in Andra Pradesh. The study made use of propensity score matching technique in selecting groups of comparable non-participants and participants. The households which participate in NREGS for consecutive years have been compared with those that leave the scheme and have also been compared with those that join the scheme later in the study for measuring the impact of the scheme. The main results of the study indicate that the NREGS improves food security and reduces anxiety levels among beneficiary households. The study found that NREGS significantly increases monthly per capita expenditure on non-food items and clothing but the results of the study are strongest for food with a significant increase in monthly per capita expenditure of Rs.35.4. The non participants-participants comparison in the study showed that food expenditure among participants increased by approximately 36 per cent in Andra Pradesh.

27) Roy (2008) pointed out the performance of NREGS in terms of person days generated under the scheme during 2007-08 to 2009-10 in India as a whole. According to her, since NREGS has generated huge person days (98 crores in 2007-08, 119 crores in 2008-09 and 110 crores person days in 2009-10) than the earlier employment schemes practiced in India, the scheme (NREGS) provides a
social safety net for the poor by generating employment when other employment opportunities are scarce or inadequate.

28) Roy (2009) made an explorative study on the relationship between good governance and employment through NREGS with reference to Gaon Panchayats of West Midnapore district of West Bengal. Based on different parameters related to core characteristics of good governance he noticed that good governance has positive impact on employment under NREGS.

29) Roy and Singh (2010) did an impact assessment of NREGS on empowerment of the beneficiaries in West Bengal based on the traditional before-after approach of impact evaluation. They selected a total of 200 NREGS beneficiaries from Bardhaman and Dakshin Dinajpur of the state for the impact assessment. The authors developed an empowerment index for the study which comprised four indices of empowerment-i) social participation, ii) level of aspiration, iii) self-confidence and iv) self-reliance. Applying the paired t-test, the study found significant improvement in empowerment in terms of aspiration, self-confidences and self-reliance while the index in terms of social participation and self-esteem was found to be insignificant.

30) A study on the evaluation of NREGA in Tamil Nadu conducted by Rural Technology and Business Incubator (RTBI) of IIT, Madras (2009) shown many positive socio-economic effects of the NREGS. The impact study revealed that provision of job within the village is very encouraging to villagers. NREGS also ensured gender equality in rural Tamil Nadu. The scheme employed a very good proportion of scheduled caste and backward caste people. The study also identified that wages were mostly paid within a week.
(31) Sen Roy and Samantha (2009) analysed the relationship between good governance and employment generation through NREGS in a case study of West Midnapore district of West Bengal. Applying UNDP measures of good governance, the study made use of good governance indicators - i) participation, ii) transparency, iii) accountability, iv) effectiveness and efficiency and v) equity. Then a linear regression model was formed taking average person days generated per household as dependant variable and the five indicators of good governance as mentioned above as independent variables. The regression results of the study are:-

a) Equity which is defined as the equity of men and women in decision making procedure was found statistically significant.

b) Accountability which was measured through the presence of complain register was also significant and shows positive relation with the NREGS performance.

c) The estimate on participation was however insignificant.

d) Transparency was found to be negatively associated with average person days generated. The authors justified the inconsistent behaviour of the regression coefficients of two of the five indicators of good governance (participation and transparency) by considering econometric issues involved in the estimation methods. Though two of the five indicators of good governance show different results, the study concluded that there exists a relationship between average person days and good governance.

(32) Singh and Nauriyal (2009) in a MoRD sponsored project in IIT, Rourkee examined the systems and procedures followed in the initiation and execution of
NREGS in Uttarakhand. For the purpose of study, two districts (Champaurat and Tehri) from the phase-I and one district from the phase-II districts of NREGS implementation were selected on the basis of performance indicators. The study covered impact of NREGS on agricultural productivity in its impact assessment of the scheme which a few other impact studies covered in their impact assessment of the scheme. Primary data collected in the study in relation to agricultural productivity after NREGS provided evidence of increase in agricultural productivity and change in the cropping pattern in terms of shift from low value traditional crops to high value crops due to the rise in soil and water conservation activities after the scheme.

(33) Sood (2006) focuses on challenges in implementation of NREGA in her article NREGA: Challenges in implementation. She pointed out delay in distribution of job cards, non-issuance of receipts, absence of worksite facilities, shortage of staff and delay in wage payments characterise the implementation of NREGS.

(34) The activities undertaken under MGNREGA in Chitradurga district of Karnataka were assessed by Tiwari et al (2011) in a GTZ sponsored project. A study of the key programmes implemented in 120 villages using rapid scientific assessments revealed that the activities have reduced the vulnerability of agricultural production, water resources and livelihoods to uncertain rainfall, water scarcity and poor soil fertility.

(35) The working Group of the Planning Commission on MGNREGA (2011) assessed the implementation of NREGS. The report registered challenges in implementation of NREGS as–i) The workers do not get assurance of work during
lean season. This as specified by the review of the Working Group stands on the way of substantial reduction of migration through NREGS; ii) There are delays in payment of wages; iii) The supply of work under NREGS is insufficient in relation to demand; iv) The quality of assets created under NREGS and their impact on the income of the poor is inadequate; v) NREGS is incapable of paying wages at the stipulated rate; vi) The works executed under NREGS are not linked to a strong participatory grass roots planning process; vii) There are constraints on the current system of flow of funds which limit the effectiveness of NREGS; and viii) Grievance redressal mechanisms are weak.

2.2 STUDIES CONDUCTED ON OTHER EMPLOYMENT PROGRAMMES

IN INDIA

(36) Ambedkar (1994) conducted an impact study of IRDP on the target families in Jabera block of Damoh district, Madhya Pradesh. The study exposed the fact that contrary to the policies and provisions of IRDP, families above the poverty line of Rupees 6,400 were assisted in the area. It also exposed the fact that 64.0 per cent of the beneficiaries were selected by Gram Panchayat, 24.0 per cent by officials and the remaining 15.0 per cent by non officials including MLAs and MPs. Among other noteworthy findings of the study were -- undue delay in providing financial assistance, increase in income of the beneficiaries after taking IRDP assistance and weak monitoring of IRDP.

(37) An evaluation study of TRYSEM was conducted by Directorate of Evaluation Govt. of Nagaland (1992). The main focus of the study was to assess the position of the trainees participated in the scheme and to find out the impact of
the scheme on the trainees in getting employment. The study covered the trainees participated in the scheme during a period of four years. Since the population of the study was finite and small in size the study covered around 37% of the population. Hence the sample size was 45 only. The study used structured questionnaire in collecting the primary data. The impact assessment reported that the beneficiaries of TRYSEM in Nagaland mostly did not utilise the loan and subsidy received under the scheme for employment. The study also provided evidence of wrong implementation of the TRYSEM.

(38) Gaiha (1995) observed that the EGS in Maharashtra has a considerable long run effect on agricultural wage. Decrease in income supplementation through this scheme, following a sharp reduction in the share of poor beneficiaries, was thus partly offset by higher agricultural wages. The author argued that to the extent that this income diminution reflected exclusion of the poor from the EGS because of deficiencies in its design and implementation, timely remedial measures would enhance significantly their bargaining power vis-à-vis that of large landholders.

(39) Based on an analysis of the ICRISAT data for two villages in the Indian state of Maharashtra, Gaiha (1996) points to mistargeting of the Employment Guarantee Scheme (EGS). There was a noticeable deterioration in it over the period 1979–89, reflected in not just a larger concentration of the richer among the EGS beneficiaries but also their much larger gains from participating in this scheme. Nevertheless, a large section of the poor depended heavily on EGS as a supplementary source of income, with significant increase in welfare, during 1979–84. But a large section — especially of relatively low income beneficiaries also withdrew from EGS when overall economic conditions improved. Besides,
EGS earnings varied consistently with economic conditions. Although the study raises some concerns about the mistargeting of EGS and, in this context, about the design and implementation of this scheme.

(40) A study by Galab (1993) analysed the functioning of Rural Employment Programmes in Anantapur district, Andhra Pradesh. This study found exploitation of labour by the professional contractors and the problems faced by the first generation contractors. The author suggested that the insertion of NGOs in the implementation of the programmes would guarantee the flow of benefits to the deserving target groups in full. Concurrently, the process would motivate, organise and strengthen the grassroots level machinery. All the possible and required materials for the programmes could be manufactured with the total participation and co-ordination of the beneficiaries.

(41) Jose (1992) examined the IRDP in his doctoral thesis entitled "Integrated Rural Development Programme-A Study of Two Blocks in Kerala". The objectives of the study were to assess the impact of the IRDP on its beneficiaries and to examine whether the programme was implemented as per the concept and philosophy of micro level planning. In order to estimate the incremental net benefit arising from IRDP, two approaches for comparisons namely, the before and after approach and with and without programme approach were employed in this study. The changes in economic outcomes due to IRDP have been measured making comparisons of the change in the conditions of the treatment group and the control group. Applying the multistage sampling technique, the study randomly selected 260 beneficiary households and 60 non-beneficiary households. Based on the differences in the means of some economic indicators like household
income, employment, consumption, indebtedness, assets etc. the study found that the poorest income groups who benefited from the programme moved to the higher income groups. The tabular analysis for finding out the differential impact of IRDP on diverse socio-economic divisions of target groups in the study revealed programme capturing by the stronger sections in Kerala. This apart, the test of mean differences showed significant differences in consumption and households assets between beneficiary and non-beneficiary households in the less developed area in comparison to the developed area under the study.

(42) Kareem et al (2001) conducted a study in Kannur district of Kerala on income generation from IRDP schemes. The objectives of the study were to assess the impact of IRDP on income generation and to find out the relationship between the income generation and the beneficiaries, familial and programme related variables of IRDP beneficiaries. The authors chose the year 1989-90 purposively as the reference year. Then they selected IRDP beneficiaries from a list of the schemes in the nine blocks of the district during 1989-90. In order to make the samples true representative of the IRDP beneficiaries in the district, the study covered three schemes from primary sector, two from secondary sector and one from tertiary sector. Then five blocks were selected to ensure sufficient number of samples from the nine blocks of the district during the reference year 1989-90 based on the total number of IRDP beneficiaries. Hence, 210 samples were randomly selected from among the total of 971 IRDP beneficiaries in the five blocks for the study. The data were collected by direct interview method using pretested schedule. The study estimated partial correlation coefficients taking net income from IRDP as the dependent variable and thirty four independent variables
comprising personal, familial, situational and programme-related variables. Based on scheme-wise distribution of beneficiaries, the study showed that 66.2% of the beneficiaries had positive income generation. The coefficients on education, aspiration and entrepreneurial ability, mass media participation and deferred gratification programme participation and programme awareness, total assistance received, loan amount and subsidy were positively significant at 1% level. But the study found fatalism to be negatively significant at 1% level. Among the thirty-four independent variables in the correlation, the variable programme participation had the highest positive and significant at 1% level with the dependent variable net income from the IRDP scheme.

(43) Nayak (2007) conducted his study on the impact assessment of IRDP in the context of Silchar development block. Though the study was the narrower in its scope only 46 IRDP beneficiaries, it bridged the research gap arising in the impact assessment of IRDP in Cachar district. The study applied multistage sampling technique in selecting the beneficiaries for study. On the basis of tabular analysis, the author showed that the IRDP had helped the poor beneficiaries to cross the poverty line. It simultaneously found evidence of biasness in the selection of IRDP beneficiaries.

(44) Oosterbaan (1990) examined four employment programmes altogether: the National Rural Employment Programme (NREP) and the Rural Landless Employment Guarantee Programme (RLEGP), the Jawahar Rozgar Yojana (JRY) and the Employment Guarantee Scheme in Maharashtra. The main focus of the study was to assess the implementation, wage payment, wage determination and creation of infrastructure under the NREP and RLEGP with reference to Gujarat.
Based on empirical data, the study emphasised on delegating the implementation and maintenance of infrastructural assets generated under the programmes directly to the beneficiaries.

(45) A study by Pasquale et al (2007) income stabilisation effect of EGS with reference to the Maharashtra Employment Guarantee Scheme in India. The analysis based on the ICRISAT panel data from 1975 to 19984 collected from villages in the semi-arid region of South India. The study estimated a household income equation using panel data estimation techniques. The estimation results showed that age of the household head, family size and land possessed have positively significant effect on income whereas dependency burden has a negatively significant effect on household income. Applying probit regression of the determinants of EGS participation, the study found that the higher the ratio EGS wage to agricultural wage, the greater the probability of participation in the EGS.

(46) Paul (1998) evaluated the performance of IRDP in India using household level secondary data. The methodology that the study adopted was to assess the performance of the programme by applying the Foster-Greener-Thorbecke (FGT) poverty index. In this regard, the author classified the IRDP beneficiaries into three groups-(i) poor becoming non-poor,(ii) poor becoming less poor but not crossing the poverty line and (iii) poor becoming poorer and observed the changes in their poverty gap. The study based on 7,819 IRDP beneficiaries found decline in FGT index from 0.39 in 1985 to 0.31 in 1987. The decline in FGT index showed improvement in economic condition among the beneficiary households.
Thus, the employment guarantee programmes are helpful as revealed from the FGT indices in the study in poverty removal.

(47) Reddy (1990) conducted a case study of TRYSEM programme in Kurnool Samiti of Andra Pradesh. The main focus of the study was to examine the functioning and effects of TRYSEM. The study found TRYSEM to be useful in Andra Pradesh. The scheme as reported by the study has been an additional source of non-farm employment and of generation of additional income for the youth selected and trained under the programme. Despite having evidence of positive effects of TRYSEM, the author concluded that TRYSEM is able to make only a limited dent on the problems of rural unemployment and poverty.

(48) Sangita et al (1990) made an assessment of the implementation of TRYSEM in Karnataka. The main objectives of the study were-(i) programme planning; (ii) the profile of rural youth and motivation; (iii) problems relating to training including facilities, motivation of the trainers, duration and extent of the training course and (iv) post training facilities such as credit and marketing. The study concluded that the efficacy of TRYSEM is minimal in the absence of education, employment, industrial and agricultural policies.

(49) Shankar (1994) quantified the material used and employment generated under Jawahar Rozgar Yojana (JRY) in Uttar Pradesh. A minimum of 10 JRY beneficiaries were interviewed in each village out of 39 villages surveyed altogether. The period covered by the study was 1991-92. Based on primary data collected from villages of Uttar Pradesh and work site visits, the author argued that the JRY failed not only to generate employment but was not able to bypass the local bureaucracy.
2.3 STUDIES CONDUCTED ON OTHER EMPLOYMENT PROGRAMMES AT THE INTERNATIONAL LEVEL

(50) Alperin (2009) analysed the impact of the Plan Jefes Y Jefas de Hogar on structural poverty in Argentina. The study focused on the intensity of structural poverty among the programme’s beneficiaries in order to identify the main characteristics of poverty and the dimensions of multidimensional poverty that are directly affected by the employment programme. The study applied the multidimensional poverty index based on fuzzy set theory and its decomposition properties to assess the impact of the JJH programme on poverty in Argentina. Based on the INDEC data relating to income, labour, market characteristics, housing, education and training, the multidimensional poverty index (MPI) for Argentina during the period was found to be 0.10 implying that 10.4% of Argentina’s households are structurally poor. The study revealed that the impact of the JJH programme on the monetary aspect of poverty is low and its impact on employment is uncertain because it is not clear whether it generated new jobs in Argentina.

(51) Chirwa et al (2001) reported participation and impact of poverty oriented public works programme in rural Malawi. The authors examined the determinants of the positive socio-economic impact among the participants. The study focused on the efficiency of self targeting in public works programmes through determining wage below the minimum wage and identifies factors that determine the positive impact of the programme on the livelihoods of participants. It used the data collected during the third beneficiary assessment of the public works programme in rural Malawi in 2000. The sample size in this study was 1836 of
which 72 percent are from participants and 28 percent are from non-participants. The authors applied probit regression of participation in the public work programme. The regression results showed evidence of gender imbalance in participation with the probability of participation for males being higher than that for females participants. The employment generated under public works as found by the study significantly improved socio-economic status of the participants. The regression analysis in the study showed that female participants who worked for longer period had revealed the positive impact of the programme.

(52) Gabotswang et al (2002) tested the correlation between participation in a labour intensive public works programme (LIPWP) and staple crop production in southeastern Botswana. All participants in the LIPWP were selected while non-participant households were randomly selected in the study. Based on information collected from 160 non-participant households and 153 participant households, the study found the fact that the odds of having no stable crop in the control group had been 1.8 times higher than that of the participants. The study supported the view that participation in LIPWP improves stable crop production.

(53) Galasso and Ravallion (2003) assessed the impact of Argentina's Plan Jefes Y Jefas (Unemployed Head of Household Plan) on the country's severe economic crisis of 2002. The objectives of the study were: (i) the targeting of the programme; (ii) impact of the programme on the participating households, aggregate unemployment and poverty and (iii) the distribution impact. The study used panel data. In terms of comparisons between the control group and the treatment group, the authors found that the programme had reduced aggregate
unemployment. It particularly compensated many unemployed from the crisis and reduced extreme poverty.

(54) The efficiency of the food for work programme in the Ethiopian context was examined by Gedamu (2006). The objective of the study was to examine whether FFW programme reduced household food insecurity and has some crowding out effects on labour allocation of participating households for own field cultivation. The study covered 200 households taken from farming communities who participated in FFW programme. The FFW programme in Ethiopia as found by the study led to a small increase in calorie intake of participating households. Another notable finding of this study was that the FWW programme had reduced time and labour allocation by farmers for own cultivation works due to their regular participation in the programme.

(55) Jalal (2007) conducted an impact assessment of Morocco's Promotion Nationale, one of the oldest public employment programmes in the world. The study focused on the functioning, funding, achievements and effects of the programme. The main finding of the study was that the employment generated under the programme improved the purchasing power in the poor zones of the country. The development works under the Promotion Nationale programme decreased rural-urban migration. Despite some negative effects of PN in the first two decades of its running, the programme as found by the study provided benefits to the people of Morocco overall.

(56) Another study pertaining to JII programme of Argentina was conducted by Juras (2009). The study formulated a model for predicting based on individual’s opportunity costs of time and estimating maximum likelihood parameters. It found
that the probability of a woman having more school age children is positively associated with participation in the programme. The JJH programme did not attract workers with market employment opportunities during the recession even in low income households. On the other hand, the study found that the programme had absorbed workers who lost jobs due to the crisis. Based on the INDEC data from 2001, two months before the economic collapse and October 2002, nearly a year after the crisis.

(57) Milan (1998) analysed the impact of public works programme on employment of the participants in Slovenia. The study showed an interesting fact from theoretical perspective that the programme is helpful in getting jobs but in the long run, the positive effect is dissipated and the return from the programme becomes negative. The author attributed the long run negative effect of public works programme in getting a job as found in Slovenia in this study to stigmatisation.

(58) Muatjetjeja (2007) assessed six labour intensive public works programme in Botswana. The study focused on the achievements of the programmes. The study reveals that the Botswana Labour Intensive Districts Road Programme achieved most of its main objectives and was in conformity with literature. The programme as found by the study generated employment for a large number of poor through the creation of good quality low cost infrastructure.

(59) Newmann et al (1991) measured the impact of the Emergency Social Fund programme on employment and income of participants in the programme in the Bolivian context. For the ESF participants, as found by the study, hourly wages were 12.8 percent higher, the work week was 9.5 hours longer and weekly
earnings were 32 percent higher than what they would have been without the programme. Another finding of the study was that the programme benefited those who were worse off without it.

(60) Taylor et al (2009) conducted a study into the impact of employment programmes on nutritional status in Bangladesh. The study investigated into the impact of monga cash for work programme in Bangladesh on nutritional status of women and children aged less than five years who participated in the programme. The study took 895 randomly selected households a child aged less than five years and an adult female. It selected 921 non-participating households in the programme as the control group for comparisons. The sample households of the study represented Gaibandha and Kurigram districts of north-western Bangladesh. Using sequential multiple regression analysis, the study found that the cash for work programme had significantly improved anthropometric measurements of the programme beneficiaries.