The study makes it crystal clear that the programme has positive impact on daily wages, reduction of working hours and reduction of disparity between male and female wages. The MGNREGS reduced the migration of labour which indirectly reduced health problems, which, in turn, has greater impact on education of children, and attention on agriculture. With the increased income, the beneficiaries dependency on money lenders decreased and concentration increased on their own development like construction of own houses, saving small amounts, etc. In spite of these positive impacts, the programme has also some negative impacts on few beneficiaries. It is regrettable to note that in some households the increased incomes also led to increased alcohol consumption. Due to the increased agricultural wages, the households which are exclusively dependent on agriculture are faced with difficulties to continue their cultivation.

On the whole, it can be concluded that in spite of few demerits, the programme has positive impact on rural poor. If the programme is continued by rectifying the present mistakes, it will change the face of rural India.

Suggestions

The MGNREG scheme is a nascent endeavour on the part of both the Union as well as many State Governments. The greatest strength of the programme is that it is implemented not by the bureaucratic apparatus of the State Government or through their representatives (contractors) but by the Gram Panchayats itself, thus fulfilled the mandate of the 73rd Constitutional Amendment. Customarily, this scheme has frustrated the bureaucratic apparatus, who earlier usually implementing the work through the contractors in consultation with Panchayats. The scheme has transferred Panchayats into
an implementing agency from a usual practice of consulting agency. As
opined by the general public as well as the beneficiaries of the scheme that it
is largely free from corruption. Here It is pertinent to note that the
transparency component is one of the inclusive features of the scheme. The
people are gradually aware about the Right to Information Act (RTI) and could
ask for information from the Panchayats and therefore Panchayats are also
scared and are implementing the scheme with greater care. However, some
of the suggestions which would improve the efficiency, effectiveness and
transparency of the scheme are as follows:

➢ To enhance the work participation rate under the scheme, farmer-related
   works like horticulture works need to be introduced. Besides, works have
to be identified for skilled labour to benefit from the scheme.

➢ To ensure 100 days of employment to all households, more and more
   number of works has to be identified by local authorities.

➢ To increase the awareness of beneficiaries on minimum wages, wide
   propaganda is essential.

➢ To reduce the irregularities in the implementation of the scheme vigilance
   and monitoring mechanism needs to be strengthened.

➢ For the creation of durable assets under the scheme due care has to be
   taken while identifying the works.

➢ To mitigate the problem of irregular wage payments, there is need to
   increase the staff strength in respective post-offices.

➢ A set of core values need to be identified and shared among the
   MGNREGS personnel so that they appreciate the sensitivities involved in
   ensuring the success of the programme.
A unitary project management structure from the district to the village level with well defined flow of responsibility, authority and accountability need, not be over-emphasized.

The staffing pattern of project functionaries needs rationalization particularly at the levels of field assistants and technical assistants.

The style of management and leadership under this scheme would need to be participatory with flexible channels of communication.

A technical assistant preferably diploma in civil engineering, must be placed at every Panchayat for providing technical support in the formulation of projects, identification and estimation of expenditures to be incurred in the watershed and minor irrigation project activities.

One of the general complaints of the beneficiaries is the lower wage compared to the prevailing market wage rate in their area. The wage rate in the local area must be studied and wage rates should be revised from time to time.

Community participation through Participatory Rural Appraisal (PRA) is essential for the successful implementation of the scheme.

The effort of Non-Government Organizations (NGOs) and Community Based Organisations (CBOs) could be mobilized for the capacity building of Village Panchayat and NREGS committee

Better Coordination between the Mandal level bureaucracy and Panchayat and providing technical support to the Gram Panchayat in the formulation, implementation and monitoring of the scheme, smooth flow of the funds, streamline of the Gram Sabha, capacity building of the Gram Panchayat and Gram Sabha, supportive supervision of Panchayat Samiti/Mandal Parishad and Zilla Parishad would to a long way for the better implementation of the scheme.
➢ One Village Resource Group (VRG) need to be formulated to provide guidance to the Village Panchayat in the formulation, implementation and monitoring of the scheme in the village.

➢ Capacity building of the Village Panchayat and the Gram Sabha is required proper planning for efficient and effective implementation of the scheme.

➢ Moreover, time to time capacity building of the grassroot functionaries involved in the planning and implementation of scheme is critical for the better and effective implementation of the programme.

➢ Print and Electronic Media has to play a vital role in releasing quarterly reports, along with constructive criticism for the smooth functioning of the programme.

➢ All the 29 items of XI Schedule in respect of 3'F's i.e. Funds, Functions and Functionaries should be devolved to PRIs for coordinated development of rural areas as a whole in tune with MGNREGS.

➢ Under the Act the capacity buildings should result into effective participation of all rural house-holds, more importantly women and other marginalized groups in GS meetings and discussion leading to decision making process.

➢ Elimination of caste, class and gender divide in the constitution of Gram Panchayat (GP).

➢ Evolution of result oriented plan of activities, strategic execution and monitoring system in line with objectives of the programme.

➢ Efficient mobilization of local resource for the development of village economy and better understanding of local self-governance and democratic values while taking decision.
Better networking and coordination between voluntary organisations and the GS/GP to share experiences for mutual benefits.

Effective implementation of the programme, leads to attain the excepted objectives/results.

Carefully planning the process of the implementation of the scheme may go a long way towards earning bread for the empty bellies.

Political will is required for the successful planning and implementation of the scheme. It should be honoured by every political party, irrespective of its ideology and status i.e. ruling or opposition.

Views of stake holders other than selected beneficiaries about the scheme

The effectiveness of the implementation of MGNREGS in Anantapur District can be observed through the opinions expressed by the stakeholders other than selected beneficiaries' during field survey.

1. Kurba Jayamma, aged about 45 years from Janakampally village of Bukkapatnam Mandal said that when she worked in agriculture she used to get Rs.30/- per day, that too 10 kms away from their native village. Where as in MGNREGS works she is getting Rs.80/- per day in their village.

2. Bestha Gurappa, aged about 28 years from Rocketla village of Uravakonda Mandal, said that previously he had been to neibouring cities in search of work, even for low wages. He told that after implemention of the scheme by working in their village he could able to earn Rs.6000/- for 70 days of manual work and able to attnded his old age parents and school age brother by working in his own village.
3. M. Narayana, aged about 22 years from Malyavantam village of Tadimarri Mandal, hails from a poor family. He discontinued his education due to financial problems. But after the launching of NREGS works in his village, he worked in the same and earned Rs.5300/- per year. After feeding his family from this money, now he is able to study BA through Open University. He expressed that NREGS is a wonderful scheme.

During interaction with the beneficiaries, they suggested the following changes in the implementation of the programme.

- Wages should be paid in time to the workers.
- Health and Life Insurance is received not only during the working days but other days also.
- Co-ordination between officials and beneficiaries should be improved.
- The natural work should be amicable to all the workers.
- Effective social audit is necessary to eliminate bogus muster roles.
- At the field level, qualified persons are required to maintain accurate records of the beneficiaries.

In all these cases and as reported in the survey, in other cases also they are unanimously asking for employment for more number of days in a year so that they can work further and earn more for improving their economic conditions. Hence, the policy makers and concerned authorities should work on these lines to provide work for more number of days for underemployed in rural areas to pave the way for sustainable rural development.