ABSTRACT

The need to evolve a mechanism to supplement existing livelihood sources in rural areas was recognized early during development planning in India. The study of poverty in India by Dandekar and Rath (1971) proved to be the turning point as they provided useful definition of poverty as well as meaningful details about the incidence and severity of poverty in rural and urban settings in India. It coincided with the call of eradicating poverty (*Garibi Hatao*) by Prime Minister Indira Gandhi during the historical mid-term general elections of 1971. Planning Commission itself had said in its approach paper of the Fifth plan “the elimination of abject poverty will not be attained as a corollary to a certain acceleration in the rate of growth of the economy alone. It will be necessary to launch a direct attack on the problems of unemployment, underemployment and massive low end poverty”. It gave her grand success with clear mandate for the promise to fight poverty and unemployment. The government implemented workfare programme that offered wage employment on public work on minimum wages. The wage employment programmes started as pilot project in the form of Rural Manpower (RMP) [1960-61], Crash Scheme for Rural Employment (CRSE) [1971-72], Pilot Intensive Rural Employment Programme (PIREP) [1972], Small Farmers Development Agency (SFDA), Marginal Farmers and Agricultural Labour Scheme (MFALS) to the poorest of the poor. These experiments were translated into a full-fledged wage-employment programme in 1977 in the form of Food for Work Programme (FWP). During 1980s this programme was further streamlined into the National Rural Employment Programme (NREP) and Rural Landless Employment Guarantee Programme (RLEGP), Jawahar Rozgar Yojana (JRY 1993-94), Employment Assurance Scheme (EAS). The EAS and Jawahar Gram Samridhi Yojana (JGSY) were merged into the Sampoorna Gram Uchana Rozgar Yojana from 2001-02. The Jawhar Rozgar Yojana (JRY) was merged with JGSY, Integrated Rural Development Programm (IRDP) which merged with five other scheme- TRESEM, DWCRA, SITRA, Ganga Kalyan Yojana and MWS have been merged with a new scheme introduced namely Swarna Jayanthi Grama Swaorgar Yojana (SJGSY) in 1999. These wage-employment programmes implemented by the state governments with centre’s assistance were self-targeting, and the objective was to provide enhanced

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livelihood security, especially of those dependent on casual manual labour. At the state level, the Government of Maharashtra formulated the Maharashtra Employment Guarantee Scheme (MEGS) and Maharashtra Employment Guarantee Act, 1977 to provide wage-employment to those who demanded it. In the wake of economic liberalization and adjustments and in order to provide a safety net, especially for the rural poor, top priority has been accorded to rural development through introduction of new programmes and restructuring of the existing ones. The Ministry of Rural Development is committed to eradicating poverty and hunger from the rural India and to usher in all round development of rural masses. As such there has been a paradigm shift in the policy of rural development, as the rural poor are treated as resources that form an integral part of the development strategy.

Thus we have a long history and experience in implementing wage employment programmes and poverty alleviation programmes. Giving a statutory framework to wage employment programme- based on the experience of these programmes, the National Rural Employment Guarantee Act (NREGA) was enacted to reinforce the commitment towards livelihood security in rural areas in 2005 expressing the consensus of the state to use fiscal and legal instruments to address the challenges of unemployment and poverty. The Act was notified on 7th September, 2005 in which the ongoing programmes of Sampoorna Grameen Rozgar Yojana (SGSY-2001) and National Food for Work Programme (NFFWP-2004) were subsumed within the scheme. It was “an Act to provide for the enhancement of livelihood security of the households in the rural area of the country by providing at least one hundred days of guaranteed wage employment in every financial year to every household whose adult members’ volunteers to do unskilled manual work and for matters connected or incidental thereto....” (NREGA-2005)². Besides employment generation, the objective of the scheme is to create durable community assets for strengthening of the livelihood source on sustainable basis. It serves as a social safety net by providing a source of guaranteed employment as such it is an “employer of last resort”. The NREGA achieves twin objectives of rural development and employment. The significance of NREGA lies in the fact that it creates a right-based framework for wage employment programmes and makes the government legally accountable for providing employment to those who ask for it. A well-designed
employment guarantee programmee can, under favourable circumstances, promote job creation, gender equality and pro-poor development. The NREGA has great potential for increasing the volume of employment among the rural unemployed and underemployed. It provides ample opportunities for creating rural public asset, which has been largely neglected. It helps to enhance the purchasing power of rural households, thereby contributing to poverty alleviation. It also has the capacity to tap the hitherto under-utilized labour of women in developing rural India. By providing equal wages to both men and women, NREGA upholds the social position and integrity of women and thus promotes gender equality (Rania Antonopoulous-2009)\(^3\). In this way, the legislation goes beyond providing a social safety net towards guaranteeing the right to employment.

It is a first ever law internationally, that guarantees wage employment at an unprecedented scale with the objective of strengthening natural resources management through works that address cause of chronic poverty like drought, deforestation and soil erosion and so encourage sustainable development. In this way the legislation goes beyond providing a social safety net, and towards guaranteeing the right to employment. What is considered to be crucial is the empowerment of the poor through the provision of a right-based law, which would act as a strong safety net in the lack of alternative employment opportunities for the people. The other key attributes of this scheme are time bound guarantee, labour-intensive work, decentralized participatory planning, women empowerment, work site facilities, and above all, transparency and accountability through the provision of social audits and right to information. The process outcomes include strengthening grass root process of democracy and infusing transparency and accountability in governance. Today, the NREGA is implemented in the entire country. The process of implementation has proceeded in a various phases. In phase one it was implemented in 200 backward districts of the country, additional 130 district in phase two 2007-08 and remaining 266 districts notified on September 2008 and the scheme has now been extended to all the districts of the country. In Kerala, the program was initiated in February 2006 in the rural areas of two districts – Palakkad and Wayanad. The programme was extended to Kasaragod and Idukki by February, 2007 in the second phase and in the remaining 10 districts by January 2009 in the third phase. This programme came to be known as a Kerala State Rural Employment Guarantee Scheme.
The implementation of the scheme through Panchayat in close association with the Kudumbashree system has been one of the unique features of MGNREGS implementation in the state. The programme was dedicated to the ‘Father of the Nation’ from 2nd October 2009, the birth day of Mahatma Gandhi and since then it is known as Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS).

MGNREGS can thus be considered as a timely intervention. Even after six decades of India’s Independence, the country still fails to arrest abject poverty, illiteracy, malnutrition, social inequality and so on. A legal-binding rights based programme of this kind is expected to bring about a turnaround in the rural economy by eradication of all the above social malice. MGNREGS can improve sustainable rural livelihoods through spill-over effects thereby enabling the poor manage their risks and opportunities effectively.

There is no denying of the importance of policy and programme actions for employment generation to ensure food security amongst poor than direct food subsidy strategies (Von Braun, 1995). This ‘Employment of Last Resort’ programme based on government expenditure would be stabilizing and stimulating for the economy by generating guaranteed employment. The rationale for these programmes are based on the premise that the government has an active role to play in promoting full employment in developing economies by assuming the role of the market maker for labour. An exploration on whether the MGNREGS has been able to fulfill its role of being the Indian version of the Keynesian scheme, like the other scheme, brings about a lot of discussions of whether one should see it in the light of merely being an employment generation programme or one should perceive it as that, which shall impact the labour market drastically, providing an opportunity for labourer to not only demand for work but also demand for their right as a collective unit, under the banner of being a worker and not an individual carrying social and political identity tags attached with their names. This programme involves the establishment of a federally funded but locally decentralized job creation program as rural public work programme which secures an infinitely elastic demand for labour ensuring simultaneously full employment and price stability. The public works are supposed to play a positive role as income insurance in the presence of seasonality in agrarian labour market (Basu 2011), for building longer term capital assets.
(Basu 1981), preventing dislocation of families in search of jobs and food (Dreze and Sen 1991), arresting rural-urban migration (Ravallion 1999).

This study aims at analyzing the performance of MGNREGS in the state of Kerala encompassing all its essential aspects. More specifically, the study aims at assessing impact of the scheme on selected variables, and ascertaining the limitations and constrains faced by the functionaries in the implementation of the scheme. The study entitled “Performance Evaluation of MGNREGS in the State of Kerala” has following objectives:

1. To examine the systems and processes of MGNREGS implementation in the state of Kerala;
2. To identify the factors which determine the participation of people in the scheme which may promote or hinder for its better implementation in the state of Kerala;
3. To make a fairly thorough review of the existing literature on the subject and to perform a statistical analysis of available secondary data to analyze the performance of the scheme in terms of its employment generation, financial performance and asset creation;
4. To perform statistical analysis of collected primary household level data to bring out the performance and progress of MGNREGS, and also to perform an impact analysis of MGNREGS in terms of the perceptions of sample households;
5. To bring out important lessons out of field level observations, interactions and experiences, which can be used to evolve a more effective institutional and operational structure not only to add value to the MGNREGS process, but also to improve the capability of the village system in terms of delivery; and
6. To put forward suggestions and recommendations for improving the efficacy and effectiveness of the scheme and its successful execution.

Both types of data i.e., primary and secondary, have been collected for the purpose of this study. While the primary data have been collected through direct personal interview schedules, Focus Group Discussions (FGDs), and other participatory approaches involving workers, non-workers, Grama Panchayat representatives, district, block and Grama Panchayat (GP) level officials, etc.. The secondary data have been
collected from the documented official records i.e., from the websites of the Ministry of Rural Development, Government of India, Block Development Offices, and Grama Panchayat Offices etc... In most of the Grama Panchayat, MGNREGS staff was able to provide the required details. Besides this the relevant data have been collected from Economic Survey, Government of India, Government of Kerala, Economic Review, Annual Reports of MGNREGS, various studies and reports undertaken by researchers in the relevant field, Annual Reports of the Department of Rural Development, Reports of various institutes of rural development etc. Both kinds of information viz., quantitative and qualitative, were gathered in order to supplement the information.

The methodology used for evaluating MGNREGS is based on different statistical tools. In order to study the year-wise growth in the variables, percentage growth rates, simple average and percentage have been calculated. The compound annual growth rate (CAGR) is used to calculate the growth over the period of time. In addition, averages, standard deviation and coefficient of variation have also been used to analyse different variables to get meaningful results.

For determining various factors which affect the participation of people under MGNREGS, we have applied binary Logit regression model where the dependent variable is in binary form and simple regression model. This study has been conducted using NSSO data (66th round socio-economic survey data) which have been collected during July 2009- June 2010 (Schedule 10: Employment and Unemployment). The study includes fourteen districts of Kerala by taking various numbers of observations from different districts with total observations of 2606. Specifically, we tried to identify various factors pertaining to household characteristics and factors that either promote or hinder household participation in MGNREGS. The Logit regression model was fitted to assess the influence of various predictor variables on the participation in MGNREGS by taking two dependent variables such as accesses of job card and demand for job as a binary outcome variable at household level. For OLS regression analysis at household level, number of days per household worked in MGNREGA was taken as the dependent variables. The household level factors identities, namely, occupation and caste/religious identity, sex, age, educational level of the household head, marital status and the amount of land possessed are used. People who are engaged in low paid wage labour, the
backward caste SCs and STs, the illiterates, unskilled labours and those who are living in mud or kaccha houses and the landless labours or less land holders are expected to participate MGNREGS in large numbers and also expected that they will utilize maximum number of employment days under MGNREGS. It is useful to assess how household level vulnerable aspects such as low economic status, women in need of work, households with food inadequacy and members of family, impact MGNREGS utilization. Standard statistical tools and software such as STATA were used for the purpose of statistical analysis.

For econometric model specification we have taken three dimensions (dependent variable) which are as follows:

I. Determinants of access to job cards;
II. Determinants of demand for MGNREGS Job; and
III. Determinants of person days of work under MGNREGS.

The econometric model including above three parameters is given as:

\[ \text{Logit} \left( \frac{Y_i}{x_{1,i}, \ldots, x_{m,i}} \right) = \text{Logit} \left( P_i \right) = \ln \left( \frac{P_i}{1-P_i} \right) = \beta_0 + \beta_1 x_{1,i} + \beta_2 x_{2,i} + \ldots + \beta_m x_{m,i} \]

We have also constructed the Index of Banking Inclusion (IBI) where several indicators have been used to assess the extent of banking inclusion through the implementation of MGNREGS. The most commonly used indicator is availability of banking services \((D_1)\), banking penetration \((D_2)\) and banking disbursement \((D_3)\). Availability of services can be indicated by the number of bank where MGNREGS wage transactions are taken place to measure the availability dimension. Banking penetration indicates number of MGNREGS workers who have bank accounts in a particular bank. The banking disbursement includes the amount of MGNREGS wage disbursed through the bank account. A comprehensive measure of banking inclusion should be able to incorporate information on several aspects (dimensions) of banking inclusion, preferably in one single number. Such a measure can be used to compare the levels of banking inclusion across economies and across states/provinces within countries at a particular time point.

The proposed IBI takes values between 0 and 1, zero indicating lowest banking inclusion (complete banking exclusion) and 1 indicating complete banking inclusion.
Such an index, in our view, will be most useful for policy makers and academic researchers. The dimension index for the i\textsuperscript{th} dimension, Di, is computed by the following formula.

\[
D_i = \frac{A_i - m_i}{M_i - m_i}
\]

Where

A\textsubscript{i} = Actual value of dimension i
m\textsubscript{i} = minimum value of dimension i
M\textsubscript{i} = maximum value of dimension i

Thus, considering the above three dimensions – number of banks, number of bank accounts under MGNREGS and amount of wage disbursed through banks, we can represent a state i by a point (D\textsubscript{1}, D\textsubscript{2}, D\textsubscript{3}) in the three dimensional Cartesian space, such that 0 < D\textsubscript{1}, D\textsubscript{2}, D\textsubscript{3} < 1, where d\textsubscript{1}, d\textsubscript{2} and d\textsubscript{3} denote the dimension indexes for state i computed using above formula. In the three dimensional Cartesian space, the point (0,0,0) will indicate the worst situation (complete Banking exclusion) and the point (1,1,1) will indicate the best or ideal situation (complete Banking inclusion). The IBI for the state i is measured by the normalized inverse Euclidean distance of the point (D\textsubscript{1}, D\textsubscript{2}, D\textsubscript{3}) from the ideal point (1,1,1). Algebraically,

\[
IBI = 1 - \frac{\sqrt{((1 - D1)^2 + (1 - D2)^2 + (1 - D3)^2)}}{3}
\]

Using data on all three dimensions for 14 districts for the year 2010-11, IBI values have been computed. Depending on the value of IBI, countries are categorized into three categories, viz...

0.5 < IBI < 1 - high banking inclusion
0.3 < IBI < 0.5 - medium banking inclusion
0.0 < IBI < 0.3 - low banking inclusion

Adequate, appropriate and comparable data for a large number of years and for a large number of states and districts is the essence of a robust IBI. Owing to lack of appropriate data, we are unable to incorporate many aspects of an inclusive banking system in our present index, such as affordability, timeliness and quality of the financial services.
The collection of primary data from five districts of Kerala namely Palakkad, Wayanad, Idukki, Malappuram and Alappuzha was carried out in October 2012–February 2013; therefore, the reference period for the survey is from second week of October 2012 to the last week of February 2013. A comprehensive analysis of information provided by the beneficiaries and government officials were made. Both quantitative and qualitative methods were used to gather primary data. Quantitative techniques include set of structured questionnaires that were administered to beneficiaries. Qualitative methods such as field observation, FGD, telephonic interview among various groups of people in villages and government official transect walk to MGNREGS worksite etc. were used to gather information on various aspects of MGNREGS implementation. 20 Panchayat from 10 blocks from 5 districts were selected, surveyed and studied. The socio-economic context in which MGNREGA is being implemented; district administrative setup, processes and procedures were analyzed to identify the efficient management practices, procedures, processes, factors that have contributed to the good performance and factors that have resulted in limited performance. Dialogue with state government officials was also made to suggest remedial action and future interventions. All collected data and information were coded, tabulated, consolidated, cross-checked and entered in appropriate data entry formats and provided on tables/figures in the report for reference and converted into meaningful tables. Standard statistical tools and software such as Excel and SPSS were used for the purpose of statistical analysis. Simple tables using absolute numbers, percentages, and averages techniques were constructed. Various types of graphs and diagrams were also used extensively in order to make comparisons much more visible and simple. The questions schedules for collecting primary data were aimed at collecting information on the factors contributing to the implementation and its various provisions and performance criterion and impact of the scheme. The information collected is grouped in to following namely: awareness about provisions, registration and job card, employment, wage payment, banking related aspects, migration, impact and its performance. The schedules were pre-tested before initiating field survey in the selected districts so as to check the reliability, accuracy and effectiveness of these instruments in capturing the required primary data.
The study has following limitations:

i. The official government data available on the official website of MGNREGS was not updated and unavailability of some earlier data of programme implementation.

ii. There have been two types of data available on official website of MGNREGS namely Management Information System (MIS) and Delivery Management Unit (DMU). The significant difference has been reported between the data entered by MIS and DMU which made some kind of confusion. We have used DMU data in our study because of its scope.

iii. It was difficult to gather any data from the state officials other than what was available from the website. Officials felt that all the relevant information was available on the website even though this was not the case.

iv. The field survey has been undertaken and samples are drawn from only five districts namely Palakkad, Wayanad, Malappuram, Alappuzha and Idukki and from each district we have selected two blocks and from each block two Panchayats was selected and which has been considered as representatives of universe in the state of Kerala.

v. The major limitation of the study is that the samples have been drawn from approachable universe. Therefore, it does not contain any brief on the population living in the remote villages where one needs to track for one to two days by negotiating hill tops and valleys in order to approach them. Therefore, the study cannot infer and recommend specifically for that group of population.

The whole study is organized into seven chapters. First chapter introduces the main theme of the study, explaining about statement of the problem along with review of literature, objectives of the study, sources of data and methodology used, and limitations of the study. It is an introductory chapter of the study.

Second chapter presents an overview of Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) and its objectives and features, implementation and monitoring process and its economic impact on the country. Finally, it deals with the comparison between MGNREGS and early employment policies and programmes in the country.
Third chapter explains the MGNREGS and Kerala economy where we are dealing with economic features of Kerala, problem of unemployment especially educated unemployment and migration. It also deals with MGNREGS in Kerala, its implementation mechanism and its function, Kudumbashree (women-oriented poverty alleviation programme) and its role in programme implementation and creating awareness among people especially among women has also been discussed in the chapter.

Fourth chapter deals with the determinants of performance of MGNREGS in the state of Kerala. The analysis is based upon household level data for which advanced econometric analysis like logit and simple regression model have been applied to find out what characteristics encourage households to reach out for MGNREGS and what are the factors determining the implementation performance of this scheme. Our study is based on NSSO data (66th round socio-economic survey data) collected during 2009-10. The household level factors identities, namely, occupation and caste/religious identity, sex, age, educational level of the household head, marital status, and the amount of land possessed are used.

Fifth chapter analyses the performance of implementation of MGNREGS by using the secondary data published in the official website of MGNREGS. In order to understand the status of implementation of MGNREGA nationally and in the state of Kerala in particular, an analysis of some of the key performance indicators on MGNREGA for major states and Kerala has been undertaken for consideration like employment status, financial performance and asset creation.

Sixth chapter evaluates the performance of MGNREGS by using the primary data which are collected from direct personal interview schedules and focus group discussion in the state of Kerala. For this purpose we have collected information from 400 beneficiaries of 20 Panchayats of five districts of Kerala out of 14 districts. The key indicators used to collect information are awareness about scheme, registration and job card, employment status, wage payment system, bank related information, migration, its impact on various development indicators and its performance.
Chapter seventh of the thesis provides summary of findings, policy recommendations for correction and success, and improvement of MGNREGS in the country in general and Kerala in particular.

The major findings of the study may be summarized as follows:

1. Though there has been a wide gap between registration and the demand for job in the state of Kerala, almost all households who demanded employment under the scheme was actually provided employment. In Kerala, there has been tremendous improvement in terms of average number of days of employment over previous years. It has increased from its low level of 0.54 percent during early period to 12.76 percent during 2012-13. As far as the participation of SC is concerned, it was 20.1 percent in 2006-07, but declined to 15.6 percent in 2012-13, while the participation of STs declined sharply from 12.39 percent in 2006-07 to 2.59 percent in 2012-13. Kerala has the highest level of women participation with 92.95 percent in MGNREGS which is mainly because of the advanced managerial role of Kudumbashree.

2. The budget allocation for MGNREGS increased from Rs. 11300 crore in 2006-07 to Rs. 40100 crore in 2010-11 and thereafter surprisingly we find a reducing trend (Rs. 33000 crore). Performance of expenditure in terms of allocation is impressive which increased from 57.68 percent in 2006-07 to 95.29 percent in 2012-13 in the state of Kerala. We have also constructed the Index of Banking Inclusion (IBI) by undertaking 14 districts of Kerala, Thiruvananthapuram (0.759) leads with the highest value of IBI.

3. Although in the early period, Kerala has emphasized more on flood control and protection work, but later on land development has become prominent activity of asset creation. The highest level of expenditure is spent on land development activities with Rs. 39921.1 lakh (40 percent of total expenditure).

4. Kudumbashree and Panchayat have played a critical role in Kerala creating awareness about MGNREGS. Most of the surveyed people responded that easy availability of work is the main reason for working under MGNREGS. Some surveyed people from Wayanad and Idukki districts where SC and ST population are
more, responded that better wage rate under MGNREGS is the main reason for working under the scheme.

5. All the respondents reported that they have received job-cards and 41 percent reported that they got job cards within the stipulated time period. The job cards are issued to all rural households at free of cost including photographing which has been taken by Panchayat as a part of implementing cost. At the time of the visit to the worksites, it was found that every worker brings his job card to the worksite and possessed the same for the timely update of the works undertaken.

6. Although there has been some delay in getting work, of the surveyed people, 81 percent informed that they have got the work within two weeks. The FGD argued that the reason behind this delay to allot work is the lack of public work and inadequate staffs to deal with the official work. Delayed employment didn’t receive any type of unemployment allowances and responsible authority didn’t publish any reason for such a delayed employment on notice board or any such public places. Of surveyed people, 41 percent reported the average of 70 to 90 days employment per year. The majority of the workers (89.5 percent) were found to get involved under the label of land development and renovation of traditional water bodies. Of surveyed workers, 10 percent reported that the quality of work is very good and 49 percent argued well, while 43 percent opined it is average.

7. Of surveyed workers, 91 percent argued that they have got work within the 5 kilometers radius of the worksite and about 9 percent went beyond, for whom the responsible authority is said to have paid appropriate travelling or transport allowance. As reported by all the respondents across the districts the working hour commences at 9 am and closes at 5 pm (8 hours).

8. Both tools for the workers and rest sheds nearby the worksite were made available to the workers at will, as the people responded to this 99 and 95 percent respectively. Of the four mandatory facilities, the crèche facility was least provided. Regarding the adequacy of worksite facilities, a little less than 63 percent of the respondents reported that facilities are not adequate. Around 90 percent of workers reported that the tools which they are using at the worksite are worker’s friendly. About 86.2 percent of the people did not face any problem at the worksite. Only 13.7 percent
people suffered from some problem at the worksite such as the misbehavior of officials.

9. The minimum wage earned under the scheme as reported by the majority of the respondents from the survey (98 percent) is Rs.164/-. Of surveyed people, 98 percent responded that the payment is made through bank and rest of them got the wages through post offices. Around 26.2 per cent of the respondent’s wages were paid within a period of 15 days and remaining 73.7 percent complained for their delay in payment of wage.

10. Of the surveyed people, 34 percent argued that they have not migrated yet, mainly because of the fact that most of them are the new entrants in the labour market and most of them are women workers. But the majority of the workers (65.7 percent) informed that they have migrated before the introduction of the scheme, highest from Palakkad and lowest from Alappuzha districts. Out of the migrated workers from surveyed people, most of them (67.8 percent) have migrated from rural to urban areas and 31.4 percent from rural to rural areas. But after the introduction of MGNREGS 53.6 percent of surveyed workers from total migration are still migrating.

11. Among the surveyed workers, approximately 100 percent argued that introduction of MGNREGS has increased their income level and improved their standard of living, increase in savings and investment activities (54 percent), improvement in social status (82 percent), gender equality & women empowerment (100 percent), increase in the local wage rate (23 percent), checking distress migration from village (32 percent), development and strengthening of rural infrastructure (71 percent), reduction of incidence of poverty in the village (100 percent), creation of durable assets (93 percent) and impact on the overall development of village (79 percent).

12. We have also analyzed the performance of the MGNREGS based on the criteria related to the functioning of the scheme and rated them on a five point scale where the average rate in the process of registration is 3.96, issue of job cards (4.12), selection of work (4.22), execution of work (3.84), supervision at worksite (4.23), facilities at worksite (4.71), mode of distribution of wage (4.13), quality of work executed (3.91), usefulness of work to village (3.78), transparency (3.43), grievances
of redressal (3.26), participation of women (4.40), support of government official (4.11), benefit occurred to Panchayat (4.07) and benefit occurred to people (4.09). All these show that the performance of the criteria related to the functioning of the scheme rated well and satisfactory in the state of Kerala.

References:


