CHAPTER-V

Data Analysis and Interpretation

The researcher interviewed rural labourers who are working in the informal sectors such as agriculture, construction sites, and so on. These labourers are dependent on their daily wages for their livelihood. In case these labourers miss a single day then they do not get that day’s wage. Although they work for longer time in a day, they receive very less money. The consequence of this is that they are unable to meet their expenses. As a result of this they do not even educate their children because they are unable to feed their stomach which is primary concern for them. In addition to this, for livelihood farmers exclusively depend upon agriculture where there is more manpower required to work on the farm. However, due to the introduction of MGNREGA (Government scheme) it is affecting the farmer’s production in the farm because they do not get labourers to work on their farm.

Thus the researcher interpreted both primary and secondary data and find outs following remarks:

- The researcher witnessed from the review of literature and primary survey conducted in the district of Warangal the Mahatma Gandhi National Rural Employment Guarantee Programme (MGNREGP) has undoubtedly brought forward a land sliding change in the way livelihood sources are provided by the government agencies in the rural areas.
Mahatma Gandhi National Rural Employment Programme being tagged with legal entitlements has generated a feel good euphoria among the poorest of the poor who work totally endogenous to the seasonal employment in order to meet the fundamental requirements like food and clothing. However there is also a flip side observed in this dissertation that only unskilled workers among the BPL families have expressed their comfortable feelings on MGNREGP because the wages tended by MGNREGP to skilled workers are either on par with the market rates or below the rates prevailing in the farm market. The only relaxation claimed by such skilled workers is the assurance of work in all the time spans. This has also created scarcity in the farm labor market at Maripeda Mandal because workers were more prone to MGNREGP owing to assured wages.

Some of the registered workers are found to be unhappy with the rate of unemployment allowances and often benefits in the urban pro Mandal of Mahabubad. However this degree of unhappiness is less in other 2 Mandals because most of the workers in these Mandals are not aware of the fact that there are provisions for such allowances. Thus it is found very credulous to convince the workers at Maripeda and Narsampet with the discretionary wage system though the block level officers. The primary investigation on the parties participatory decision making system in Gram Panchayath has reveals a grim conclusion that hardly any space
is provided for the voice of workers though every village is entitled to attend Gram Sabhas in order to finalize the works, this barrier is required to be fixed immediately by the district authority to enhance the democratic participation of all the stakeholders in villages.

➢ The researcher also came to a conclusion that there are considerable quantum of irregularities in generating the muster rolls especially in recording the working hours it is found from Maripeda Mandal that enrolled workers have been paid a nominal amount of Rs. 20/- or 30/- against very negligible period of work assigned to them per day, this is a serious flaw in the implementation process of MGNREGP as the law mandates the payments of minimum wages on daily basis but not on the premise of working hours. Therefore the district authorities must assign the fair work of 8 hours per day to the enrolled workers in the strict sense. Hour based ramification is not allowed by the statutory as frosted in few transactions at Maripeda. This irregularity could not be farced in the urban pro Mandals of Hanmakonda.

➢ The study can be concluded with the broad set of opinions expressed by the registered workers that Mandal level officers have been assigning the works within the vicinity of accessible radius to the native villages of enrolled workers but the expanded geographical jurisdiction of Maripeda has been found to be difficult for the block level officers to assign the workers within walk able distance. It is also concluded form the ground
level observation at Mahabubabad that workers are not being simultaneously executed in two adjacent Gram Panchayath though they are in accessible vicinity. This problem in not traceable at Narsampet Mandal. Therefore there is a need to improve the co-ordination between Gram Panchayath situated in Maripeda and Mahabubad Mandal.

- It can be concluded from the statistical inference of the 4th chapter that workers are not in a position to determine whether works have been assigned within the stipulated time period of 15 days from the date of enrolment. This problem is at paramount in Maripeda Mandal. On the contrary the opinion has revealed a different notion representing the voice of Mandal level officers who confirmed that works have been assigned within a fortnight from the date of allowance. This controversy led to the further investigation in all 3 Mandals with an informal discussion held between the investigator and workers brought out a grim fact that most of the workers are not even conversant with the stipulated time period to assign the works.

- Some local bodies seems to be proactive in determining the nature of works to be executed under MGNREGP as there was a favorable response from the enrolled workers to the statement examining whether works are assigned as per the advices made by the Gram Panchayath. However there is a need to improve the process of disseminating the information of Gram Panchayath as most of the workers are not herd in
the Gram Sabhas, which serves the core purpose of the decisions made by local bodies.

- Researcher also observed that, there is wider discrepancy between the statutory time period paying wages and the actual time taken in all 3 Mandals to make the payments of wages. This phenomenon is understood to be continued right from the beginning of the MGNREGP even in the urban pro mandal of Maripeda. Therefore there should be some automated system of making payments to the enrolled workers such as direct credit system to banks or direct voucher remittance system through post offices, so that there will be an evidence of making timely payments that asides the concerned authorities from deviating the planned schedule of payments. It can also be concluded that social audit system must specifically focus on the time schedules of wage payments.

- Eventhough there are number of provision to compensate wages in both cash and kind, the block level officers have preferred cash to avoid the practical risk factors like assessing the value of non cash items consider to compensate the wages. For instance rice and food grains are made available to enrolled workers through public distribution system at very subsidized prices which does not allow the block level offices to value at market price. Therefore majority of the workers have been compensated in cash. But it is felt in drawing the concluding remarks that partial payment of wages in cash & the other portion in kind like edibles and
home requirements may avoid the misuse of cash because few of the enrolled workers are prone to alcohol consumption which may further increase with the availability of money.

- The researcher observed from the primary investigation that enrolled workers are not in a position to access the books of accounts maintained at Gram Panchayath which does not enable them to check whether wage payments are duly entered in the records or siphoned by the block level staff. The prime reason for this problem is that cent per cent of enrolled workers in the selected Mandals are illiterates who cannot scrutiny any books. Therefore it can be conclude that Gram Sabhas must appoint a Harold who can read out the particulars of wage payments entered in books. It should be the responsibility of Gram Panchayath to appoint an impartial Harold who can work on behalf of enrolled workers. No such system is found to be place in the selected areas.

- Wage distribution indiscrimination to all the enrolled workers is the core objective of creating legal entitlements to enrolled workers. Therefore it is investigated and concluded from all the Mandals that no such discrimination is shown. It is a position sign avoiding the gender bias in wage entitlement. Irrespective of male / female workers it is found from the investigation that wages paid under MGNREGP are not sufficient to meet the regular needs of the worker. However there is a dichotomy opinion among the unskilled workers who feels sufficiency of wages.
Thus it can be concluded the present rate of wages offered in the case of skilled workers could be continuous for revival.

- It should be need adopt workers educate program in all selected Mandals as most of the workers have entered their complete ignorance and astonished to notice that there are ample provisions at their disposal like unemployment allowance, crèche facility and special arrangements for female workers. Probably the opinion of workers can be tuned into a complete positive expression if their awareness on the benefits and allowance is enhanced. So that MGNREGP can become a striking example of public participation and navigate the success in long run.

- Certain lists on unemployment allowance are found to be objectionable to enrolled workers. However it is not possible to rule out such restrictive provision due to the requirement of commitment from workers. But it can be concluded to make few amendments to the existing provision with respect to the absenteeism caused without prior concern. The block level officer may be directed to consider the medical grounds of enrolled workers who were absent from work before deciding their eligibility for unemployment allowance.

- Most of the respondents have complained that their working environment is not insulated from the working hazards. But it can’t be agreed in tact as the conditions prevalent anywhere in similar work are present in the working environment of MGNREGP as well. This dichotomy has been
mounting up day by day in all the 3 Mandals owing to the lack of confidence placed by workers in block level staff. This gap can be reduced by spreading the information relevant to the accidental exgretia proposed by MGNREGA.

- The Manda level officers of all selected Mandal have strictly adopted the reservation and system of providing the works to SCs, STs and other weaker sections. But it can be recommended to go beyond the statutory proportion of allocating works to weaker section if there is a need to do so. Especially it is found from the village of Uggampally that majority of the applicants belong to STs whose conditions are lamentable at the ground level and can be considered for the assignment of works irrespective of the proportion of reservations. The Maripeda Mandal represents fair number of disabled workers to whom suitable works were not shown. In other words there was no discrimination in terms of the works allotted between the actual workers and differently abled workers. This problem is required to be fixed by the district authorities.

- The researcher also found from the opinion of employees that state government is not as expeditiously as expected by the virtue of MGNREGP in showing the alacrity and response to the problems of district level officers. They have been complaining that there are procedural delays beyond the endurance level of the stake holders of MGNREGP. Therefore it can be concluded the government may consider
a single window system of resolving all the issues of MGNREGP brought forward by the staff. Such single window system may be stand at district level.

- The execution of Mahatma Gandhi National Rural Employment can be driven on a fast track without any deviation if the district coordinators are allowed to completely dedicate themselves to the program but the present scenario is altogether different at district level as MGNREGP is gradually becoming a supplementary task due to the involvement of district officers in other works. Therefore it can be presented as concluding remarks to dedicate the staff in the capacity of co-coordinators exclusively for MGNREGP which will not only arrest the leakages of financial and monitory system of present structure but also makes the administrative efficiency more robust.

- The District level officers are bestowed with complete liberty of scrutinizing the works and sanctioning the budget only on papers because the implacable political dominance at Gram Panchayath and Mandal level seem to be creating a major impediment in the function process of block level officers. At the same time it is not fair to rule out due the involvement of political groups in the democratic process of sanctioning the works under MGNREGP.
➢ Therefore it can be concluded that the implementation of MGNREGP requires more coordination between the block level officers and political groups. This is possible when 2 or very few Panchayath are formed into clusters in sanctioning the works and budget.

➢ After data interpretation this dissertation gives a concluding remark that, the MGNREGP is one of the most successful programmers launched by the government of India in the wake of rural employment which has been designed to grant legal assurance to the guaranteed work and wages to the rural poor of Warangal District.