

An overview of MGNREGS in Telangana

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ABSTRACT

Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) was implemented and came into force on February 2, 2006. It was the first act of its kind in the world wherein an economic safety net is provided to around 2/3rd of the population through the right to work. The scale on which it has been provided is just mindboggling, engaging around 1/10th of the total world population. It was second in a series of right based policies Government of India has rolled out in the past decade. According to the Act, employment must be provided with 15 days of being demanded failing which an 'unemployment allowance' must be given. Gram Sabha must recommend the works that are to be undertaken and at least 50 percent of the works must be executed by them. Hence, panchayats at rural areas are primarily responsible for planning, implementation and monitoring of the works that are undertaken. Another important feature is the work site facilities which mean that all work sites should have facilities such as crèches, drinking water and first aid and at least one-third beneficiaries have to be women. India's population lives in villages, and hence rural development has been at the core of the country's planning process since independence. A large number of poverty eradication and welfare programmes have been implemented from time to time through various plans for the upliftment of the rural poor, but in terms of absolute numbers, poverty still continues to grow. Undoubtedly, it can be realised that unemployment, underemployment, and disguised employment are the basic causes of poverty, which not only depress the standard of living of people but also lead to grave social, economic, and political consequences. It is the first time in the history of India that a programme came to an act that provides a legal guarantee of 100 days of work to the rural people volunteering to do unskilled manual work. MGNREGA focuses on the total number of households, the total number of job cards issued, the total number of wage seekers, the total number of person days generated, the total number of person days generated for SC, ST, BC, minorities, and others, the average wage rate per day per person, the average number of days of employment provided per household, and the total number of households that have completed 100 days of wage employment. The study is an attempt to evaluate the creation of employment under the MGNREGA in Telangana. So this study emphasised the proper implementation of the scheme, starting from the grass-roots level to the top level of authority for the development of the rural sector in Telangana.

Introduction

Social and economic development is the main aim of rural development for rural people, especially to bring about sustained improvement in their living condition through an increase in their income and access to social goods. The status of women is intimately connected with their economic status, which in turn, depends upon rights, roles and opportunity for the participation in economic activities. The economic status of women is now accepted as an indicator of a societal development stage. However, all development does not result in improving women economic activities. Pattern of women activities are affected by the prevailing social ideology and are also linked with the stage of economic development. Government implements different programmes to improve the social and economic development in rural India. The introduction of National Rural Employment Guarantee Scheme (NREGS) is one of the affirmative programme. The MGNREGA programme has enabled the rural household to increase their purchasing power, lead a quality and healthy life with all the basic facilities and provide education to their children and several other benefits. The MGNREGA has enabled the rural household by the additional income to go an extra mile and spend for a better quality of life.

Salient Features of the MGNREGS

- MGNREGA seeks to provide at least 100 days guaranteed wage employment in a financial year to every rural household whose adult members volunteer to do unskilled manual work
- One of the most important features of MGNREGS which makes it superior from other wage employment programmes is that it provides for the time employment guarantee and payment of wages within 15 days .
- The Act also provides for the incentive –disincentive structure to the state Governments for providing employment as 90% cost of employment provided by the Central Government and payment of unemployment allowance in case failure to provide job at their own cost.
- The Act also contains provisions for keeping and maintaining Job cards and relevant records and making them available to the public in order to ensure the transparency in the implementation of the Act.
- In order to ensure effective implementation of the scheme by means of continuous public vigilance the Act also contains the provisions of biannual social audit.
- vi)With a view to ensure social change and social welfare the Act also contains provisions , which provides that at least 33% of the total beneficiaries must be women . The Act also contains provisions for participations of SC/ST i.e. socially backward communities
- In order to ensure financial inclusion of the poorest sections of rural India the Act provides for mandatory wage disbursement through Bank /post office accounts.
- The Act also contains provisions for encouraging labour intensive projects because it's main focus is on the works relating to water conservation, drought proofing including afforestation /tree plantation, land development, flood control or protection including drainage in waterlogged areas, rural connectivity in terms of all weather roads.
- With a view to strengthening the decentralization and democratic structure upto grassroot level the Act empowers the State Governments for formulation of schemes as per rules contained in the Act and also empowers the Panchayats to have the key role in planning , implementation ,monitoring and organization of social audit. The MGNREGS has ensured paradigm shieft from the previous wage employment programmes on the ground that
- For the first time in India the MGNREGA provides a statutory guarantee of wage employment.
- It provides a rights-based framework for wage employment. Employment is dependent upon the workers exercising their choice to apply for registration, obtain a Job Card, and seek employment for the time and duration that they want. There is a 15 days' time limit for fulfilling the legal guarantee of providing employment.
- The legal mandate of providing employment in a time bound manner is underpinned by the provision of Unemployment Allowance.
- The Act is designed to offer an incentive structure to the States for providing employment as ninety percent of the cost for employment is borne by the Centre. There is also an associate disincentive for not providing employment as the States then bear the double indemnity of unemployment in the form of unemployment allowance.
- Unlike the earlier wage employment programmes that were allocation based, the Act is demand driven. Resource transfer under MGNREGA is based on the demand for employment and this provides another critical incentive to States to leverage the Act to meet the employment needs of the poor.
- NREGA has extensive inbuilt transparency safeguards: a) It has provisions for issuing Job Cards for recording entitlements and those are kept in the custody of workers. It also contains the provision written application for employment, issue of date receipt and maintenance of Muster Rolls, Measurement Books and Asset Registers, which are to be kept available for public scrutiny. b) Processes: Acceptance of employment application, issue of dated receipts, time bound work allocation and wage payment, Citizen Information Boards at worksites, Vigilance Monitoring Committees, regular block, district and state level inspections and social audits have all ensured transparency in the implementation of the Act.
- The public delivery system has been made accountable, as it envisages an Annual Report on the outcomes of the same to be presented by the Central Government before the Parliament and to the Legislature by the State Government. Specifically personnel responsible for implementing the Act have been made legally responsible for delivering the guarantee under the act.

Time-line of MGNREGA The following table 1.1. Shows the time line of MGNREGA whereby the scheme got its modifications during the years of its running.

Table 1.1: The Time line of MGNREGA

Aug 2005	Feb 2006	Apr 2007	Apr 2008	Oct 2008	16 Feb 2009	Oct 2009 NREGA
legalized	Came into force in 200 districts	130 more districts included	Universalization Of the scheme at present implement in 739 districts in India	Wage transaction through banks/post offices	MOU with the postal dept	Name changed to MGNREGA

Source: www.nrega.nic.in

As the table 1.1 depicts, when the Act got first introduced in 200 most backward districts of the country in Feb 2006, it was proposed to extend to the remaining districts only after 5 years, after seeing the popularity of the Act. But in the next year itself the Act was extended further to 130 more districts & within a year after the Act got universalized by bringing the entire country under its horizon with the exception of districts that have a hundred percent urban population & got soon named after Mahatma Gandhi (in Oct 2nd 2009) to make the Act more reachable to the masses and thus it became Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA).

Review of Literature

Goswami and Dutta (2014) attempted to assess the state of implementation of the MGNREGA in the State of Assam. For the purpose of their study they used both primary as well as secondary data and applied logit regression model. They collected their primary data from 168 randomly selected beneficiary households from eight villages of two randomly selected blocks Lahowal and Borboruah of Dibrugarh district in Assam. Their secondary data confirmed that the implementation of the MGNREGA in the state is poorly governed, which is a cause of concern. The ground level reality emerged from the analysis of their primary data revealed that there are several loopholes in the implementation of the Act, which deserve special attention. It also pointed out that though theoretically the Act provides a demand driven programme, to a large extent the same has been remained as the supply driven. The econometric analysis of their 24 primary data revealed that the willingness of the beneficiaries to work under the MGNREGA get reduced due to the problems arising out of receiving wage earning either from bank or post office, which are generally located at a long distance

Kundu (2015) conducted a survey in the district of South 24 Parganas, West Bengal on the issue of ‘Effectiveness of Mahatma Gandhi National Rural Employment Guarantee Programme to Check Migration among the Rural Households. For that purpose he randomly selected Mandirbazar Block of the district. From that three Gram Panchayats namely Krishnapur, Anchona and Gabberia were chosen randomly. From each of the gram panchayats, three gram samsads were chosen. On the basis of his survey results he observed that the programme has no doubt become an important source of local employment. Expansion of that employment programme has provided supplementary income of rural households and reduced the uncertainty in the local job market. So they are now able to stay with their family instead of moving away from their family for survival purposes. Asset creation through the scheme also helps the rural households to get private farm and non-farm employment throughout the year particularly in the agricultural lean season. Hence it may be concluded that the higher the number of person-days a household got job in private non-farm employment, he will be less prone to migrate. Thus overall impact of the programme shows that the same has been proved to be able to reduce the intensity of migration among the rural households.

Negi et. al. (2015) conducted a study on the effectiveness of the MGNREGS in the Pauri Garhwal District of Uttarakhand. They used secondary data for that purpose. They highlighted that the introduction of MGNREGS has a clear positive impact on the rural economy through employment and income generation and also through raising the standard of living and socioeconomic performance of the rural community. They also recommended further expansion of the scheme in rural areas by means of proper planning, adequate supervision, effective implementation and better monitoring and extension of the number of days of work beyond 100 days under the scheme.

Need for the study

Encouraging capital expenditure in public investments for social, economic, and physical infrastructure through the income-generating opportunities that MGNREGA creates for rural households could help tackle long-term poverty. For this to happen, the state and intra-state variances and structural deficiencies in the implementation of MGNREGA must be tackled head-on. It is, therefore, essential that MGNREGA remain in operation to provide a rights-based source of livelihood to the poorer rural population, as only with a persistent rise in rural income can the livelihoods be strengthened.

Statement of the problem

Telangana emerged as a separate state, and the government elected by the people of Telangana was put at the helm of its affairs. The journey through this period and the vicissitudes encountered in the process, shaped the resolve for a prosperous future for the people of the state. The dream of a Golden Telangana (*Bangaru Telangana*) that enshrined the hopes and aspirations of the people of the state provided the rationale for the protracted struggle for separate statehood, particularly in the context of the legacy of neglect and discrimination in terms of allocation of resources, employment, etc., in the erstwhile combined state. In this context, this report attempts to provide an insight into the phases of progress and consolidation that marked the period from June 2, 2014, until now, while identifying the milestones of this momentous journey. Midway through a journey is an opportune time to look back and take stock of the progress achieved so far. More importantly, it is also an occasion to look ahead, so as to commit to the path for the future, regarding what needs to be done. Needless to say, the lessons of the recent past would also guide the state and its people, in this long journey. The share of Telangana in terms of MGNREGA card holders is higher than the national average. Although males hold a higher number of cards, in terms of work, females' percentage is higher. Importantly, the share of beneficiaries among the ST community is lower in Telangana when compared to other social groups. MGNREGS remains one of the biggest poverty alleviation and welfare programmes in India, guaranteeing 100 days of unskilled wage employment to a rural household in a financial year. Aligned with this national mission, the state has emerged as a frontrunner in implementing the scheme. MGNREGS is being implemented in 12,771 Gramme Panchayats covering 540 mandals in 32 districts, with 53.4 lakh job cards issued to 1.1 crore wage-seekers. So this paper describes an overview of MGNREGS in Telangana.

Objectives of the Study

- To analyse the status of MGNREGS in Telangana.
- To describe the implementation of MGNREGS in Telangana.
- To discuss the impact of MGNREGS on rural development.

Research methodology

The study is exploratory in nature. The study is based on secondary data sources. The data has been collected from various offline and online sources, which include the annual report of government reports, books, articles, and the official website of MGNREGA at the national level.

MGNREGA Overview

It was enacted in 2005 with the primary objective to enhance the livelihood of rural India. It provides 100 days of wage employment each financial year to rural households. The Ministry of Rural Development (MRD), Government of India monitor the implementation of this scheme in association with the state government.

Initially, MGNREGA was implemented as the National Rural Employment Guarantee Act (NREGA) in 200 districts, in 2006. Later, the scheme was implemented in an additional 130 district. With the National Rural Employment Guarantee Act, 2009 NREGA was renamed MGNREGA.

MGNREGA is an all-encompassing scheme with higher participation of women and SCs and STs individuals. It provides opportunities for women to earn and empower themselves. Under this scheme, payments are done by direct transfer into the beneficiary account. Interestingly, this has enabled the households to get freed from the clutches of local money lenders.

Moreover, it provides an alternative source of income to rural households and climbs out of poverty. It has also empowered the local Panchayati Raj Institutions (PRIs) through the implementation and monitoring processes.

MGNREGA Goals

The program influences the life of rural masses and boosts their development. It addresses the cause of chronic issues like deforestation, drought, soil erosion, land and water conservation and so encourages sustainable development. Therefore, Mahatma Gandhi National Rural Employment Guarantee Act has the following goals:

- To revive the natural resource base of village areas.
- It empowers the socially disadvantaged groups such as women and SC and ST.
- To provide social protection to vulnerable groups of rural India by wage employment opportunity.
- To act as a vehicle for sustainable development of the agrarian economy.
- It focuses to deepen democracy at the grass root level by strengthening Panchayati Raj Institutions.

Impact of MGNREGS

1 Human Development Indicators

Studies have shown that access to work under MGNREGS can help rural families increase much needed expenditures on food, healthcare, and education, thus showcasing better outcomes on those human development parameters. In times of economic shock (such as drought/crop failure), families with access to MGNREGS work reported reduced instances of nutritional deficiencies in children, as the scheme enabled continued access to food. Children in families with access to the scheme have reported better performance in basic reading and numeracy skills, greater school attendance, and reduced child labour. MGNREGS thus has helped poor families to enhance their income generation capacity and enable expenditures on essential needs, which have in turn enhanced their health and ability to educate their children.

2 Impact on Agricultural Productivity

While there isn't clear evidence that MGNREGS has impacted the agricultural sector at the macro level, there is on-ground that the scheme has had a positive impact for farmers in growing crops. Studies show how works created under MGNREGA, when properly constructed and implemented, can greatly improve agricultural productivity and the quality of life in rural communities. They indicated that MGNREGS assets resulted in overall improvements in land quality, and beneficiaries report increased incomes. Some eventually transition away from MGNREGS work, and are even able to open small local businesses due to the increased income resulting from improved land productivity.

3 Impact on Migration

Several studies have suggested that MGNREGS, while not having a direct correlation with overall rural-urban migration trends, has helped reduce short-term distress migration. Women and children in particular benefit from MGNREGS and are more likely to not migrate than men when MGNREGS work is available – since women are more likely to participate in MGNREGS, and therefore less likely to engage in distress migration and take their children along. MGNREGS thus definitely helps reduce short-term distress migration, and provides an alternative source of income in leaner times.

4. Gendered Impact of MGNREGA

Under MGNREGA, one-third of workers on worksites must be women. Women's participation in the scheme has historically been high, with aggregate women's participation higher than the mandated 33%. Women constituted 58.6% of the MGNREGS workforce in 2015. At the state level, however, there are significant variations, with states like Kerala, Goa, Tamil Nadu, Andhra Pradesh, and Himachal Pradesh showing high levels of women's participation, while Uttar Pradesh, the Northeastern states, and Jammu and Kashmir show far lower. Many studies have highlighted how participation in MGNREGS has impacted women in other ways. MGNREGS has helped reduce distress migration among women, which in turn has had positive impacts on maternal and children's health, as well as in children's education outcomes in the areas surveyed. Having higher women's participation in MGNREGS has reflected in wage-rate growth: women's wages under MGNREGS in some studied areas grew at a higher rate than those of men.

Women's participation in the scheme has also been facilitated through the collaborations between local government and women's SHGs. Active participation of SHGs in village life and their role in securing women's financial independence as well as their participation in local governance has reflected in MGNREGA as well. MGNREGA has also led to greater financial inclusion for women, as the bank- and post office-based payment mechanism has led to the creation of more bank accounts for women. In general, women have reported a high level of agency and control over the wages they earn under MGNREGS. Wage parity as assured under the Act has also been cited as a major relief, since women don't have to bargain for better wages, a circumstance which studies have shown can make them vulnerable to sexual exploitation. For the more vulnerable groups among women, such as single mothers and widows, MGNREGS can often be one of the most significant sources of employment available to them.

However, the higher participation of women under MGNREGS also reflects what academics have called a "feminisation of poverty", which includes the concept of women choosing not to renegotiate power relations and thus remaining poor. Studies have shown that since MGNREGS work comes with small sums, men prefer seeking work with higher wages elsewhere, while women are preferred for undertaking MGNREGS work. Since women are not seen as breadwinners, the small sums earned under MGNREGS are seen as sufficient to meet their minimal cash requirements. They aren't seen as challenging traditional gender roles within households. Women often agree to work for lower wages and don't seek work with better remuneration as they internalise the notion that they don't need more. At the worksites as well, women-specific provisions, such as childcare facilities and crèches, are often not available, and gendered social loafing (men putting in less effort than the women on the same task, but receiving equal or greater credit) is often observed.

Women are often not included in the process of planning the works, and are thus often seen simply as labour on worksites, not active stakeholders in the village development process. Studies have indicated that in areas where women are more active in local governance processes, the shelf of works may sometimes look different. In male-dominated Gram Sabhas, agricultural works are prioritised whereas in *gram sabhas* with higher female participation, there is additional emphasis on the construction of *anganwadi* centres and toilets. The process of including women in the works planning process has seen much more progress in southern Indian states

Current Status of MGNREGA in India 23-05-2023

1.Total No. of Districts	739
2.Total No. of Blocks	7,157
3.Total No. of GPs	2,69,754
4.Total No. of Job Cards issued[In Cr]	15
5.Total No. of Workers[In Cr]	26.71
6.Total No. of Active Job Cards[In Cr]	9.58
7.Total No. of Active Workers[In Cr]	14.33
8.(i)SC worker against active workers[%]	19.71
9.(ii)ST worker against active workers[%]	16.5

Table1.2 Current Status of MGNREGA in Telangana 23-05-2023

Total No.of Districts	32
Total No.of Blocks	540
Total No.of Gramapanchayaties	12,771
Total No. of JobCards issued[In Lakhs]	52.91
Total No. of Workers[In Lakhs]	111.71
Total No. of Active Job Cards[In Lakhs]	35.06
Total No. of Active Workers[In Lakhs]	60.39
(i)SC worker against active workers[%]	21.66
(ii)ST worker against active workers[%]	19.44

The above table 1.2 shows MGNREGA implementation in 32 districts, 540 blocks, and 12771 grama panchayaties in Telangana state.

India’s MGNREGA is the only Act which gives its rural people such a right and that too in the era of liberalisation, privatization, and globalisation (LPG). It has a vital role to play because of its humane approach. It serves as an effective safety net for the unemployed, especially during famine and drought. It has provided them with sufficient purchasing power, allowing them to meet their basic needs, such as food. The act has confined the rural poor to their areas and stopped migration to the cities. It does not only provide rural livelihoods but also involves them in other non-agricultural work. This has helped in handling disguised workers. Employment in other non-agricultural work will also improve the rural infrastructure, i.e., rural asset building. It will ultimately lead to sustainable development. MGNREGA is committed to providing wage employment on demand and supplying the earnings of the rural poor. But the study found that only about 90% of households provided jobs on demand and the rest were deprived of their right to get employment in Telangana. The MNREGA programme has enabled rural households to increase their purchasing power, lead a quality and healthy life with all the basic facilities, provide education to their children, and several other benefits. The MNREGA has given rural households the ability to go the extra mile and spend for a better quality of life. MGNREGA, which completed 17 years in 2023, is a transformative law, enabling livelihoods for many who may not have had access before, as well as serving as an employment alternative during crises. Access to MGNREGS has gradually increased over the years, and the works built under the scheme have proven useful in catalysing individual and community economic and human development. However, severe implementation gaps as well as institutional hurdles and disincentives have proven to be major stumbling blocks in the achievement of its core principle objectives (of guaranteeing 100 days of work, adequately strengthening the livelihood resource base for the poor, ensuring social inclusion, and strengthening PRIs). As a result, we must go a long way to improve the rural people's quality of life. Thus, the MNREGA programme has definitely brought about development in the rural households and it has enabled them to access many facilities and enhance the quality of life, but this development is limited, MNREGA has not developed the rural households completely, and it is not possible for MNREGA to develop the rural households completely. This complete development can only occur when the federal and state governments implement policies and initiatives that promote rural household growth and development.

According to the MGNREGA, 2005, in Telangana state are mandated to maintain a wage-material ratio of 60:40.

Key aspects of implementation of MGNREGS in Telangana

Job Cards: MGNREGS Job Cards are valid for at least 5 years, after which they are reissued with due verification. 35 lakh job cards with QR Codes were printed and distributed in 2021-22.

Use of ICT:

Mobile Monitoring System: e-MMS is a mobile phone based technology customised for the MGNREGS field staff which includes mobile applications like Demand Capture, Work Allocation, e-Muster, e-Measurement, e-Check Measurement and e-Muster Verification. The Panchayat Secretary captures this data accessible through the web reports, which results in enhanced transparency and accountability.

Public Finance Management System (PFMS): Payment of wages in the State made centrally by GoI has migrated from Electronic Fund Transfer system (eFMS) to National electronic Fund Management System (NeFMS) platform. Material and administrative expenditure will be paid by the State Government through eFMS.

Quality Control Wing: An exclusive Quality Control Wing has been established under the Chief Quality Control Officer.

Grievance Redressal / Call Centre: Grievance redressal rules were notified and a full-fledged complaint cell was established. Applicants can file complaints by calling a toll free number or by lodging their complaints on the website.

Social Audit and Follow-up of Social Audit findings by the Vigilance Wing: Independent directorate of Society for Social Audit Accountability & Transparency (SSAAT) is a collaboration of Government and social activists and has been functioning since 2009. SSAAT's mission is to promote the empowerment of rural communities directly benefiting from welfare schemes, minimization of leakages and wastage of public funds. Findings of the Social Audit are presented before the Gram Sabha and Block Public Hearing. A Special Vigilance Wing is formed at the State level and at each district for the follow-up of social audit findings. Conclusion

MGNREGA, which completed 15 years in 2021, is a transformative legislation, enabling livelihoods for many who may not have had access before, as well as serving as an employment alternative during crises. Over the years, access to MGNREGS has gradually increased, and the works constructed under the scheme have proven useful in catalysing individual and community economic and human development. However, severe implementation gaps as well as institutional hurdles and disincentives have proven to be major stumbling blocks in the achievement of its core principle objectives (of guaranteeing 100 days of work, adequately strengthening the livelihood resource base for the poor, ensuring social inclusion, and strengthening PRIs). The COVID-19 crisis revealed that MGNREGA has the potential to serve as a lifeline for rural communities in times of crisis, in addition to its potential to catalyze rural development overall. Completing the 15 years of its launch, MGNREGA has provided social employment to the poor. The scheme is helping to alleviate poverty but it has several flaws that need attention. Moreover, the allocation amount must be increased for the proper implementation of the program. Reforms in other areas are necessary to reach the goal of 'No Poverty'.

As the government contemplates extending the Right to Work to small urban communities as well, lessons must be learnt from the past 15 years of implementing the Act and outreach of the scheme to all workers, especially

*Economically disadvantaged and marginalized families.

*Several steps can be taken to ensure that the Act lives up to its promise:

*Increasing the administrative capacity at the grassroots level including village assemblies and block-level officials.

*Ensuring local decision-making to safeguard the participatory nature of the planning of works is not diluted.

*Proactively ensuring the participation of women and minority communities in the planning process.

*Increasing the collective bargaining power of workers

*Enforcing minimum wage laws and curbing the wage setting power of large landlords.

*Prioritising timely wage payments and grievance redressal of workers, and mandatory and timely payment of compensation by holding elected representatives (at all levels) accountable for lapses in implementation.

Conclusion

MGNREGA is envisaged to enhance the livelihood security of households in rural areas of the country by providing at least one hundred days of guaranteed wage employment in every financial year to every household whose adult members volunteer to do unskilled manual work. MGNREGA has been implemented in the state as a means for the survival of a section of the unskilled labourers in rural areas. It has created confidence and expectations among the rural poor, especially women who are engaged in environmental cleaning, deforestation, and road connectivity. The huge potential of the scheme enabled the poor to address their problems of poverty, education, and the need for improved facilities in the health sector to a great extent. The greater participation of women in MGNREGA is an indication of the wide scale acceptance of the scheme by the local people. The scheme is being implemented in the state in three phases. The objective of the study was to analyse how the demand-driven employment grant scheme is implemented in Telangana, MGNREGA is implemented in 32 districts, 540 blocks, and 12771 gramme panchayaties in Telangana state. Further, it was also intended to observe whether it enabled the creation of productive assets, the protection of the environment, and the empowerment of women in the rural area. The impact of the scheme was analysed by taking into account the four major components, such as the number of families that registered for job cards. The families that obtained the job cards and the employment generated are the major activities taken up under the scheme. The present study reveals that the number of registered persons is increasing each year, and the panchayat has issued job cards. The number of families registered for job cards is increasing each year, which indicates that the attraction of people towards this programme is increasing, especially in the case of women. One of the important things is that the proportion of SC and ST families that registered also increased each year. There was an increase in certain indicators and a decrease in others, but most of the components showed a progressive picture. The total number of households that got employment and families that got 100 days of employment increased, but at the same time the participation of men showed a decline and women's participation increased. Panchayats take on all the promotional activities for better employment through MGNREGA.

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